



SUS
TAIN-
ABILI-
TY
REPORT

2024



01. Introduction

- o 01.01 About the Report
- o 01.02 Message from our Chairman

02. About Us

- o 02.01 Our Values
- o 02.02 Company Profile
- o 02.03 Milestones
- o 02.04 Our Sustainability History
- o 02.05 The Accomplishments of 2024

03. Our Sustainability Journey

- o 03.01 Performance Criteria
- o 03.02 Sustainability Task Force
- o 03.03 Our Sustainability Priorities
- o 03.04 Our Compliance with the UN Sustainability Development Goals

04. Caring for Our People

- o 04.01 Human Rights
- o 04.02 Equal Opportunity and Empowerment of Female Employees
- o 04.03 Talent Management
- o 04.04 Employee Loyalty and Volunteering Activities
- o 04.05 Occupational Health and Safety

05. Caring for Our Business

- o 05.01 Responsible Manufacturing
- o 05.02 Responsible Value Chain
- o 05.03 Sustainable R&D Center
- o 05.04 Quality Vision
- o 05.05 Internal Control and Audit
- o 05.06 Ethics and Compliance
- o 05.07 Anti-Bribery and Anti-Corruption
- o 05.08 Recommendation System
- o 05.09 Protection of Personal Data

06. Caring for Our Environment

07. Caring for the Future

- o 07.01 Our Plans/Goals for 2025
- o 07.02 Our Pledge to the Future

SUS TAIN- ABILI- TY REPORT

01.01 ABOUT THE REPORT

We assume responsibility for utilizing our resources efficiently and minimizing our environmental impact, in collaboration with all our employees. The report, prepared by Etapak Baskı Ambalaj San. ve Tic. A.Ş. and Etap Enjeksiyon Plastik San. ve Tic. A.Ş. (subsidiaries of Özgörkey Holding), reflects the work we have carried out with this perspective, between January 1 and December 31, 2024. Etap Doğan Plastik Ambalaj San. ve Tic. A.Ş., one of our holding companies, whose UN Global Compact membership application process began at the end of 2024, will be discussed in our 2025 report.

In our sustainability report, we present our approach to managing the value and impact we create within the scope of our operations, our sustainability priorities, our contribution to the United Nations (UN) Sustainable Development Goals, and our performance against our targets for the second consecutive year.

In all our activities throughout 2024, we acted in line with our corporate value “caring for the future”, which is the cornerstone of our sustainability vision. We worked to fulfill our promise to “leave a greener world to future generations”. We are also conducting ongoing studies on our infrastructure to optimize resource utilization and verify our carbon footprint.

The climate crisis is intensifying and having a growing impact on people worldwide. Ecological problems are becoming more prevalent and impacting larger and larger groups of people every day. By congregating more substantially and robustly on the denominator of safeguarding the future, we shall attain success in our sustainability objectives.

As Özgörkey Holding, we remain committed to our core principle of continuous enhancement, striving to surpass our previous achievements. We strive to be recognized as reliable collaborators, contributing to the success of our business partners. Transparency and accountability are paramount in all our endeavors.



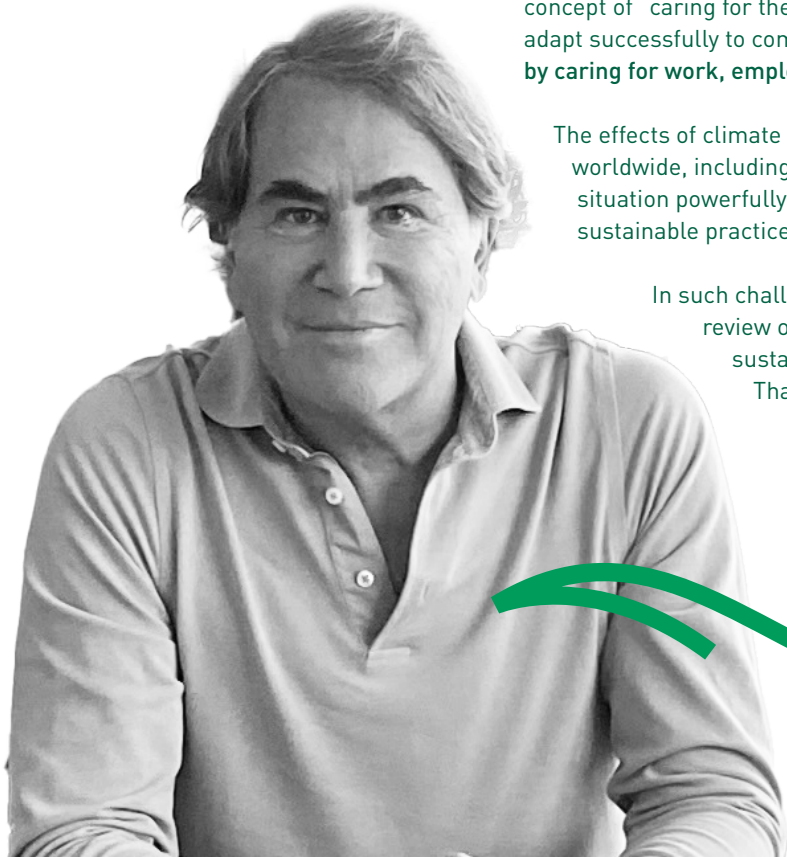
01.02 MESSAGE FROM OUR CHAIRMAN

2024 was a year marked by the adverse effects of key economic indicators. Despite these developments, our Etapak Ambalaj, Etap Plastik, and Etap Doğan companies demonstrated their ability to adapt to challenging conditions. Thanks to the dedicated efforts of all our units, we successfully navigated this critical period. Thanks to our experience in the sector, flexible structure, rapid adaptability, know-how, and strong vision, we emerged from these challenges stronger.

Despite the time and conditions we face, our main strength lies in our strong human resources and robust corporate culture. Our philosophy, Özgörkey's "culture of caring," drives us to overcome every challenge and achieve every success under the Özgörkey name. Our commitment to caring for our business, our employees, and the environment has always brought us success, trust, and stability. With our recent addition of the concept of "caring for the future" to our culture of caring, we have gained the ability to manage change and adapt successfully to competitive conditions. **We believe that a sustainable business model can be achieved by caring for work, employees, the environment, and the future.**

The effects of climate change are becoming increasingly evident every day, with adverse events occurring worldwide, including floods, droughts, and forest fires triggered by extreme weather conditions. This situation powerfully demonstrates the importance of sustainability, the necessity of transitioning to sustainable practices, and the need to act quickly to achieve sustainability goals.

In such challenging conditions, our sustainability-focused efforts have enabled us to continuously review our business processes and further develop our competencies, including innovation, sustainability, and providing quality services, as well as being a reliable solution partner. Thanks to these efforts, we are continuing on our path with firm steps.



During this period;

- **We accelerated our sustainable procurement efforts.** First, we classified suppliers based on their purchase volume. Then, we sent them a sustainability survey to assess their sustainability efforts. We shared the survey results with suppliers in feedback presentations and provided them with an “Ethical Principles and Rules Commitment Letter.”
- By publishing our first sustainability report, which outlines our corporate sustainability goals, strategy, priorities, methods, and practices, as well as the progress we have made, we have documented our sustainability journey and **clarified the goals we have set for ourselves.**
- **We reduced the amount of waste** generated by our production activities and **decreased our environmental impact.**
- Following the establishment of our Etapak Ambalaj and Etap Plastik companies, **we applied to the Turkish local network of the UN Global Compact**, which was subsequently formed as the Global Compact Signatories Association for our Etap Doğan company.
- **With our ESG score of “A” at Etapak Ambalaj**, we have confirmed that we are a company that fully complies with national and international best practices and **has excellent compliance with environmental management system principles.**
- We improved our score in Ecovadis assessments and were **awarded the Ecovadis Committed badge.**
- **We accepted and signed the principles and rules of the Women’s Empowerment Principles (WEPS) platform, which focuses on ensuring women’s equal participation in social life in our Etapak Ambalaj and Etap Plastik companies.** With this signature, we underscored our commitment to actively supporting women in their struggle for equality, beginning in the workplace.

- We conducted R&D studies to develop sustainable, flexible packaging products. **We won the Packaging Manufacturers Association’s Packaging Crescent and Stars Competence Award with our “paper label made from 100% recycled paper” project.**
- At Etap Plastik, we developed products containing bio-renewable plastics. **We successfully reduced the proportion of fossil-based plastics with our “conical plastic crate with 40% bio-renewable plastic content” project** and won the Packaging Manufacturers Association’s Packaging Crescent and Stars Competence Award.
- At the CCI Supplier Sharing Day event, **we were honored with the sustainability award by CCI for our R-Pet project, developed at Etapak Ambalaj.**
- In each of our institutions, **we focused on minimizing our impact on nature with the 3R philosophy.**

In 2025, we will move forward by recognizing that these initial steps are just the beginning of our ongoing sustainability journey. We firmly believe that every challenge we will face will disappear in the face of our will to develop solutions together.

I know that the care we show for the future is alive in our production activities, innovative idea development processes, and sense of teamwork, and I look to the future with hope thanks to our company. **I wish there were many more years in which we could feed our hope with labor and build success together.**

Armağan Özgörkey

Özgörkey Holding
Chairman & CEO



2

ABOUT US

02.01 OUR VALUES

Our company produces innovative and environmentally friendly flexible and rigid packaging products, Etapak Baskı Ambalaj San. ve Tic. A.Ş. and Etap Enjeksiyon Plastik San. ve Tic. A.Ş. acts based on decision-making mechanisms based on reliable data, practical implementation, and strong control systems to meet the needs of its customers fully. While circular economy principles shape all processes, it carries out its activities with the principle of high responsibility and transparency.

With our environmentally friendly, modern production facilities in Izmir and logistics warehouses in Berlin (Germany), London (UK), Utrecht (Netherlands), and Kostinbrod (Bulgaria), we take pride in being a responsible and strategic solution partner to many reputable brands in Türkiye and abroad.

OUR MISSION

To position ourselves as the sustainable strategic solution partner for our stakeholders, while adopting a nature-friendly, humanitarian approach to building a better future.

OUR 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.



OUR VALUES

We believe that the values of every organization bear the signature of its founder. Our values today are modeled on the principles and values of our founder, Ahmet Nevzat Özgörkey.

We position these values within the orbit of the concept of “caring.”

Our values, rooted in the concept of “caring,” define our purpose in existence.



**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 determination to take the initiative towards solutions, driven by a commitment that exceeds our current performance and our will to contribute to leaving a better world for future generations.



CARING FOR OUR BUSINESS

We work diligently to ensure excellent customer satisfaction, utilizing all of our knowledge, skills, experience, talents, and competencies. We develop ourselves and encourage one another to innovate in ways that will enhance our sustainability performance.



