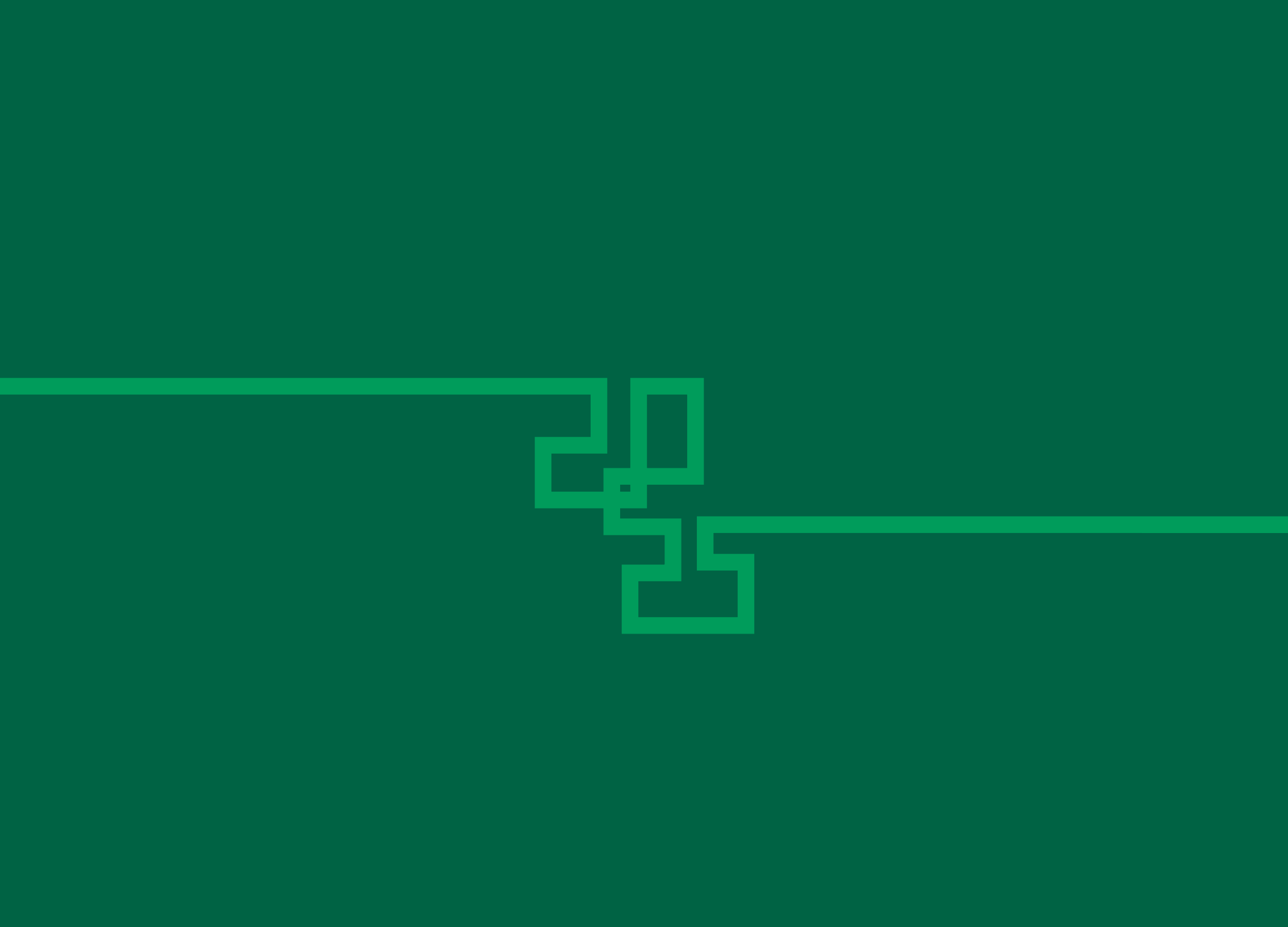




SUSTAIN-
ABILITY
REPORT

2025



SUS- TAIN- ABILI- TY REPORT



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ABOUT THE REPORT

In line with our approach to sustainable growth, we aim to reduce our environmental impact by using our resources efficiently and to leave a more livable world for future generations. Showcasing the work we have carried out along our sustainability journey, this report has been prepared to present Özgörkey Holding's sustainability approach, performance results, and future priorities within a holistic framework. Within the scope of the report, our activities for the period between January 1 and December 31, 2025, along with our environmental, social, and governance (ESG) performance indicators, are shared.