CARING FOR OUR ENVIRONMENT

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

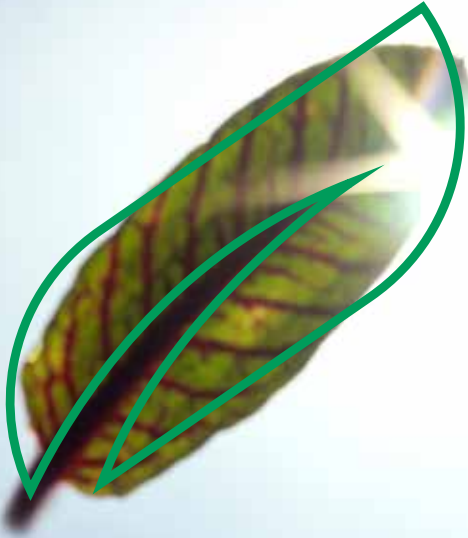


CARING FOR OUR PEOPLE

We are a strong team with shared priorities, rights, and responsibilities, and we act together with high dexterity. We act with the spirit of solidarity as a unified team, which we define as Team Özgörkey and encompasses every Özgörkey employee.

The socioeconomic status and working comfort of each Team Özgörkey member are essential to us. We value gender equality and provide equal opportunities for representation to our female employees at all levels of the organization.

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.



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 have since established it as one of the leading companies in Türkiye. Özgörkey Holding is one of Türkiye's leading companies, operating in both national and international markets, with subsidiaries primarily in the packaging and plastics sectors, as well as agriculture, beverages, and real estate.

The industrial journey that began in the 1950s with the Terakki Kollektif company turned 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 Business, Caring for Employees, Caring for the Environment" 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 SUBSIDIARIES

Packaging

Etapak Ambalaj: Exports 55% of its production to 35 countries across three continents, with an annual production volume of approximately 8,400 tons at its facility in İzmir Çiğli Atatürk Organized Industrial Zone. The facility spans a total area of 23,600 square meters, featuring an indoor area of 11,750 square meters.

Etap Plastik: Established in 1968 and operating under Özgörkey Holding since 1997, Etap Plastik 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 at its İzmir Pınarbaşı facility, which spans 22,000 square meters and features a 9,000-square-meter indoor area. The facility exports 30% of its production to over 30 countries across four 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 continues its production in İzmir Pınarbaşı, sharing the same facility with Etap Plastik.

Agriculture

Anadolu Etap: Founded in 2010 in partnership with Anadolu Group and Özgörkey Holding, Anadolu Etap is one of the most essential agricultural companies offering Turkish fruit to the rest of the world with 70% export-oriented sales volume, serving in a vast 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 six different regions of Türkiye, with 5 million planted trees across eight farms, one fruit packaging facility, three fruit juice factories, and 2 R&D centers.

Beverages

Coca-Cola İçecek: Ranked 6th in the Coca-Cola system by sales volume, Coca-Cola İçecek A.Ş. (CCI Turkey) manufactures, sells, and distributes The Coca-Cola Company (TCCC) brands of sparkling and still beverages. CCI Turkey operates in Pakistan, Kazakhstan, Azerbaijan, Kyrgyzstan, Turkmenistan, Jordan, Iraq, Syria, Tajikistan, Uzbekistan, and Bangladesh, employing over 10,000 staff. With 33 factories, CCI Turkey offers a diverse product portfolio in the still beverages category, comprising fruit juice, water, energy and sports drinks, iced tea and tea, as well as soft drinks (carbonated beverages), catering to a consumer group of over 600 million.



EMPLOYEE PROFILE

With a perspective of “Caring” for Our Business, Our Employees, the Environment, and the Future, we focus on change and development in all our processes, with approximately 243 employees across Etapak Ambalaj, Etap Plastik, and Etap Doğan companies.

Our employees are the foundation of our growing organization. With a technical team of 160 people and an administrative staff of 83, we strive to create a more livable world for future generations while continuing to work diligently.

In 2024, our focus was on women’s employment, participation in the workforce, and strengthening their place in business life. The ratio of female employees across the entire group remained at 20%. In our corporate conglomerate, the proportion of female managers was ascertained to be 31%, reflecting our commitment to fostering an egalitarian and equitable corporate culture.

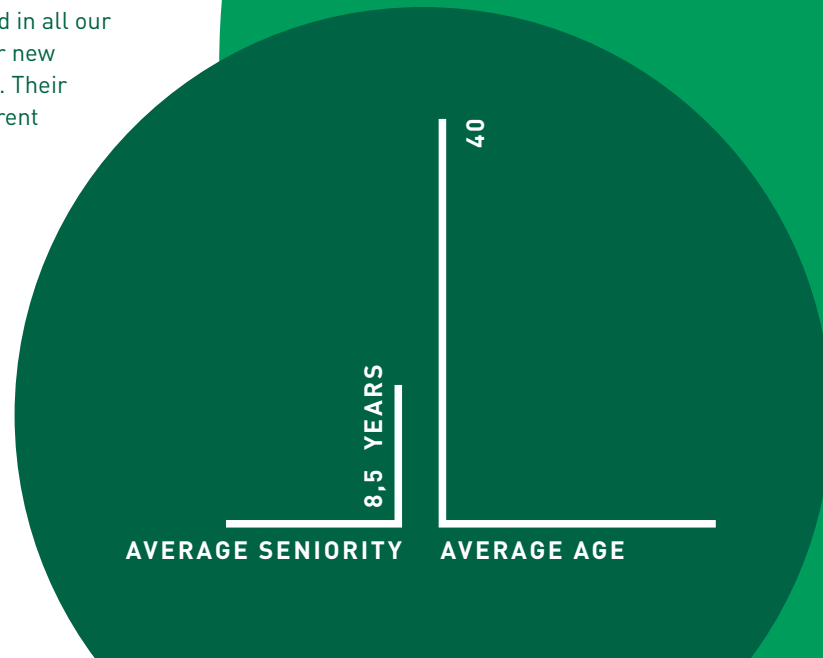


Compared to 2023, we increased our ratio of employees with at least a bachelor's degree by three points to 39%. Our company is proud of the achievements of our employees, who continue to pursue their education and professional development. We celebrate their accomplishments by sharing news of their graduations in our internal bulletins. We also highlight their success and happiness as a team, fostering a supportive environment for professional growth and development.

We believe that trust is one of the cornerstones of ensuring employee loyalty, satisfaction, and performance. We prioritize transparency in all our processes.

In our group of companies, where the average seniority is 8.5 years, we implement sustainable human resources practices. We provide a safe, valuable, and peaceful work environment where our employees feel like family.

Another aspect that supports our development is the joint teamwork and exchange of ideas between our experienced employees, who have worked in all our group companies for many years, and our new employees, who recently joined our team. Their contributions to the processes from different perspectives are valuable. The average age of our employees across all group companies is approximately 40 years old.



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

MANAGER	31%	69%
---------	-----	-----

BOARD of DIRECTORS	60%	40%
--------------------	-----	-----

EDUCATION	EMPLOYEE RATIO
PRIMARY	18%
HIGH SCHOOL	45%
BACHELOR DEGREE	31%
MASTER'S DEGREE	5%

02.03 MILESTONES

1968

Etap Plastik was established.

1980

The first beverage crate with a separator was produced in Türkiye.

1997

Etapak Baskı Ambalaj San. ve Tic. A.Ş., an investment of Özgörkey Holding A.Ş., was founded in Izmir.

1997

Etap Plastik joins Özgörkey Holding.

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.

2015

EtapDoğan was established through a partnership between Özgörkey Holding and Doğan Plastik.

Türkiye's largest 85 cm plastic box was produced.

2018

An Integrated Management System has been installed.

2019

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

Approval of the R&D Center by the Republic of Türkiye Ministry of Industry and Technology.

2020

SRU (Solvent Recovery Unit) investment commissioned.

The Biosafety Trust Infections Prevention and Control Management System certificate was received, and CEFLEX (Circular Economy for Flexible Packaging) membership was initiated, a first in Türkiye.

2023

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

MONO PE- 100% Recyclable Doypack Packaging design received Worldstar 2023, Packaging Manufacturers Association- 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 (WEPEs).

Partial IREC renewable energy supply started at Etapak Print Packaging.

2006

We have received our ISO 9001 Quality Management System certificate.

2010

Etap Plastik merged with Etapak Ambalaj A.Ş.

2011

BRCGS-IOP Food Safety Quality Certificate received.

2015

Certificates were acquired for the ISO 14001:2004 Environmental Management System and the OHSAS 18001:2007 Occupational Health and Safety Management System.

2015

A Halal 22:2013 and a kosher certificate was received.

2020

Etap Enjeksiyon Plastik San. Tic. A.Ş. was separated from Etapak Ambalaj with a change of company title.

2021

UNGC, United Nations Global Compact, was signed.

Transition to ISO 45001 Occupational Health and Safety Management System.

First score achieved on the Ecovadis Sustainability Platform.

2022

The r-Pet Spiral Label project received the 2022 WorldStar, Packaging Manufacturers Association - Packaging Crescent and Stars Gold Award, and the 2022 Asiastar Award.

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

2024

Etap Plastik produced the first HDPE IML-labeled beverage crates in Türkiye.

The Etap Doğan facility manufactured the largest HDPE big box in Türkiye, containing 30% bio-renewable plastic.

Etapak Ambalaj won the Packaging Manufacturers Association- Packaging Crescent and Stars Competence Award 2024 with its "paper obtained from 100% recycling" project, and Etap Plastik with its "conical case with 40% bio-renewable plastic content" project.

The first Sustainability Report, covering the period from January 1 to December 31, 2023, has been published.

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

Etap Plastik began to meet all its electrical energy needs through IREC's renewable resources.

Özgörkey Holding subsidiary Etap Doğan applied for UNGC membership.





02.04 OUR SUSTAINABILITY HISTORY

In our sustainability journey, which began with our membership in the UN Global Compact in 2021, our Etapak Ambalaj and Etap Plastik companies took necessary institutionalization steps by establishing the Sustainability Committee and Task Force in 2023. In 2024, we further solidified this structure, making our sustainability efforts more systematic and measurable.

We procured the user-friendly Quick Carbon software, which calculates and reports the corporate carbon footprint in accordance with the ISO 14064-1:2018 Standard and the GHG Protocol, and also enables the creation of strategies to reduce emissions. This software has helped us to easily measure and compare the carbon footprint reductions of the projects we've completed for our customers.

QUICKCARBON



Guided by the Global Compact, we enhanced our understanding of corporate sustainability and joined the UN Global Compact's Climate Action Sharing Group at the end of 2024. During meetings with participants from various sectors in the Aegean Region, which were part of the UNGC Climate Action Experience Group, we reached a consensus that reducing scope three emissions is challenging and requires comprehensive, long-term efforts and collaborative projects.