As of 2025, our reporting scope has been expanded; alongside Etapak Baskı Ambalaj San. ve Tic. A.Ş. and Etap Enjeksiyon Plastik San. ve Tic. A.Ş., Etap Doğan Plastik Ambalaj San. ve Tic. A.Ş., whose UN Global Compact membership was completed, has been included in the report. Consequently, our sustainability data infrastructure has been strengthened, and resource consumption and carbon footprint calculations have achieved a more integrated structure across the group.

While demonstrating our approach to measuring and managing the economic, environmental, and social impacts of our activities, the report presents our progress regarding the targets set in line with our material sustainability issues using comparable data. Concurrently, our contribution to the United Nations Sustainable Development Goals and our alignment with the UN Global Compact principles are evaluated within this context.

The “caring for the future” ethos, which lies at the core of our corporate values, allows us to position sustainability not merely as a reporting area, but as a fundamental principle guiding all our decision-making processes—ranging from risk management to operational efficiency, and human resources to the supply chain. This approach is an integral part of our long-term value creation model.

As Özgörkey Holding, we will continue to measure our performance regularly, transparently disclose our areas for improvement, and elevate our sustainability management system to a higher level during each reporting period.

01.02 MESSAGE FROM OUR CHAIRMAN

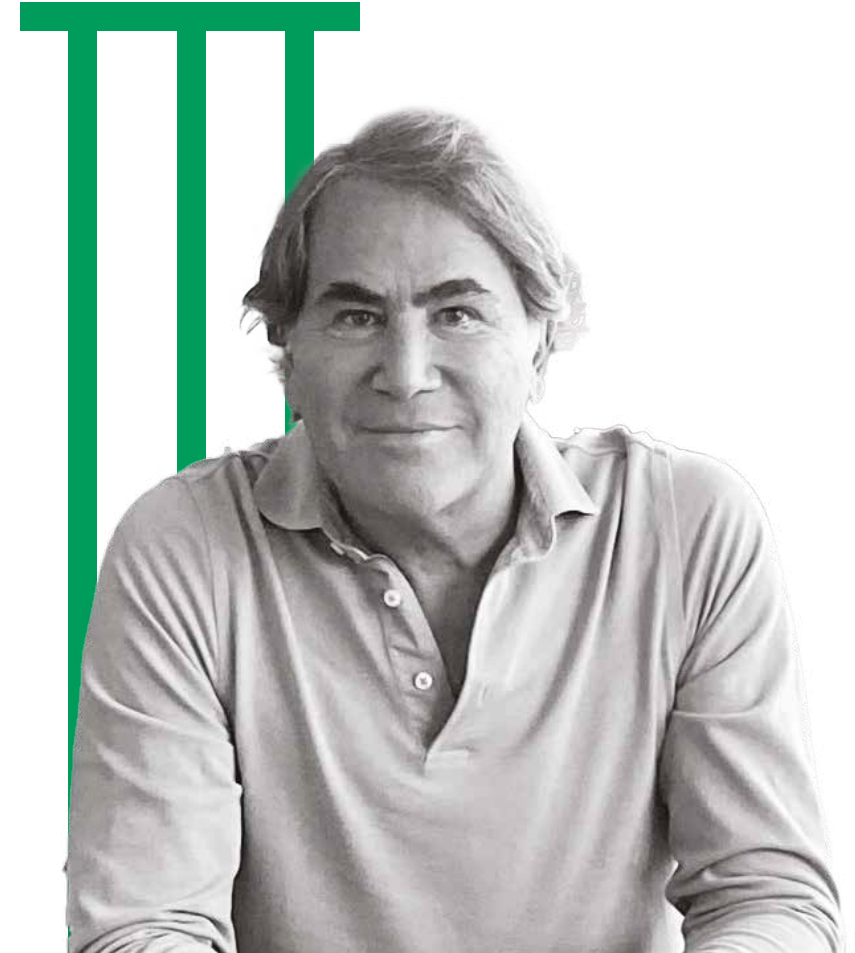
The year 2025 was a period when global uncertainties persisted, and the impacts of economic fluctuations, geopolitical developments, and climate-related risks on the business world were felt more acutely. In such an environment, where the resilience of corporations is measured not only by their financial performance but also by their governance strength, operational agility, and sustainability approach, we at Özgörkey Holding viewed this period as a year to go beyond managing risks. We strengthened our systems, deepened our data-driven decision-making processes, and brought our sustainability approach into a more integrated framework. Together with Etapak Ambalaj, Etap Enjeksiyon Plastik, and Etap Doğan—which completed its UN Global Compact membership—we established a more holistic sustainability management model across the group.

At the point we have reached today, our success is rooted in our strong human resources, deep-seated corporate culture, and our value of “care.” The care we show to our business, our employees, the environment, and the future is not only a reflection of our values but also the foundation of our long-term competitiveness. With our “caring for the future” approach, we have permanently embedded sustainability among our strategic priorities.

Global topics such as climate change and resource efficiency are reshaping ways of doing business. We view this transformation not as a necessity, but as an opportunity to build a more efficient, innovative, and resilient structure. We review our operations, improve our processes, and manage our impact through measurable targets.

Making sustainability our strategic priority under such challenging conditions prompted us to re-evaluate our ways of doing business. We continued to move forward with determination by further advancing our innovative perspective, partnership strength, and service quality. During this period:

Following our Etapak Ambalaj and Etap Plastik companies, our Etap Doğan company also became a member of the UN Global Compact’s local network in Turkey, established under the name of the Global Compact Signatories Association.





We completed our greenhouse gas verification audits at Etap Plastik and Etapak Ambalaj production facilities, scrutinizing our values for the years 2022-2023. In the audit, where our two-year data was retrospectively checked, no non-compliances were detected in our emission measurement and calculation methods.

At Etapak Ambalaj, we have accelerated our transition toward sustainable raw material usage. We significantly increased our ratio of FSC-certified paper usage from 0.19% in 2024 to 31.2% in 2025. Through this substantial rise, we contribute to the preservation of natural resources while expanding more responsible raw material choices that support our customers' sustainable supply chain goals.

Etap Doğan became the first facility in Turkey to produce big boxes using bio-renewable raw materials. By utilizing 30% bio-renewable raw materials in our production, we succeeded in reducing the proportion of petroleum-based plastics.

We updated our Code of Ethics, which is one of the most vital pillars for keeping our corporate values alive. In our companies that embrace creating value with the principle of "care for our business, care for our employees, care for the environment, and care for the future," we regard our code of ethics—the main pillar of our business life and corporate culture—as our guide in developing a sustainable company and an ideal working environment with our shared values.

We delivered a sustainability stakeholder materiality survey to our internal and external stakeholders to

determine our companies' priorities on environmental, social, and governance (ESG) issues.

Operating in line with the Zero Waste Management principle since 2024, we implement comprehensive processes and procedures for preventing waste at its source, and reducing, separating, and recovering operational waste; while reintroducing all our waste back into the economy, we continue to treat it as a valuable resource wherever possible.

We made the first shipments of ISCC+ certified bio-renewable Coca-Cola bottle labels to CCI facilities. Produced with bio-renewable raw materials instead of fossil-based resources, these labels contribute directly to the circular economy. With our environmentally conscious production approach, we are proud to contribute to our business partners' sustainability targets and support the implementation of the circular economy.