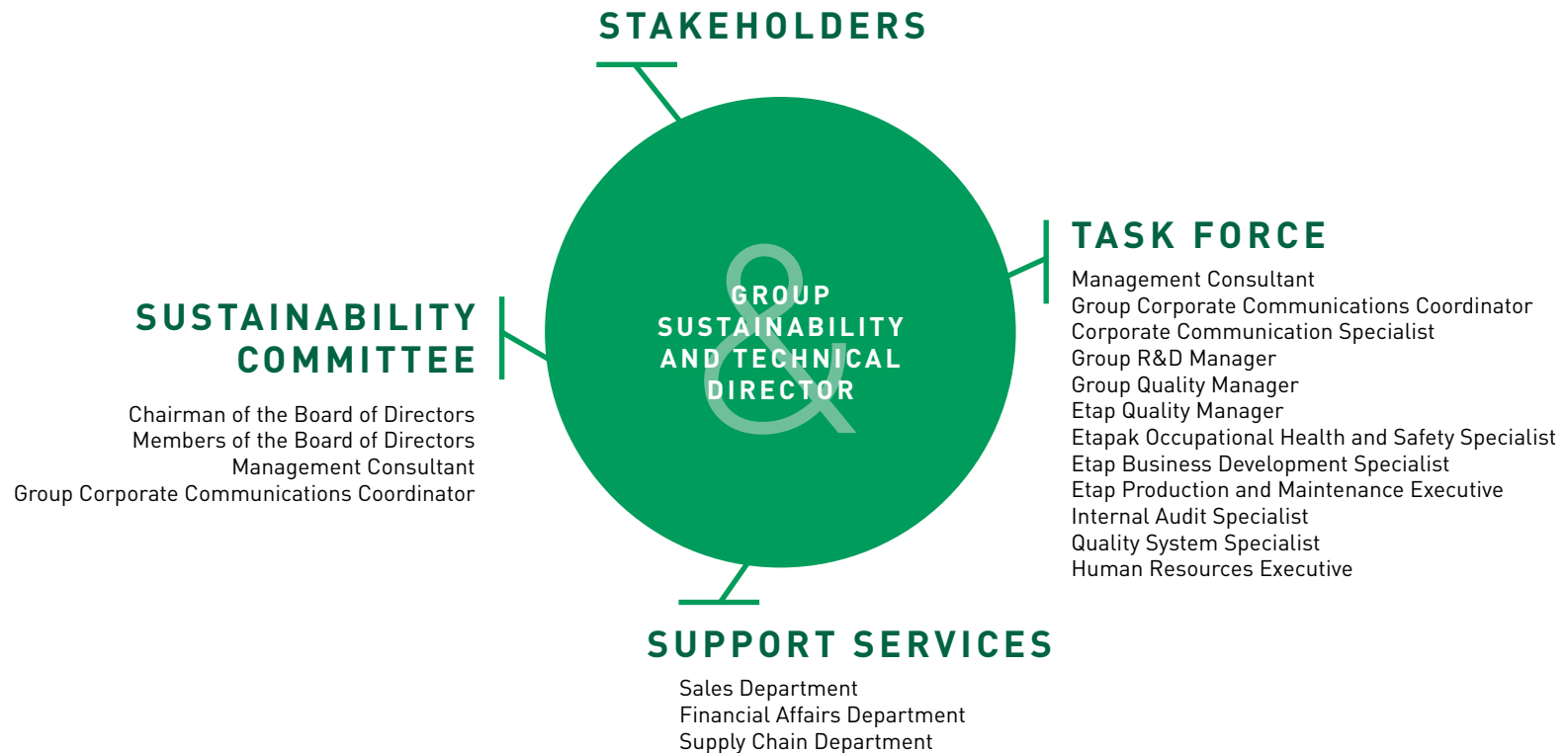
This year, we increased our employees' sustainability literacy by effectively utilizing the UN Global Compact Academy training platform. We took our commitment to gender equality a step further by joining the Women's Empowerment Principles (WEPs) platform of the UN Global Compact (UNGC).

CARING STRUCTURE	PRIORITY ISSUES	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 Supply Chain</p>	

We improved our score on the EcoVadis sustainability rating platform and were awarded the EcoVadis Committed badge. This improvement reflects our performance in the areas of ethical business conduct, supply chain management, employee rights, and environmental responsibility.

We raised awareness and participation among all our employees through workshops and internal communication campaigns to integrate the Sustainable Development Goals (SDGs) into our corporate culture. We also continued to undertake projects in priority areas, including circular economy, R&D, equal opportunities, employee welfare, and sustainable supply chain management.

At Etapak Ambalaj and Etap Plastik, our vision is to create a value chain that ensures legal compliance, utilizes resources efficiently, and reduces environmental impact while making positive contributions to our stakeholders. 2024 was a pivotal year for realizing this vision, as it marked a period during which sustainability culture was further consolidated within the organization.



02.05 THE ACCOMPLISHMENTS OF 2024

For Özgörkey Holding companies, 2024 was a year in which sustainability was fully integrated into the corporate culture and systematic and measurable progress was achieved. Founded in 2023, the Sustainability Committee and Task Force structures worked more effectively this year, with regular meetings and disciplined follow-up mechanisms. Thanks to this structure, transparency towards both internal and external stakeholders increased, and concrete actions were quickly implemented.

Throughout the year, we continued to move forward under the guidance of the UN Global Compact. In particular, we actively used the UNGC Academy training platform to disseminate sustainability awareness throughout the organization.

In November and December, the UNGC Climate Action sharing group organized studies in which important companies focusing on sustainability studies in our region came together to share experiences and solve common problems. These studies revealed that many companies in various sectors struggle to reduce scope three emissions, and that regional procurement and sustainable logistics studies will become increasingly important in the future.

To further our commitment to women's empowerment, we continued to participate in the Women's Empowerment Principles (WEPs) platform. Through regular, free meetings with our female employees, both blue- and white-collar, we made concrete improvements to our HR policies to make them more inclusive.

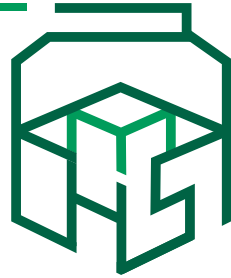
In 2024, we began verifying the results of our carbon footprint study, which we first measured in 2023. This process, carried out in accordance with the ISO 14064 standard, brings us one step closer to achieving our goal of establishing a sustainable supply chain. By using 100% I-REC-certified electricity at our Etap Plastik factory, we aligned the use of renewable energy with our goal of a sustainable environment. In 2024, we achieved 20% I-REC-certified energy use in our Etapak Ambalaj factory. Our goal is to transition to 100% I-REC use in the coming years.

In 2024, we conducted preliminary energy efficiency studies at our Etapak Ambalaj factory as part of our efforts to obtain ISO 50001 Energy Management System certification. Our goal is to obtain ISO 50001 certification by June 2025.

Etapak Ambalaj significantly improved its EcoVadis sustainability assessment score, increasing it to 56. With this achievement, we earned the EcoVadis Committed badge. This badge indicates our strong performance in environmental, ethical, supply chain management, resource, and labor areas.

In line with our circular economy approach, we made progress on our projects regarding recycling, resource efficiency, and bio-renewable raw materials (upcycling). With R&D support, we continued our efforts to increase our use of ISCC+ and FSC-certified raw materials. In this process, we emphasized sustainability criteria in our R&D project prioritization matrix and evaluated all our projects within this framework.

The Material Handling Solutions team was established within Etap Plastik with the vision of becoming a leading product design company specializing in reusable, lightweight, durable, ergonomic, and fast designs. In this context, we focus on projects that add value to the new generation supply chain during the design of new products, taking into account production efficiency, occupational health and safety, and environmental impacts.



MATERIAL HANDLING SOLUTIONS

As Etap Plastik, we realized the first HDPE IML labeled beverage crate production in Türkiye and successfully commissioned IML (In-Mold Labeling) labeling technology in the production of bottle transport crates with separators. In this process, we increased our production capacity and efficiency by updating our robot systems. Our experience and technical expertise in IML labeling allowed us to meet customer expectations in the best way while raising our quality standards.

We have saved our customers 48 tons of carbon emissions by producing the IML-labeled bottle transport crate, which we started manufacturing in 2024. This reduction is equivalent to the amount of carbon dioxide sequestered from the atmosphere by approximately 2,200 trees in one year. In line with our sustainable production approach, this step exemplifies our commitment to reducing environmental impacts and contributing to the circular economy.

The compressor investment, which was part of the energy optimization projects at our Etapak Ambalaj facility, was commissioned in May 2024, resulting in a 30% reduction in electrical energy consumption compared to the pre-investment situation.



**A total of 48 tons
of emissions**
is equivalent to the amount
of carbon absorbed from the
atmosphere by a sizable forest
consisting of 2,200 trees
**over the course
of one year.**





At the CCI Supplier Sharing Day event, we were recognized by CCI with the sustainability award for our R-Pet project, developed at Etapak Ambalaj.

Reducing the use of natural resources remained one of our top priorities. The Water Working Group, which achieved successful results in 2023, maintained its activity in 2024 and identified new areas for improvement in water consumption management. In terms of energy efficiency, investments were made to reduce energy and natural gas consumption per unit in our production processes.

We continued to implement our annual ethics training plan, aiming to further strengthen our ethical culture. We made further announcements to increase the accessibility and awareness of our ethics hotline. In addition, the work we started to create a behavioral safety culture was supported by company culture analyses and transformed into concrete action plans.

Throughout 2024, we did not limit ourselves to our internal processes; we also actively participated in workshops organized by our partners who are at a more advanced level in terms of sustainability, thereby continuing our development and contributing to their processes. With this approach, we have strengthened our position as a preferred and trusted business partner in the sector.

In conclusion, 2024 marked the year we successfully integrated sustainability into our corporate culture, aligning it with our strategic objectives. We were guided by three key objectives: reducing our environmental impact, utilizing our resources efficiently, and enhancing employee and stakeholder satisfaction. We are committed to developing stronger, more results-driven projects on these foundations in the coming year.



3

OUR SUSTAINABILITY JOURNEY

2024 was the year of maturation and substantiation of the sustainability organization we established in 2023. As we continue to implement our action plan, which was developed based on the sustainability vision we formulated last year, we have chosen to utilize the carbon footprint software we procured to advance our strategy and evaluate our performance with greater objectivity and immediacy.

Our Sustainability Committee continued its weekly meetings, regularly monitored developments, and made strategic updates in light of new developments. Our Task Force team continued to re-evaluate the processes in their areas of responsibility from a sustainability perspective.

In 2024, a carbon footprint verification audit was conducted for the data from 2022 and 2023. In this way, we strengthened our level of transparency and reliability in our sustainability efforts.

Under the umbrella of the UN Global Compact (UNGC), we revisited our development areas. We continued to measure our progress based on the KPIs we identified, thanks to new workshops and assessment tools organized in collaboration with our leadership team. Our critical performance indicators were periodically shared with senior management and evaluated with a focus on continuous improvement.

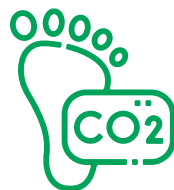
As of 2024, we have taken concrete steps in the areas of women's empowerment and sustainable supply chain management, which are integral to our sustainability vision. In this context, we conducted awareness-raising activities for our suppliers, focusing on internal policies aimed at increasing women's employment.

Within the scope of the Green Deal, we continued our efforts to develop our action plan focused on emission reduction in line with the 2030 and 2050 targets. Based on our 2023 carbon footprint data, our short-term, medium, and long-term targets were realized within the scope of SBTI preparation studies.

In 2024, we furthered our vision to be a trusted and inspiring stakeholder in sustainability, not only for our stakeholders but also for our entire ecosystem.

03.01 PERFORMANCE CRITERIA

We have begun to monitor the performance criteria we established for our sustainable development goals and priorities for both companies. The summary table of these criteria is as follows.



Carbon Footprint (t CO₂e)

ETAP 6,315.2 | ETAPAK 12,906.33*

*2024 carbon footprint data calculated at the end of 2024

2024 Critical Performance Data



Electricity Utilization Ratio(kWh/kg)
ETAP 0.95 | ETAPAK 1.25



Supply Chain Sustainability Score
ETAPAK 62



Natural Gas Utilization Ratio (kWh/kg)
ETAP N/A | ETAPAK 2.33



Ratio of Female Executive Employees
%31



Water Use Ratio (lt/kg)
ETAP 2.50 | ETAPAK 4.08



Employee Satisfaction Rate
74%

03.02 SUSTAINABILITY TASK FORCE

The Sustainability Committee and the Task Force team are the two fundamental structures that bring our organization's sustainability vision to life and play a key role in guiding all sustainability efforts.

The Task Force team, composed of representatives from all departments of our company, has been actively contributing to the establishment and dissemination of sustainability awareness within the Holding and its subsidiaries since its inception.

Team members strive to create a culture that is sensitive to the environment and nature. They plan, implement, and regularly monitor sustainability activities, taking responsibility for every step taken towards a better future.



Onur Uruşak
Group Sustainability & Technical Director

At a time when global trade is changing rapidly, geopolitical risks and the climate crisis are reshaping supply chains, sustainability is no longer a choice but a necessity. 2024 marks a threshold where we will redesign our value chains, not only in terms of economic impact, but also in terms of environmental and social impact.

I believe that organizations that take responsibility, build flexible structures, and create long-term value will emerge as leaders in this process, where new trade balances are formed.

In 2025, we plan to build verifiable, fair, and crisis-resilient systems guided by sustainability together...

Yelda Zoral Yücebaş
Group Corporate Communication Coordinator

We see sustainability not only as a goal but also as one of the cornerstones of our corporate culture. Accordingly, we act in full awareness of our environmental, social, and economic responsibilities and strive to raise awareness and sensitivity among all our employees. Through internal communication projects and informative content, we bring our sustainability efforts to the forefront of everyone's agenda. We are aware that a sustainable future will only be possible with the conscious steps we take together. As the Task Force, we are working together with determination.

As we work for a sustainable future, we put the circular economy approach at the center of our business. We adopt quality as a core value not only in our products but also in our environmental and social responsibilities.

Instead of relying on petroleum-based raw materials, we utilize bio-renewable resources and incorporate recycled materials into our production processes. While this transformation reduces the consumption of natural resources, it also significantly limits our environmental impact. We regularly calculate our carbon footprint and take steps to improve accordingly. We take care to proceed with methods based on transparency and science at every step.

We will continue to work together and responsibly for a more livable world.

Aras Demirağ
Etap Business Development Specialist

It means a great deal to me to be part of a department that embraces sustainability not only as an environmental responsibility but also as a strategic approach. We prioritize ethical, environmental, and social values in our purchasing processes and at every stage of our supply chain.

We aim to reduce our carbon footprint by selecting sustainable suppliers, implementing environmentally friendly logistics solutions, and utilizing recyclable raw materials. We both increase efficiency and reflect our sensitivity to nature through low-emission methods such as rail and maritime transportation.

We make all our processes transparent and traceable through digital tools and believe that sustainability is indispensable for long-term success.

With this understanding, we continue to create value not only for today but also for future generations.

Aymila Dođdu
Etapak Procurement Specialist

It is an excellent source of pride for me to address this issue with such a team in a company that sees sustainability as an indispensable part of business. Contributing to raising awareness about sustainability and sharing our organization's commitment in this area is extremely important, especially at a time when we are increasingly feeling the adverse effects of environmental changes on our planet. It is the responsibility of both individuals and organizations to use our resources consciously.

We are aware of the necessity of moving forward with a shared vision and care at every step for a more livable future, and we continue our work with this responsibility.

Ayşe Avcıođlu
Etapak Occupational Health and Safety Specialist

Our primary objective is to ensure that our production processes are not only efficient and of high quality, but also conducted in a manner that is sensitive to employee health and respectful of the environment.

Safe working conditions are a cornerstone of sustainability. Accordingly, we continually improve our occupational health and safety practices, prioritizing those that increase energy efficiency, enhance waste management, and reduce chemical exposure.

A sustainable future is only possible by creating a safe and healthy working environment that prioritizes the well-being of its people. We act with this sense of responsibility and work to secure both the present and the future.

Duygu Çavuş Temizkan
Corporate Communication Specialist

I believe that the most valuable projects in innovative fields are those that are in harmony with nature and add real value to the future. Sustainability will remain at the heart of every product we develop and every step we take.

Feyza Çalışkan
Group R&D Manager

With our sustainability perspective, we build the future together by focusing on people. For a more livable and sustainable world, we carefully plan our every step and carry out all our activities with great care. With the contribution of every employee in our company, we are developing a sustainable corporate culture step by step. For me, being part of the Task Force team on this transformation journey is a responsibility that gives me hope for both the future of our business and a better world.

Merve Bozkurt
Human Resources Executive

Sustainability in terms of maintenance means that machines break down less frequently, consume less energy, and operate smoothly for more extended periods. By performing regular maintenance, we both prevent waste of resources and ensure uninterrupted production. As the Task Force, we make these efforts more planned and effective. We offer energy-saving solutions and support the use of products that are less harmful to the environment in maintenance.

In this way, maintenance work not only contributes to business continuity but also helps protect the environment.

İbrahim Kaletürk
Etap Production & Maintenance Executive

Today, environmental sustainability in all areas of industrial production is no longer a choice but a necessity. We operate with awareness of this responsibility in our production, maintenance, and repair processes. We adopt an approach that minimizes both resource efficiency and environmental impact while producing products with various raw materials, including PP (Polypropylene), PE (Polyethylene), and environmentally friendly bioplastics. Bio-plastics also contribute to our circular economy goals by offering the advantages of faster biodegradation and lower emissions than fossil fuel-based plastics.

We reduce our environmental impact through automation systems that optimize energy consumption in our production lines, low-energy consumption injection machines, and heat recovery systems. Our maintenance and repair team not only ensures that the machines operate in the most efficient conditions but also prevents energy waste by reducing unplanned downtime. We also adopt a culture of "preventive maintenance" and support sustainability in resource utilization by extending the life of equipment.

In line with the principle of "Production that shapes the future starts with today's responsibilities.", we continue to invest in an efficient and sensitive production structure that is open to technological developments while reducing our environmental impact.

Ozan Can Uzun
Etapak Maintenance Repair Engineer

Selin Güvenir Internal Audit Specialist

Sustainability is a holistic approach that includes not only environmental but also ethical and governance responsibilities. As a member of the Task Force, it is extremely valuable for me to contribute in the areas of observing ethical principles, strengthening anti-corruption processes, and evaluating internal control mechanisms from a sustainability perspective.

This process has once again demonstrated the importance our organization attaches to the principles of transparency and accountability. Being a part of an organization that aims to make a difference in the field of sustainability and taking an active role in this journey has been an experience that has fed my motivation as much as my professional responsibilities.

Strong audit systems, a corporate structure nourished by an ethical culture, and teamwork united around shared values are indispensable in building a sustainable future.

Serkan Ünal Quality Manager

Quality sustainability aims to ensure that the quality of the product or service is continuously maintained and improved over time. It also includes innovative approaches and improvements that will increase quality. Sustainable quality should consider environmental, economic, and social responsibilities, maintaining high quality not only in production processes but also throughout all organizational processes. This approach ensures the long-term success of the organization, strengthening customer satisfaction and trust.

To ensure sustainability in quality, it is essential to address fundamental issues, including continuous improvement, resource management, innovation and technology, supply chain management, and employee training and participation.

Sustainability in quality management entails utilizing resources efficiently, minimizing environmental impacts, and fostering social responsibility. This approach aims to reduce the ecological footprint while improving business processes. It represents an understanding that combines quality with product and service excellence, as well as social and environmental responsibility. As the Quality team, we are happy to be a part of this process.

Tuğçe Hacıkuş Etapak Quality Systems Specialist



03.03 OUR SUSTAINABILITY PRIORITIES


The packaging industry plays a critical role in preventing food loss and waste. With this awareness, we have adopted sustainability-oriented approaches in both our product designs and operational processes throughout 2024.

We focused on product-based analysis studies by evaluating the carbon and water footprints of basic packaging materials, such as paper, aluminum, and plastic, separately. In line with total carbon footprint calculations and verifications, we prioritized developing solutions with low environmental impact through product-based measurements.


In our R&D center, we are working on replacing composite structures with structures that have similar functions but contain simplified, recyclable, and biorenewable plastics. At the same time, by developing projects that aim to improve the performance of materials containing recycled paper, aluminum, and plastics, we strive to reincorporate waste products back into the value chain in the packaging industry.

We have reached the ability to use 30-40% bio-renewable raw materials in our hard plastic product groups. Likewise, we continue to contribute to the circular economy by increasing our use of mechanically recycled plastics.


By selecting plastic, aluminum, and paper raw materials with international traceability certificates for our packaging solutions, we meet both traceability standards and fulfill our environmental responsibility.



Scope 1
Direct emissions from corporate activities and company vehicles



Scope 2
Indirect energy consumption, such as purchased electricity, heat, and steam



Scope 3
A broad category of emissions including purchased goods and services, business travel, employee services, waste management, product phase-out, transport/distribution activities, investments, leased assets, and franchises

When managing our carbon footprint, we address Scope 1, 2, and 3 emission sources holistically.

According to 2024 data, the share of Scope 3 in our total emissions was significantly high. For this reason, we have established improvement targets, particularly in the supply chain and throughout the forward and reverse logistics processes of the product life cycle. We continue our work in this area in cooperation with our suppliers.

The steps we took throughout the year not only reduced our environmental impact but also reinforced our vision of being among the leading companies in the packaging industry that produce sustainable solutions.

03.04 OUR COMPLIANCE WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

At Özgörkey Holding, our strategy is based on the priorities of our stakeholders and is carefully shaped around the science-based goals approach and the United Nations Sustainable Development Goals. In this journey, we summarize below our work related to the Sustainable Development Goals that we have prioritized.

CARING STRUCTURE	PRIORITY ISSUES	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 Equal Opportunity and Diversity Human Rights</p>	    
<p>CARING FOR OUR ENVIRONMENT (Environment)</p>	<p>Energy and Emissions Sustainable Supply Chain</p>	  



We established an economically sustainable structure with an efficient, waste-prevention-focused lean production model. We aimed for maximum customer satisfaction in all processes, from production to shipment, by holding weekly meetings to ensure ongoing improvement. We improved employee competencies by increasing information sharing among our group companies. We established transparent, mutually beneficial communication with all our stakeholders.



Our priority has been to provide our employees with a safe, peaceful, and flexible work environment. We updated our human resources policies and implemented practices that focus on job security and loyalty. We have improved the quality of life by offering flexible working hours, birthday leave, and supplemental health insurance. We have maintained open and constructive communication with trade unions.