We made donations to the Aegean Forest Foundation on behalf of the stakeholders who responded to our Etap Plastik and Etap Doğan customer satisfaction survey, providing resources to develop our forest presence. The overall average of the survey, conducted with the participation of our national and global stakeholders, was 4.43 out of 5. **We continue our efforts without slowing down, aiming to improve through our stakeholders' views and to bring life to a greener world as we develop.**

In line with our vision of developing innovative solutions in product design by putting sustainability and operational efficiency at our focus, our Material Handling Solutions (MHS) team, established at our Etap Plastik factory,

continues to design products that are reusable, lighter, durable, ergonomic, and suitable for high production speeds. **The first product developed by the team, an innovative agricultural crate designed for soilless plant cultivation, stands out for its ergonomic structure compatible with shelf systems in conditioned rooms, and its eco-friendly design made from bio-renewable raw materials. Supporting sustainable agricultural practices, this product aims both to increase efficiency and to contribute to modern production techniques.**

As a result of our continuous efforts to enhance our sustainability performance, we completed the ISO 50001 certification process at Etapak Ambalaj and officially certified our Energy Management System. With the ISO 50001 Energy Management certification, we elevated our energy efficiency initiatives to a higher level. In parallel, we strengthened our digital transformation in energy management. With the online energy monitoring system we commissioned in January 2025, we began tracking energy consumption on a work-order basis, taking a significant step toward managing our energy performance more efficiently and in a data-driven manner.

We continued our efforts toward using our resources more efficiently. At Etapak Ambalaj, by reintroducing recovered solvent back into our production process, we continued to both reduce raw material usage and integrate our circular economy approach more firmly into our manufacturing processes.

At the Bosphorus Cross-Continental Swimming Race, one of the world's most prestigious open-water swimming events, we presented our bio-renewable products to unite sports with environmental benefit. As Etap Plastik, through this initiative, we aimed to support the principles of the circular economy and contribute to leaving a cleaner environment for future generations.

In this period when food waste has reached terrifying dimensions, we fulfilled our responsibility and reintroduced food that had been discarded as waste back into economic life. At Etap Plastik, by using starch-rich foods, particularly wasted bread, as raw materials after special processes, we developed bio-renewable products; while utilizing waste food, we used less plastic raw

material.

With our new Mono PP packaging solution, where food safety, product freshness, and sustainability merge in the same packaging, brands found the opportunity to make both a high-performance and eco-friendly choice for powdered food products. The Mono PP packaging in the OPP / MET OPP / CPP structure offered a completely recyclable solution while fully meeting the technical requirements needed by powdered foods.

In 2026, we will continue to act with the awareness that these valuable steps taken in 2025 are merely milestones in our long-term sustainability journey. I wholeheartedly believe that we will overcome every obstacle ahead with our collective wisdom and determination to produce together.

Seeing that our responsibility toward the future finds tangible expression in our production mindset, innovative approach, and strong team spirit gives us strength. Looking to tomorrow with confidence alongside our companies with whom we create value together, I wish for a year in which we grow our determination through our labor and multiply our achievements shoulder to shoulder.

Armağan Özgörkey

Özgörkey Holding
Chairman & CEO

**REDUCE
REUSE
RECYCLE**

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 Injection Plastic 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 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 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.



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 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.

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.



CARING FOR OUR PEOPLE

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 socioeconomic income and equal representation of women.



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.

INTRO-
DUCTION

ABOUT US

OUR SUSTAINABILITY
JOURNEY

CARING FOR
OUR PEOPLE

CARING FOR
OUR BUSINESS

CARING FOR OUR
ENVIRONMENT

CARING FOR
THE FUTURE



CARING FOR THE FUTURE

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

Our world is facing various environmental challenges with social dimensions, such as the climate crisis. With the value of “Caring for the Future”, we express our 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.



02.02 COMPANY PROFILE

Founded in 1997, the foundations of Özgörkey Holding A.Ş. rest upon industrial investments initiated by Nevzat Özgörkey in the 1960s, which still rank among the leading organizations in our country. Özgörkey Holding is one of Turkey's major enterprises, possessing affiliates primarily in the packaging and plastics sectors, as well as in agriculture, beverages, and real estate, operating for both national and international markets.