In 2024, we became a signatory of the Women's Empowerment Principles (WEPs) and implemented our action plans accordingly. We embraced this principle not only in our operations but also in our supply chain. We incorporated sustainability and gender equality into our supplier surveys.



We conducted feasibility studies on solar energy projects. Although we had to postpone projects due to economic fluctuations, we continued to procure all of the electricity we use from I-REC-certified renewable sources.

8 DECENT WORK AND
ECONOMIC GROWTH



In collaboration with trade unions, we have taken steps to enhance the welfare of our employees.

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



We have strengthened university-industry cooperation with our R&D center, which has been operating since 2019. We continued our efforts to produce more environmentally friendly and efficient solutions in both product development and recycling.

10 REDUCED
INEQUALITIES



We updated our HR procedures, emphasized equal opportunity in our Code of Ethics, and trained all our employees on this issue in June 2024. In line with our commitments under the WEPs, we have based our recruitment and remuneration processes on principles of equality.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



We have adopted a circular economy approach. As a licensed plastic recycling producer integrated with DBYS, we incorporate our waste into the recycling process without harming the environment. We make a sustainable contribution to the supply chain by offering circular distribution solutions to our customers. Thanks to our solvent recovery unit, commissioned in 2022, we minimized solvent emissions.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



In 2022, we published our Code of Ethics, which provides a fair, equal, and free working environment. We were among the founders of the Global Compact Signatories Association of Turkey, established in 2023, and we concretized our commitments in this area through our signing of the WEPs.

17 PARTNERSHIPS
FOR THE GOALS



We collaborate with numerous national and international organizations to achieve our sustainability goals. We work together with institutions such as CEFLEX, PAGEV, PAGDER, Ecovadis, CDP, ASD, ÇEVKO, and TÜÇA.



INTRO-
DUCTION

ABOUT US

OUR SUSTAINABILITY
JOURNEY

CARING FOR
OUR PEOPLE

CARING FOR
OUR BUSINESS

CARING FOR OUR
ENVIRONMENT

CARING FOR
THE FUTURE

4

CARING FOR
OUR PEOPLE

ÖNCE
İŞ SAĞLIĞI
GÜVENLİĞİ
SEN



04.01 HUMAN RIGHTS

In all our group companies, we meticulously implement Human Resources policies and procedures that are fair, transparent, and respectful of employee rights without discrimination. We provide every employee of Özgörkey with the right to express their thoughts in a free and safe environment. We organize free lectern meetings for both our administrative staff and technical team, allowing them to express themselves and voice their ideas and suggestions openly and transparently. Additionally, we ensure that all our employees can easily express their opinions and suggestions through our digital suggestion system, and we carefully evaluate every contribution.

Respect for human rights is at the heart of our sustainability approach. We see it as our primary responsibility to prevent discrimination, child labor, forced labor, and any practice that undermines human dignity in our working environments. All our procedures and practices are based on principles that protect human dignity and promote fair, equal, and safe working conditions. We support our practices with regular audits, training, and transparent communication mechanisms.

The Ethics Hotline system, through which our employees can anonymously report suggestions, complaints, or instances of unethical behavior, is actively utilized. The Internal Audit unit meticulously evaluates all notifications, and necessary actions are taken. We see our ethical values as an integral part of our corporate culture. Accordingly, we provide Code of Ethics training to all our employees regularly each year. Additionally, we offer this training to all new Özgörkey employees who join us as part of the orientation program during the recruitment process.

We recognize the right to unionize for all our employees and implement collective bargaining agreements in all our companies. At Etapak Ambalaj, a collective bargaining agreement covering the period from 2022 to 2024 has been signed with the Basın-İş Union, with which we have been working since 2006. Its implementation is ongoing. At our Etap Injection and Etap Doğan companies, a collective bargaining agreement covering the period from 2023 to 2024 has been signed with the Lastik-İş Union, and its implementation is ongoing. In 2025, Collective Labor Agreements will be renewed.

04.02 EQUAL OPPORTUNITY AND EMPOWERMENT OF FEMALE EMPLOYEES

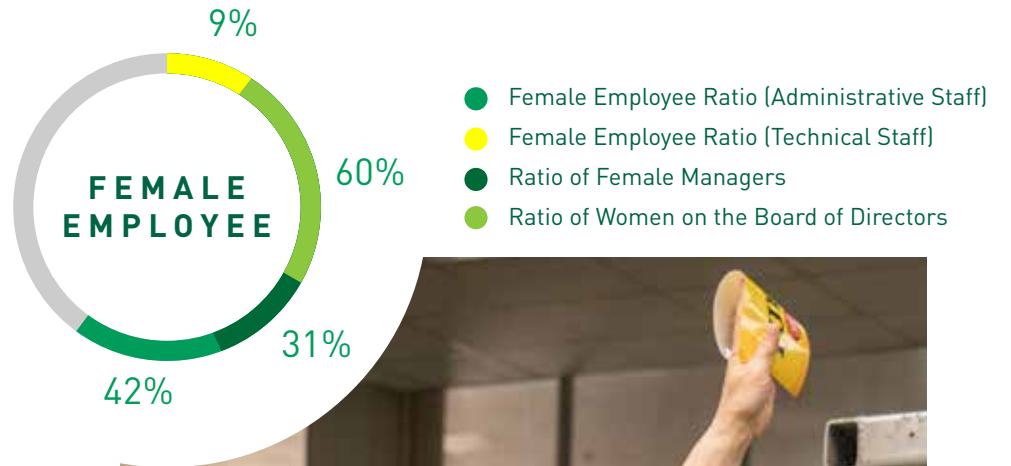
With our people-oriented approach, we adopt as our core value that all Özgörkey employees work in a work environment where justice, peace, and equality prevail. At Özgörkey Holding, we view gender equality not only as a principle but also as an indispensable foundation for our sustainable corporate success.

At every stage of the recruitment process, we offer equal opportunities to all candidates, and we do not discriminate under any circumstances, except in accordance with the job requirements. During the job offer process, we strictly adhere to the principle of equality when determining the candidate's salary and rights; we do not accept any personal characteristics such as religion, language, race, sect, gender, political opinion, national or social origin, age, disability status and sexual orientation as evaluation criteria.

We maintain the same principle after recruitment; we resolutely implement our equality policy in remuneration, promotion, talent management, and all other Human Resources practices. In addition, we closely monitor the various difficulties faced by our female employees in the business world; we listen to their opinions at regular meetings, understand their needs, and take solution-oriented actions. We take care to find solutions to even the most minor difficulties experienced by Özgörkey women.

We strongly believe in the power and contribution of Özgörkey women in our management teams. We are aware that ensuring gender equality and increasing the representation of women in our companies is of strategic importance for sustainable growth and high corporate performance.

As of 2024, the ratio of female managers is 31%. Increasing this percentage every year not only strengthens our diversity but also enhances the resilience, innovation, and momentum of development within our organization.



04.04 EMPLOYEE LOYALTY AND VOLUNTEERING ACTIVITIES

To increase the loyalty and satisfaction of our employees, we refine our Human Resources processes in line with the feedback we receive from regular employee satisfaction surveys and the action plans we develop.

04.03 TALENT MANAGEMENT

We continuously evaluate the knowledge, skills, abilities, and competencies of our employees, and plan their progression and departmental changes in line with their career goals.

In 2023, within the scope of the talent management activities we initiated, we hold regular one-on-one meetings with each of our employees, determine their career road maps, and take actions for their development. In this process, we also identify training needs and create development programs tailored to each employee, aligning with their annual action plans.

We manage our promotion processes through action plans prepared in line with the annual reports of our talent management function. We facilitate cross-functional transitions and department changes by listening to the career goals of our employees.

In all these processes, we do not take into account characteristics such as religion, language, race, sect, gender, political opinion, national and social origin, age, disability status, and sexual orientation other than the requirements of the job; we act without discrimination in line with the principle of equality.



The employee satisfaction survey is one of our most valuable resources that feeds the decision-making processes of our management with the action plans created after the outputs received, where we evaluate in detail the topics that directly affect basic and working life health such as “opinions about the company, job satisfaction, management quality, organizational resilience, working environment and economic opportunities, sustainability, environment and quality”. We ensure survey transparency through digital applications, enabling our employees to convey their opinions and suggestions anonymously, freely, and without hesitation.

The 83% participation rate of all our group employees in the 2024 satisfaction survey, which evaluated actions taken in 2023, is a strong indicator that our employees have adopted a feedback culture and trust the actions based on survey results.

Our employee engagement and satisfaction survey, conducted with the participation of all Özgörkey employees, showed a four-point increase compared to the previous year, with a satisfaction rate of 74%. This feedback constitutes a valuable dataset for our company to maintain best practices and accelerate improvements in areas that require improvement.

Based on our survey results and feedback from evaluation meetings, we enhanced the fringe benefits for our employees in 2024. In addition to organizing social events to strengthen communication between departments, we introduced flexible working hours to our working system in line with the needs and expectations of our employees. We also supported this by offering the opportunity to work from home if needed.

In 2024, we updated our leave procedure. We reviewed our personal leave policies to help our employees strike a balance between work and their personal lives. We defined several new social leaves, including a companion leave to support employees with health issues affecting their first-degree relatives, remote working leave during the prenatal period for expectant mothers, additional excuse leave for employees who give birth or whose spouses give birth, and birthday and first-day-of-school leave for employees with children starting school.



SOCIAL ACTIVITIES AND VOLUNTEER WORK

At Özgörkey Holding, we recognize that we have achieved our current position thanks to the efforts of each and every one of our employees. We believe that success depends on happy teammates and a happy working environment. We focus on the employee experience by putting people at the center; we act with a modern human resources management perspective built on the values of equality, inclusiveness, solidarity, unity, and lifelong development.

We effectively implement our performance management by setting our individual business and competency targets in parallel with the company strategy and corporate goals. We develop our organizational change and development policies to enhance the competitiveness of our company and respond to the evolving needs of today's rapidly changing world.

We continually develop our sustainable business models, guided by our values of caring for business, employees, the environment, and the future.

As Team Özgörkey, we value leveraging the synergy created by working together to make a positive impact on our sustainable priorities. For this purpose, we come together in various working areas and work to bring life to the values that define our corporate culture as Özgörkey identity.



We celebrated OHS Week with colorful and awareness-raising activities. We tested our knowledge with quizzes, sensory loss empathy activities, and various games, and remembered our golden rules and zero waste practices.

At MaratonIzmir, we ran in pursuit of goodness to support the TEMA Foundation's #BeforeItBurns project. We raised funds to support 11 young people in receiving awareness training.



In our "Let's Walk Friends" event, which we organize at regular intervals, we engaged in daffodil harvesting and undertook initiatives for environmental remediation, to which we attribute great significance. Our goal is to raise awareness about the care our environment needs, and we take responsibility for this at every opportunity.



With the “Collect Wishes for Me” project of the Children with Leukemia Health and Education Foundation (LÖSEV), we made the New Year dreams of children undergoing treatment come true.



We voluntarily participated in the tangerine harvest at the Seferihisar Natural Life Farm of the Children with Leukemia Health and Education Foundation (LÖSEV) and contributed to the growth of goodness.