The industrial journey that began with the Terakki Kollektif company in the 1950s transformed into a long-lasting partnership following the bottling and distribution agreement made with Coca-Cola in the 1960s. This was followed by investments to be realized alongside the establishment of Ege Biracılık ve Malt Sanayi.

Özgörkey Holding is one of the investors in Coca-Cola İçecek A.Ş. (CCI), which operates with over 10,000 employees across 12 countries and stands as the 6th largest bottler in the Coca-Cola system globally by sales volume.

With its centered sustainability philosophy and circular economy approach, Özgörkey Holding reflects the entrepreneurial spirit it has carried from the 1950s to the present day into all its operations with determination, continuity, and perseverance. It aims to add value to life, people, and the world through a business model consisting of sustainable development principles, total quality, environment, and human resources management systems under the motto “caring for business, caring for people, caring for environment.”

Ö Z G Ö R K E Y H O L D I N G S U B S I D I A R I E S

Packaging

Etapak Ambalaj: Operating since 1997 in its facility located in the İzmir Çiğli Atatürk Organized Industrial Zone, built on a total area of 23,579 square meters (including 11,750 square meters of closed area), it exports 55% of its production to 35 countries across 3 continents, with an annual production volume of approximately 8,400 tons.

Etap Enjeksiyon Plastik: Established in 1968 and operating under Özgörkey Holding since 1997, Etap Enjeksiyon Plastik produces crates, pallets, and containers designed to meet the storage and logistics needs within the supply chain of many business sectors, ranging from food to heavy industry, and agriculture to packaging. It operates in its 22,000 m² İzmir Pınarbaşı facility (9,000 m² of which is closed) with an annual production volume of approximately 10,000 tons and exports 30% of its production to over 30 countries across 4 continents.

Etap Doğan: Founded in 2015 under a partnership between Özgörkey Holding and Doğan Plastik, Etap Doğan produces plastic crates and containers used primarily in the agricultural sector. The company continues its production within the same facility as Etap Enjeksiyon in İzmir Pınarbaşı.

Agriculture

Coca-Cola İçecek: Ranking 6th in the Coca-Cola system by sales volume, Coca-Cola İçecek A.Ş. (CCI Turkey) carries out the production, sales, and distribution of sparkling and still beverages consisting of The Coca-Cola Company (TCCC) brands. CCI operates with 10,000+ employees across Turkey, Pakistan, Kazakhstan, Azerbaijan, Kyrgyzstan, Turkmenistan, Jordan, Iraq, Syria, Tajikistan, Uzbekistan, and Bangladesh. With its 36 factories, it offers a rich product portfolio to a consumer base exceeding 600 million in the still beverages category—consisting of fruit juice, water, energy and sports drinks, iced tea, and tea—in addition to sparkling beverages.





EMPLOYEE PROFILE

At every stage of our operations, we center the responsibility we bear toward our business, our employees, and the environment; we position the “care” approach as the core pillar of sustainable value creation. With our 183 employees working within Etapak Ambalaj, Etap Enjeksiyon, and Etap Doğan, we move forward across all our processes with a focus on change and development. With our technical staff of 115 people and administrative staff of 68 people, we carry out our work with an understanding that values long-term impact centered on sustainability.

We focus on strengthening our corporate culture through practices and concrete outputs that support our employees' development. We increased our proportion of employees with at least a bachelor's degree by seven percentage points compared to 2024, raising it to 46%. We continue to actively encourage and support our employees who are continuing their education.

In our group companies, the average seniority period, which was 8.5 years in 2024, rose to 9 years in 2025. This is an important indicator of our employee loyalty and our sustainable human resources approach. We place great importance on collectively building an environment where our employees feel a sense of belonging, are valued, and can work peacefully.

The average age of our employees across the group is approximately 41. The co-existence of employees with different levels of experience within the same organization strengthens knowledge sharing and mutual learning.

In daily business processes, this interaction enables our employees to benefit from each other's knowledge and experience, allowing different perspectives to be reflected in the process. This situation contributes both to the development of operational processes and to the enhancement of intra-team harmony.