In 2024, we organized our Traditional April 23rd Painting Festival, attended by the children of our employees, with the theme of “future and water” to increase the environmental awareness of our children. We distributed gifts to the children who participated in the festival on April 23rd. We also planted a sapling for all Team Özgörkey children so that our care for the future touches our lives.



During this period, when we strengthened university-industry collaborations, we hosted students from Dokuz Eylül University's Business Community at our Etapak Packaging factory. At Özgörkey Holding, we are delighted to support the development of young talent.



We held our management review meeting regarding the activities of our companies within Özgörkey Holding with the participation of all our managers. We discussed previous FGD decisions, policies, audits, customer performance, hazard and risk management, and changes in legal regulations. We discussed incidents, resource requirements, food defense, packaging fraud, quality culture, and changes in internal and external issues. We evaluated the performance of our external suppliers, including risks and opportunities, as well as sustainability issues.

04.05 OCCUPATIONAL HEALTH AND SAFETY

The safety of our employees is the foundation of our sustainable success. At Özgörkey Holding, we consider occupational health and safety to be an integral part of all our operations, as part of our people-oriented approach. Our goal is to create and maintain a safe, healthy, and sustainable working environment for all our employees.

Our occupational health and safety management is not limited to legal requirements. Within the framework of ISO 45001:2018, we adopt a risk-based approach to continuous improvement and develop proactive policies to prevent occupational accidents and diseases.

Our occupational safety culture is powered not only by procedures but also by the conscious and voluntary participation of our employees. We encourage the active involvement of each individual in the process through awareness-raising activities, training programs, and digital reporting platforms that cover all our teams. Our employees can easily share the hazards, near-miss incidents, and suggestions they identify, and we take immediate action in line with these notifications.

We monitor our corporate OHS performance through various indicators, including accident rates, training periods, health screenings, emergency drills, and legal measurement results, to achieve transparent and measurable outcomes in line with the data we collect. Our performance data is regularly shared with senior management.

Our OHS Board convenes every two months to evaluate field practices, review the measures taken, and make decisions on areas for improvement. We identify our strengths and weaknesses through weekly field audits and quickly implement remedial actions.

We ensure that not only our employees but also the suppliers and subcontractors we cooperate with comply with the same safety standards. It is the cornerstone of our safety culture that everyone acts with the same awareness in the workplace.

The importance we attach to the health of our employees extends beyond mandatory health screenings. We closely monitor the health status of our employees through annual health checks conducted under the guidance of our workplace physician, and we support preventive and protective health practices.

Creating a healthy and safe work environment is not only a legal obligation, but also our corporate responsibility. In this direction, we continue our work with determination, guided by the principle of “people first”.

At Özgörkey Holding, we raised awareness among our employees through occupational safety activities during the 2024 Occupational Health and Safety Week.

We reinforced what we learned by engaging in fun quiz competitions and emphasized the importance of limb integrity to our employees through our LEGO activity. In the quiz competition we organized, we included activities with gifts, such as competitions, a wheel of fortune, dart throwing, and near-miss draws, to promote our 11 golden rules.

To create a safe and healthy working environment in our workplace, we organize regular training sessions and drills in the field of Occupational Health and Safety to raise awareness and provide information.

We conducted field inspections with the participation of OHS and department officials. We observed and digitally recorded unsafe situations and behaviors in the workplace and planned actions.

Annual Data	Etap Plastik	Etapak Ambalaj
Accident Frequency Rate *	15.12	8.50
Accident Severity Rate **	0.72	0.92

* Accident Frequency Rate = $\left(\frac{\text{Total Number of Accidents in One Year}}{\text{Total Work Time}}\right) * 1\,000\,000$
 ** Accident Severity Rate = $\left(\frac{\text{Total Working Days Lost in One Year}}{\text{Total Work Time}}\right) * 1000$

INTRO-
DUCTION

ABOUT US

OUR SUSTAINABILITY
JOURNEY

CARING FOR
OUR PEOPLE

CARING FOR
OUR BUSINESS

CARING FOR OUR
ENVIRONMENT

CARING FOR
THE FUTURE

5

CARING FOR
OUR BUSINESS



05.01 RESPONSIBLE MANUFACTURING

To achieve sustainable development, we must immediately reduce our ecological footprint by changing the way we produce and consume materials. The efficient management of our natural resources and the proper disposal of our waste are crucial for sustainable development. Much of the world's population has low consumption, which is insufficient to meet their basic needs. A healthy transition to a sustainable economy can be achieved by creating more efficient production and supply chains while maintaining high food safety standards.

As Özgörkey Holding, we can list our activities on behalf of responsible production as follows:

- The I-REC certificate confirms that the source of the electrical energy consumed is renewable. In 2024, we used 100% I-REC-certified electrical energy in our Etapak Plastik factory and 20% in our Etapak Ambalaj factory.
- With the plastic recycling license we hold at our Etapak Plastik factory, we both recycle our production waste and collect end-of-life plastic products from our customers, enabling them to rejoin the cycle as recycled raw materials.
- With our solvent recovery facility (SRU), we recovered ethyl acetate from the inks used in rotogravure printing machines, thereby reducing carbon emissions.
- We began producing labels with the DYS logo printed using special ink, a key component of the deposit system commissioned by the Mint and the Turkish Environment Agency (TÜÇA).
- We utilized a closed-circuit water system in our factories and implemented rainwater harvesting projects to reduce water consumption for cleaning and garden irrigation purposes.

- In addition to the zero waste certificate already in place at our Etapak Plastik factory, we received the relevant certificate at our Etapak Ambalaj factory in 2024.
- We began work on the ISO 50001:2018 Energy Management System and added improvements and projects related to energy efficiency and sustainability to our agenda.
- We started working on carbon footprint verifications. Verification audits are planned for both Etapak Packaging and Etapak Plastik companies in 2025.

Waste Quantity (kg) (Hazardous + Non-Hazardous)

	2023	2024	Change in Waste Quantity
Etapak Ambalaj	1,139,704.00	889,116.00	-%22
Etapak Plastik	22,502.00	27,477.00	%22

ETAPAK AMBALAJ

	Electricity kWh/kg	Water ton/ton
2024	0.95	2.50
2023	0.89	2.89

ETAPAK AMBALAJ

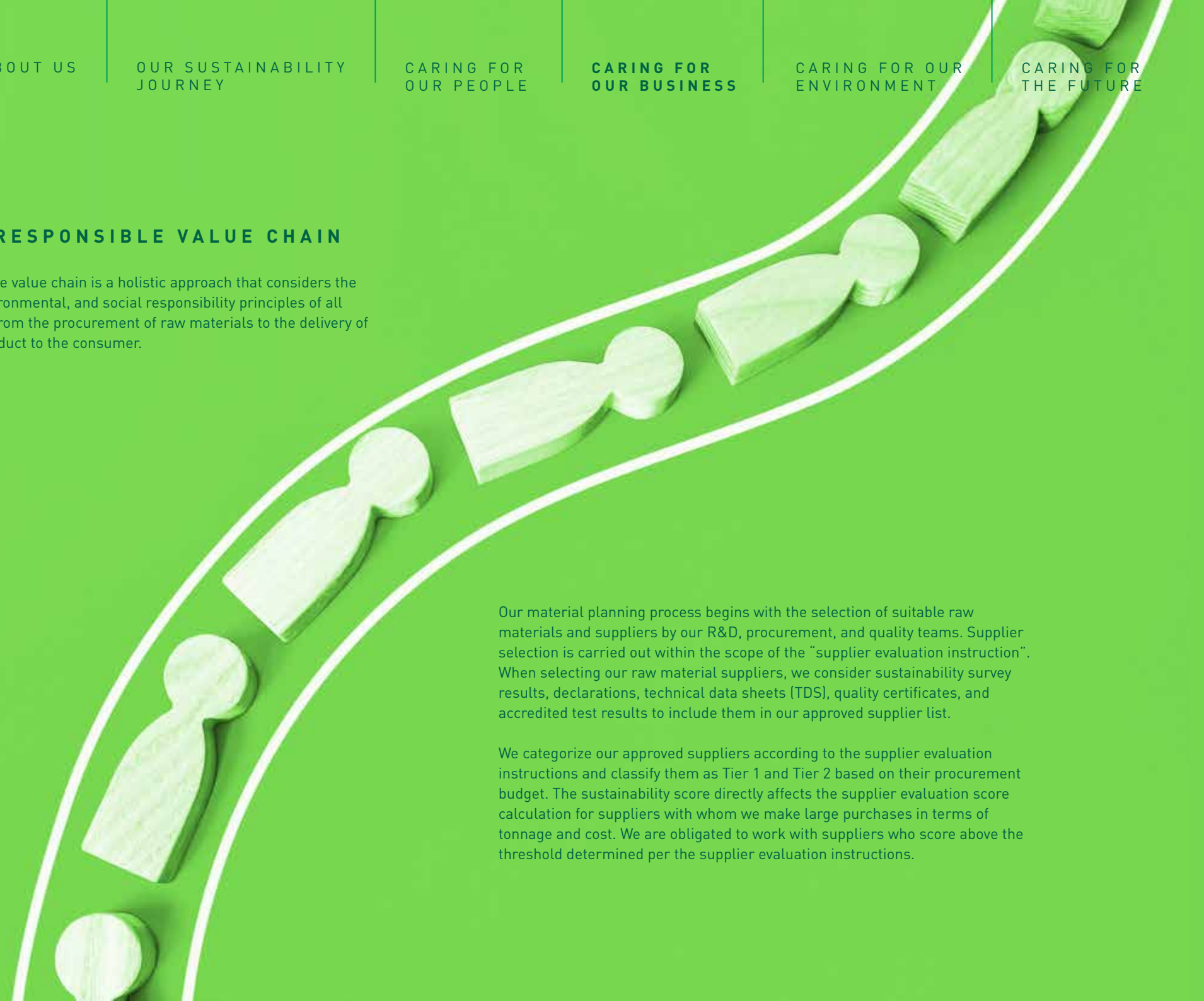
	Electricity kWh/kg	Water ton/ton
2024	1.25	4.08
2023	1.09	3.77

05.02 RESPONSIBLE VALUE CHAIN

A responsible value chain is a holistic approach that considers the ethical, environmental, and social responsibility principles of all processes, from the procurement of raw materials to the delivery of the final product to the consumer.

Our material planning process begins with the selection of suitable raw materials and suppliers by our R&D, procurement, and quality teams. Supplier selection is carried out within the scope of the "supplier evaluation instruction". When selecting our raw material suppliers, we consider sustainability survey results, declarations, technical data sheets (TDS), quality certificates, and accredited test results to include them in our approved supplier list.

We categorize our approved suppliers according to the supplier evaluation instructions and classify them as Tier 1 and Tier 2 based on their procurement budget. The sustainability score directly affects the supplier evaluation score calculation for suppliers with whom we make large purchases in terms of tonnage and cost. We are obligated to work with suppliers who score above the threshold determined per the supplier evaluation instructions.



While offering sustainable structures to our customers using FSC, ISCC+ certified, and bio-based raw materials, we provide the opportunity to be a fully sustainable supplier through alternative raw material trials that incorporate these features.