9 YEARS

AVERAGE
SENIORITY

41

AVERAGE AGE

	FEMALE	MALE
ADMINISTRATIVE STAFF	44 %	56 %
TECHNICAL STAFF	5 %	95 %
TOTAL	20 %	80 %
MANAGER	50 %	50 %
BOARD of DIRECTORS	50 %	50 %

EDUCATION
RATIOEMPLOYEE
RATIO

Primary	12 %
High School	47 %
Bachelor Degree	34 %
Master's Degree	7 %

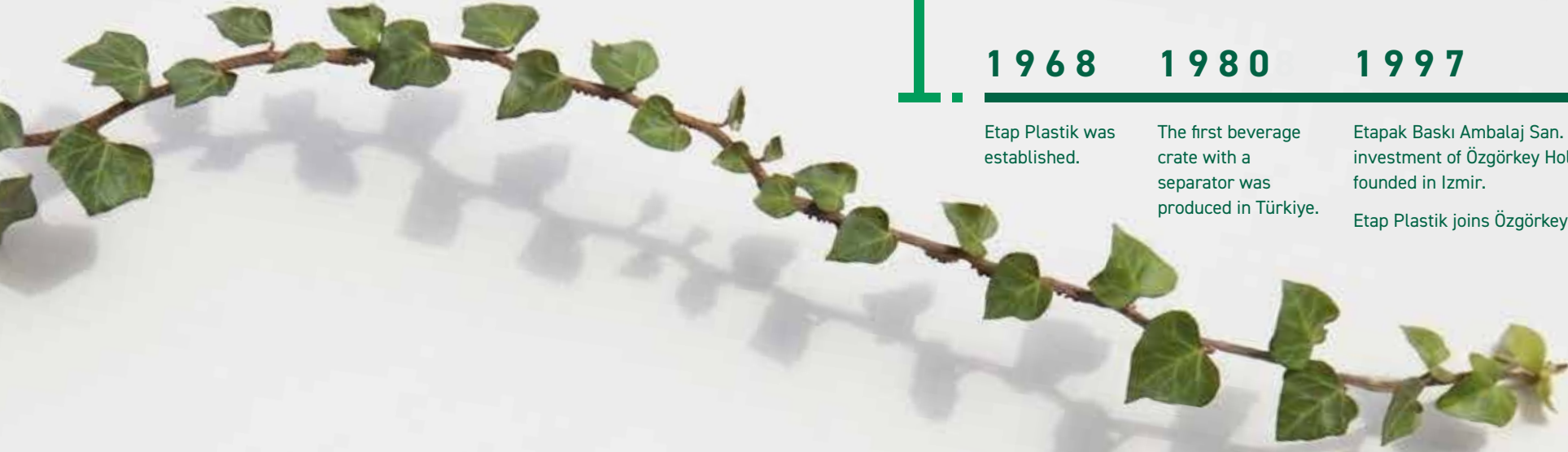




We place great importance on collectively building an environment where our employees feel a sense of belonging, are valued, and can work peacefully.



02.03 KİLOMETRE TAŞLARIMIZ



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 İzmir.

Etap Plastik joins Özgörkey Holding.

2010

Etap Enjeksiyon Plastik merged with Etapak Ambalaj A.Ş.

2007

The Flexographic printing line investment was commissioned.

2006

We have received our ISO 9001 Quality Management System certificate.

2005

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

2004

First carboy pallet - ProStack produced in Türkiye.

2003

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

2011

BRCGS-IOP Food Safety Quality Certificate received.

2012

Transitioned to CANIAS ERP solutions.

2013

The 2 existing rotogravure printing lines from Cerutti were modernized, achieving an increase in their capacities.

2014

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

2015

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

Türkiye's largest 85 cm plastic box was produced.

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

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

2017

An intensive and effective transformation period regarding the occupational health and safety culture was initiated within the company, creating high awareness.

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.

2022

The r-Pet wrap-around label project won the 2022 WorldStar, the 2020 ASD - Packaging Crescents Gold Award, and the 2022 AsiaStar awards.