At Özgörkey Holding, we view our suppliers as business partners and believe they make significant contributions to every success we achieve. By sharing the issues that we identify as development opportunities for ourselves through regular feedback and audits, we enable our suppliers to grow alongside us while improving their performance.

The planning process is conducted most efficiently, aligning with the deadlines requested 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 goods in stock and take action when necessary.

In logistics and transportation processes, our quality system teams review relevant contracts and work to ensure that customer materials are shipped to our customers in a safe and quality manner.

We measure customer satisfaction through annual customer satisfaction surveys.

At Özgörkey Holding, we are committed to upholding the principle of fair and transparent business conduct in all our relationships with stakeholders.

05.03 SUSTAINABLE R&D CENTER

In addition to closely following sustainable efforts in the packaging sector, we have developed new, recyclable, and low-carbon footprint projects for various products, intending to be the leading solution partner for our customers' sustainability goals in this field.

Through these projects, we have become a key stakeholder in the business strategy, both mitigating the environmental impact of our products and fulfilling our existing commitments in this area. In addition, we strive to develop environmentally friendly products, both in design and function, with a product range designed using recyclable materials, reduced packaging, and derived from renewable resources. In this area, we closely follow developments in the sector and focus on being present in projects where the environmental, social, and economic impacts of the work are evaluated holistically.

We have become part of a sustainable solution in this field with the introduction of the "100% recycled paper label" for the paper labels on glass bottles, one of our projects in this area. Our project was deemed worthy of the Competence Award at the Packaging Crescent and Stars 2024 Competition, organized by the Packaging Manufacturers Association (ASD) for the twelfth time this year.





- Recyclable Mix PO (PE-PP)
- Compliance with CEFLEX Recycling Criteria
- High O₂, Moisture, Aroma Barrier
- Heat-Resistant Outer Layer
- Excellent Impact Resistance, Sealing

We met the demands in this area with another project, a coffee packaging solution that meets the recyclable criteria defined in CEFLEX in Mono-PP form.



- Recyclable PP Mono-Material Solution >90% PP Content
- Compliance with CEFLEX Recycling Criteria
- High O₂, Moisture, Aroma Barrier
- Heat-Resistant Outer Layer
- Excellent Adhesion Performance at Low Temperature

05.04 OUR QUALITY VISION

The quality journey in our production facilities begins with the selection of suitable suppliers and the implementation of a quality control process for raw material input. All raw material and service purchases that directly affect the quality of the products we produce are monitored by the Quality department and evaluated at regular intervals.

Semi-finished and finished products produced throughout our production line are controlled and monitored by competent quality personnel using the ERP system, in accordance with digital quality control plans. All processes in our production units can be monitored 100% from raw material to the final product.

To produce the most suitable product that meets the needs and expectations of our customers, we manage our processes to select the right raw material, utilize it effectively, and achieve the desired quality product.

The food compliance certificates for the raw materials used in our food contact products, as well as the migration test processes for the finished product, are reviewed by our Quality System Specialist. As of 2024, our Etapak Packaging factory has undergone an unannounced audit within the scope of the BRC Packaging Version 6 Food Safety Standard and achieved an AA+ grade. Traceability, one of the most essential requirements of our food safety management system, is ensured safely in all our processes.



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

Our Quality System Specialist regularly reviews legal regulations and standards, and changes are communicated to all our employees through the QDMS portal.

In 2024, as Etapak Ambalaj, we completed the ISCC+ International Sustainability and Carbon Certificate audit. This enabled us to supply raw materials with verified recycled and bio-based content, and subsequently offer products made from these raw materials to our customers.

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 (Stage)
- ISO 27001:2022 Information Security Management System (Etapak)
- ISCC Plus International Sustainability and Carbon Certificate (Etapak)
- FSC Forest Stewardship Council Certificate (Etapak)
- Halal Certificate (Etapak)
- Deposit Information Management System (Etapak)

Internal audit reports prepared by the internal audit team within Özgörkey Holding, within the scope of the ISO 9001, 14001, and 45001 Integrated Management System and Food Safety Management System, are reported to the Executive Board annually. In addition to internal audits, supplier audits targeting the development of suppliers are carried out at least once a year by our Quality System and Purchasing Specialist .

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

05.05 INTERNAL CONTROL AND AUDIT

The Özgörkey Holding Internal Audit Unit is based on international internal audit professional practice standards and ethical rules, and performs its activities in accordance with these standards. The unit reports directly to the Audit Committee and senior management. The Internal Audit Unit conducts its activities within the framework of the Internal Audit Regulation, as approved by senior management, and the audit plan, which is approved annually by the Audit Committee.

Internal audit activities performed within the Holding are subject to a comprehensive, internal control-oriented risk assessment process that encompasses both operational and financial dimensions, covering the entire Özgörkey Holding audit universe. In this context, the probability of occurrence and potential effects of risks are analyzed in detail with the factor approach and rating method. Additionally, prioritization studies are conducted by taking into account existing control measures. Internal audit plans prepared using a risk-based approach are submitted to senior management for approval and implemented in line with the determined strategy. During the internal audit process, not only are potential risks evaluated, but opportunities for improvement and development are also assessed to support the company's sustainable success.

In internal audits, the effectiveness and efficiency of the internal control system in the audited area are evaluated, and operational risks and control activities developed to address these risks are examined in detail through analysis and testing techniques. In addition, compliance, financial and operational reporting, the integrity and reliability of information, and adherence to existing regulations are also taken into consideration.

In our audit work, we examine the vision, mission, and values of our companies, as well as the management systems they have implemented, in the context of risk control. The findings are then reported to senior management and the Audit Committee, along with strategic action recommendations. In addition, follow-up audits are regularly reviewed and evaluated to ensure that the actions identified as part of the audit monitoring activities are carried out in a timely manner and to verify their completeness and accuracy. When necessary, support is provided to operations with additional improvements.

In addition to internal audit activities, independent outsourcing firms that assure companies also perform audits in various areas, such as financial, operational, regulatory compliance, and the effective execution of sustainability within the framework of annual plans. These processes ensure that the organization achieves a strong control environment from both internal and external audit perspectives.

In our audit work, we carefully evaluate, in addition to traditional financial and operational control risks, ESG risks related to sustainability and potential risks of error and misconduct. Necessary measures are taken, and action proposals are determined based on the findings obtained.



ETHICS HOTLINE

05.06

ETHICS AND COMPLIANCE

At Özgörkey Holding and its subsidiaries, our approach to business is centered on our commitment to our business, the environment, and our people. One of the most essential conditions for sustainable corporate success is to act in accordance with ethical values. Accordingly, we see our code of ethics not only as an obligation, but also as an integral part of our corporate culture and corporate identity. Our Ethics Policy, which is shaped within the framework of the principles of “care for our business”, “care for our environment”, “care for our employees” and “care for the future”, which constitute the core values of our company, is the guarantee of our reliable and respected position in the business world.

Our corporate ethics approach determines the ethical standards that not only our employees, but also our customers, business partners, suppliers, and all stakeholders with whom we have relationships must comply with.

The Özgörkey Holding Code of Ethics includes our understanding of corporate responsibility within the framework of business ethics and the commitments we have undertaken under the United Nations Global Compact. The code of ethics serves as a guide on how our employees should act in the face of ethical dilemmas they may encounter in their business processes.

Our ethics and compliance culture extends beyond compliance with applicable legal regulations, licenses, and contractual obligations. It also covers our company policies, agreements with third parties, and the ethics and compliance commitments we have voluntarily undertaken. At Özgörkey Holding, we operate in accordance with the principles of honesty, transparency, and accountability in all our business processes. To ensure that our employees make decisions based on ethical values, we regularly organize training sessions and informational activities on an annual basis.

Our ethics and compliance culture extends beyond compliance with applicable legal regulations, licenses, and contractual obligations. It also covers our company policies, agreements with third parties, and the ethics and compliance commitments we have voluntarily undertaken. At Özgörkey Holding, we operate in accordance with the principles of honesty, transparency, and accountability in all our business processes. To ensure that our employees make decisions based on ethical values, we regularly organize training sessions and informational activities on an annual basis.

In 2024, no written or verbal notifications were made to the whistleblowing hotline via e-mail or telephone. Therefore, no complaints were submitted to the Ethics and Discipline Committee.

In addition to the training organized within the company to support the implementation of the code of ethics, regular audits are also carried out. Training programs have been organized to raise awareness among our employees about compliance with ethical rules, and the participation rate in business ethics training was recorded at 82% in 2024.



05.07 ANTI-BRIBERY AND ANTI-CORRUPTION

At Özgörkey Holding, we adhere to the principles of transparency and fairness, maintaining a zero-tolerance policy against bribery and corruption in all our business processes. All forms of corruption, bribery, theft, embezzlement, and similar unethical behaviors are contrary to our company's ethical values and corporate principles. To conduct all our business processes fairly and honestly, we fully comply with international ethical standards within the framework of the UN Global Compact, tailoring our management and control systems and audits accordingly.

All employees, business partners, and suppliers working with our company are required to adhere to our code of ethics. We provide awareness-raising information to prevent any ethical violations in our business environment.

Our company has an unambiguous stance on bribery, corruption, and unethical practices: Such activities are unacceptable and are met with the most severe sanctions.

In this context, as Özgörkey Holding, we are committed to taking all necessary measures to create a working environment based on ethical values, continually improving our processes, and promoting an ethical business culture with all our stakeholders. In 2024, no instances of corruption or fraud were detected within the company.



05.08 RECOMMENDATION SYSTEM

To improve our working conditions, increase our workplace efficiency, reduce our costs and receive the opinions of our employees on issues that they can benefit from their perspectives on all kinds of problems, we have successfully implemented the suggestion system, which has been successfully carried out in our Etap Plastik company for years, in our Etapak Ambalaj company in 2023 by setting it up through the ERP system.

In 2024, we reviewed our suggestion system procedure and announced the functioning of the reward system to all our employees. We established a Suggestion Evaluation Committee and defined the suggestion scoring system.

In 2024, a total of 13 suggestions on savings, technical, social, and occupational health and safety issues were received through our suggestion system, which had hosted more than 500 suggestions as of the date of its commissioning at Etap Plastik. We evaluated 54% of the suggestions as improvable and developable and included them in our company plans. The evaluation and research process for 46% of the suggestions is ongoing.

In 2024, we received a total of 58 suggestions in our suggestion system, which we launched at Etapak Ambalaj in the second half of 2023. 48% of the suggestions submitted by our employees to the system consisted of proposals that would support our development, and we incorporated them into our processes without delay.

The evaluation and research process regarding 17% of the suggestions is ongoing.

Our employees' suggestions help us increase efficiency, eliminate waste, improve safety, prevent occupational health and safety (OHS) risks and near misses, and enhance the quality of our products and services.

05.09 PROTECTION OF PERSONAL DATA

2024 was a year in which we completed the harmonization process regarding the Law on the Protection of Personal Data and reviewed our requirements to protect the fundamental rights and freedoms of individuals, especially the right to privacy, in the processing of personal data.

We established our KVKK Project team with our perspective of caring for our employees and our business. We ensured that each department was involved in the process with our employees on the team. KVKK training was provided to the entire team by our lawyers. We determined our project schedule and organized process meetings with all departments. We defined the data used in all our processes that use personal data. We created our data inventory, completed systematic entries, and determined our methods to ensure our data security.



INTRO-
DUCTION

ABOUT US

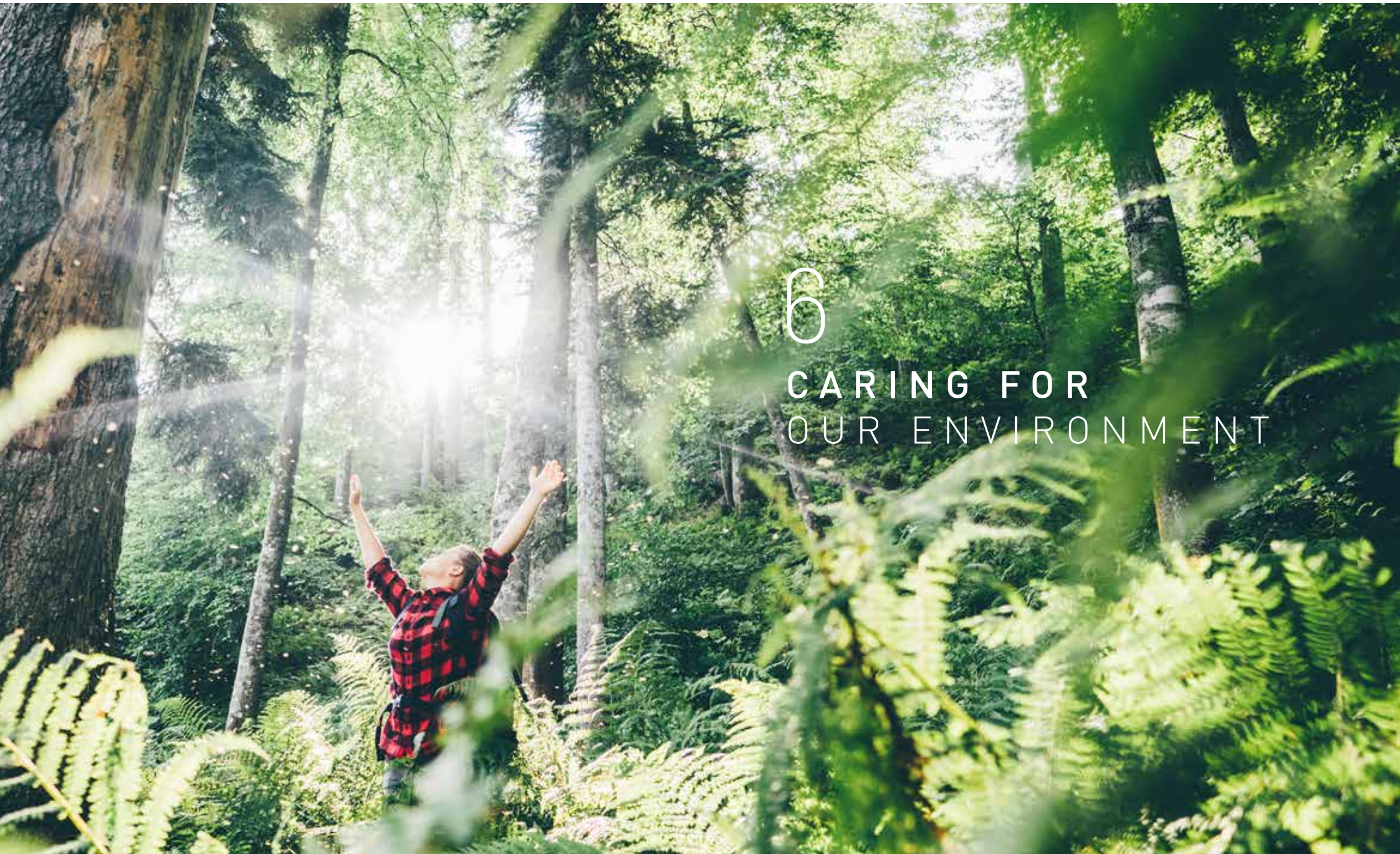
OUR SUSTAINABILITY
JOURNEY

CARING FOR
OUR PEOPLE

CARING FOR
OUR BUSINESS

**CARING FOR OUR
ENVIRONMENT**

CARING FOR
THE FUTURE



6

CARING FOR
OUR ENVIRONMENT

To live in a more environmentally safe future, it is inevitable to make existing resources more efficient and sustainable. We see environmental sustainability not only as a responsibility but also as an investment in the future. A sustainable environment can be achieved by protecting and managing natural resources and ecosystems in a way that meets the needs of future generations.

We conduct our activities in a manner that minimizes environmental impact, in accordance with ISO 14001 Environmental Management System standards and relevant national and international legal regulations. Our efforts to contribute to a sustainable future by minimizing the environmental damage we cause and reducing our carbon footprint, which we leave for future generations, continue through the participation of all our employees. We have completed our carbon footprint calculations and reporting. Thanks to our solvent recovery facility (SRU) at Etapak Ambalaj, the amount of harmful chemicals released directly into the air has been reduced. At Etap Plastik, no harmful emission sources were found in the environmental impact assessment reports. In accordance with legal regulations, air emissions are measured and reported by accredited organizations. The results of flue gas emission measurements at all our facilities are within the limits of legal regulations.

As a requirement of our environmental management system, we evaluate the ecological impacts of all our processes, involving our employees, and take necessary actions to mitigate the environmental risks identified as a result of the evaluation. We monitor the assessment of our environmental impacts and the implementation of actions on an up-to-date basis.



REDUCE
USE
CYCLE

The “3Rs: Reduce, Reuse, and Recycle” principles are extremely important for protecting the environment and building a sustainable future. By adopting these principles as our priority in all our processes, we significantly reduce waste and contribute to the protection of our natural resources.

All of our process-generated and non-process-generated wastes are categorized into two basic groups: hazardous and non-hazardous wastes, which are kept separate from one another. These wastes are monitored using waste tracking data tables, and then recycled and disposed of by companies holding recycling license certificates. We have set targets for reducing waste and conduct regular, planned studies to achieve these targets through specific actions.

The Zero Waste Certificate is a certification system implemented by the Ministry of Environment, Urbanization, and Climate Change to minimize waste generation and increase recycling. This document serves as an indicator of our organization’s sensitivity to the environment and our commitment to sustainability. Etap Plastik holds the Zero Waste certificate as of August 24, 2022, and Etapak Ambalaj holds the certificate as of May 10, 2024. We provide regular training to all our employees on reducing and properly disposing of our waste.

As natural resources, Etap Plastik uses water and electricity, while Etapak Ambalaj uses water, electricity, and natural gas. All these natural resources are monitored monthly using natural resource tracking data tables. Targets are set for the amount of natural resources consumed per unit of raw material processed, and natural resource consumption is reduced through new targets established annually. The electric energy we use within the scope of the I-REC International Renewable Energy Certificate helps us achieve our sustainability goals and reduce our carbon footprint. By purchasing our products, which are produced using I-REC-certified energy, our stakeholders also support the reduction of greenhouse gas emissions.

We continue our R&D and innovation efforts to reduce the amount of raw materials used in our production processes and increase the use of recyclable raw materials. As a result of the studies conducted by our R&D Center within Etapak Ambalaj, unit product weights are reduced, and raw materials are obtained from recycled packaging materials. With the non-hazardous waste recovery permit and license certificate held by Etap Plastik, the product life cycle is also ensured through the recycling of our products, whose life cycle has been completed.

We aim to set an example for our industry by increasing the use of bio-renewable polymers and offering environmentally friendly products. The use of biorenewable polymers instead of petroleum-based polymers plays a significant role in reducing the product’s carbon footprint.

7 CARING FOR THE FUTURE

07.01 OUR PLANS/GOALS FOR 2025

2025 will be the year of a new vision and greater responsibility in our sustainability journey. Following the strong steps we took in 2023 and 2024, we aim not only to be a good example in the sector but also to be an organization that leads and inspires change. In line with this goal, we are taking our “caring” culture one step further in 2025 and making the concept of “caring for the future” an integral part of our corporate culture:



CARING FOR OUR PEOPLE

In 2025, we will further develop and continue our inclusive and participatory human resources policies, which we laid the groundwork for in 2024. With the understanding that every employee's ideas and contributions are valuable, we have enhanced the effectiveness of our suggestion system. Next year, we will evaluate every suggestion within the framework of the new procedure we have prepared and reward the owners of the suggestions.

Continuing our commitment to women's empowerment, we aim to raise our self-assessment rating to "advanced level" on the WEP's platform. In 2025, we will continue to implement the action plans we have developed using the data obtained from open microphone meetings. By incorporating sustainability criteria into all of our leaders' goals, we aim to embed this culture throughout the organization further.



CARING FOR THE ENVIRONMENT

Following the carbon footprint verification process we carried out in 2024, we will continue to support our sustainable environmental management with transparent and scientific foundations by completing the verification of our 2023 data in 2025.

We will clarify our action plans in parallel with the Science-Based Targets Initiative (SBTi) and create a roadmap that is fully compliant with the European Green Deal targets.

Our working groups, focused on reducing the use of all resources, particularly energy and water efficiency, will remain active in 2025. With our R&D strength, we will develop sustainable solutions in collaboration with our suppliers and customers, focusing on products made from recycled, bio-renewable, and lighter materials.



CARING FOR OUR BUSINESS

We integrated our sustainable procurement approach into policies and procedures in 2024. By 2025, we will have fully mainstreamed these approaches in the field. We increase the impact of sustainability criteria in supplier evaluations and aim to improve our self-assessment score.

By updating our Ecovadis assessment, our primary goal is to achieve the "Silver" level by 2025, following the "Committed" badge we earned in 2024. Thus, we aim to increase our credibility on a global scale, not only in environmental but also in ethical, social, and governance areas.



CARING FOR THE FUTURE

"Caring for the future", the newest dimension of our "caring" culture, takes us beyond today's needs. It empowers us to manage change and adapt to competitive conditions. In 2025, with this new understanding, we will focus more on areas such as digital transformation, climate risk management, and sustainable innovation.

We are aware that to maintain our presence in the future with an impact worthy of our name, we must anticipate the transformation the world is undergoing and move in that direction. We believe that the greatest good we can do for the well-being of our loved ones, the continued success of our organizations, and the development of our country is to maintain our resolute focus on sustainability.

07.02 OUR PLEDGE TO THE FUTURE

In line with our “caring for the future” value, which constitutes the core will of our renewed sustainability vision, we reiterate this year our promise to “leave a greener world for future generations”.

Recognizing that our world is facing various ecological problems with social dimensions, such as the climate crisis, we will be determined to leave a better world for future generations within the framework of our value of “care for the future”.

We will continue to work with the priority of continuous improvement, positioning ourselves better than we were last year.



ÖZGÖRKEY
HOLDİNG

www.ozgorkeyholding.com

 ETAPAK

 ETAP

 ETAPDOĞAN