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

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

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

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.

2020

SRU (Solvent Recovery Unit) investment commissioned.

The first Biosafety Trust Infection Prevention and Control Management System certificate in Türkiye was received.

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

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

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 (WEPPs).

Partial IREC renewable energy supply started at Etapak Print Packaging.

2024

Etap Enjeksiyon 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 Enjeksiyon 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.

Özgörkey Holding subsidiary Etap Doğan applied for UNGC membership.

2025

Etapak Ambalaj and Etap Plastik completed greenhouse gas verification audits scrutinizing their 2022-2023 values. Etapak Ambalaj obtained the ISO 50001 Energy Management certificate.

Etap Doğan became a member of the UN Global Compact Turkey local network.

02.04 OUR SUSTAINABILITY HISTORY

As Etapak Ambalaj and Etapak Plastik, we continue to develop our sustainability journey—which began with our participation in the United Nations Global Compact (UN Global Compact) in 2021—with a more systematic, inclusive, and holistic approach each passing year, further supported by the inclusion of Etap Doğan, one of our group companies, into the process in 2025. The sustainability management structure, sustainability committee, and task force organization we established in 2023 formed the foundation of our work in 2025, contributing to the dissemination of our sustainability approach across all business processes.

The year 2025 was a year in which we carried out major efforts to manage our sustainability performance more effectively and align with international developments. While maintaining our commitments under the United Nations Global Compact, we reinforced our determination regarding gender equality through the Women's Empowerment Principles (WEPs), which we signed in 2023. We continued to treat our work on equal opportunity, inclusiveness, and diversity as an inseparable part of our corporate culture.

Through meetings held regularly under the coordination of our Task Force, our environmental, social, and governance (ESG) performance was tracked, and our targets and action plans regarding our material topics were reviewed. While continuing our training and communication activities aimed at increasing our employees' sustainability awareness, we contributed to the development of sustainability literacy by leveraging the courses offered on the UN Global Compact Academy platform.

In 2025, we participated in the Communication on Progress (CoP) Pilot Program conducted by the UN Global Compact, gaining experience in reporting our sustainability performance in line with international standards. **This process supported the reinforcement of our sustainability management system in line with an understanding of transparency, accountability, and continuous improvement.**

As Etap Plastik, we continued our efforts in carbon footprint management, energy efficiency, the use of recycled and alternative raw materials, and sustainable product development in order to improve our environmental performance. **Within the scope of our circular economy approach, we continued to actively utilize our mill system, which enables plastic waste obtained from our production processes and external sources to be reprocessed as raw material.** Through this, we reintroduced 31,625 kg of plastic material back into the economy throughout 2025, making concrete contributions toward reducing waste generation and increasing resource efficiency.

During the same period, while continuing our work on sustainable product and packaging solutions, we launched our preparatory efforts to meet demands from our customers within the scope of the European Union's Packaging and Packaging Waste Regulation (PPWR). In line with circular economy principles, we conducted studies to evaluate the alignment of our products and processes with future regulatory requirements.





CARING STRUCTURE	PRIORITY ISSUES	RELEVANT SUSTAINABLE DEVELOPMENT GOAL
CARING FOR OUR BUSINESS (Governance)	Economic Performance Raw Materials and Supplies	   
CARING FOR OUR PEOPLE (Social)	Occupational Health and Safety Business Ethics and Anti-Corruption Equal Opportunity and Diversity Human Rights	    
CARING FOR OUR ENVIRONMENT (Environment)	Energy and Emissions Sustainable Supply Chain	  

We continued to improve our sustainability performance by maintaining our work within international platforms and systems such as EcoVadis, ISCC+, FSC, and BRCGS. We aimed to advance our sustainability approach not only by reducing environmental impacts but also in the fields of ethical business practices, responsible supply chain management, employee development, and social benefit.

As Etapak Ambalaj, Etap Plastik, and Etap Doğan, we evaluate sustainability not merely as a legal obligation, but as one of the fundamental elements of long-term value creation. Together with our employees, customers, suppliers, and other stakeholders, we continue to implement practices that reduce our environmental impacts, increase resource efficiency, and generate social benefit. The year 2025 was an important turning point where our sustainability approach was integrated more strongly into our corporate culture and our future targets were supported by concrete steps.

2021

Our sustainability journey began with the UN Global Compact membership of our Etapak Ambalaj and Etap Plastik companies. The first score on the EcoVadis sustainability platform was received.

2022

The FSC (Forest Stewardship Council) certification was obtained. Etap Enjeksiyon began procuring all its electricity needs from I-REC renewable sources.

2023

The Sustainability Committee and Task Force structure was established. Became a signatory to the WEPs.

2024

The ESG management system was strengthened. UN Global Compact Academy trainings were widespread. The first sustainability report covering the period from January 1 to December 31, 2023, was published.

2025

Etap Doğan became a member of the UN Global Compact Turkey local network. Participation in the UNGC CoP Pilot Program was achieved. PPWR preparatory works were launched, and the sustainability management system was matured. Etapak Ambalaj and Etap Plastik completed greenhouse gas verification audits scrutinizing their 2022-2023 values. Etapak Ambalaj obtained the ISO 50001 Energy Management certificate.

SUSTAINABILITY COMMITTEE

Özgörkey Holding Chairman & CEO
Board Member
Group Financial Affairs Director
Etapak Ambalaj Vice Chairman of the Board & CEO
Etap General Manager
Etapak Ambalaj Operations Director
Etapak Ambalaj Quality and R&D Manager
Group Human Resources Executive
Group Corporate Communications Executive
Etap Sustainability and Quality Specialist

TASK FORCE

Etapak Ambalaj Vice Chairman of the Board & CEO
Etap General Manager
Etapak Ambalaj Quality and R&D Manager
Etap Technical Manager
Etapak Ambalaj Maintenance and Repair Manager
Group Human Resources Executive
Group Corporate Communications Executive
Group Human Resources Responsible
Etap Sustainability and Quality Specialist
Etapak Ambalaj Procurement Specialist
Etapak Ambalaj OHS Specialist

SUPPORT SERVICES

Sales Department
Financial Affairs Department
Supply Chain Department

02.05 THE ACCOMPLISHMENTS OF 2025

The year 2025 was a year in which we took vital steps toward our goal of making sustainability efforts an inseparable part of our corporate structure. While maintaining our work in environmental, social, and governance fields, we focused on integrating our sustainability approach further into our business processes, decision mechanisms, and stakeholder relations.

Throughout the year, our Sustainability Committee and Task Force came together regularly to evaluate our sustainability performance, track developments regarding our material issues, and review our actions toward our targets. This ensured that our sustainability efforts were carried out in a more systematic and effective manner across the company.

While continuing our work within the scope of the United Nations Global Compact (UN Global Compact), we maintained our training and communication activities aimed at increasing our employees' knowledge and awareness levels on sustainability issues. Following our Etapak Ambalaj and Etap Plastik companies, our Etap Doğan company also joined the UN Global Compact's Turkey local network. Concurrently, by participating in the Communication on Progress (CoP) Pilot Program conducted by the UN Global Compact, we obtained the opportunity to develop our sustainability reporting processes in line with international practices.

By maintaining our efforts in the field of gender equality and inclusiveness, we continued our practices supporting our commitments under the Women's Empowerment Principles (WEPS). We continued to develop our practices that take employee views and suggestions into account, promote equal opportunity, and strengthen the inclusive working environment. Through the "voice of our women" open-forum meetings that we held regularly with our office and field female employees, we reflected their feedback into our processes, implementing concrete improvements that will render our human resources policies more inclusive.

Within the scope of our environmental sustainability efforts, we continued to focus on carbon footprint management, energy efficiency, the effective use of resources,

and circular economy practices. While continuing our work on re-evaluating materials generated in our production processes, we also supported R&D activities regarding the use of recycled and alternative raw materials.

Closely following the European Union's new regulations in the field of sustainability and circular economy, we conducted evaluations regarding the requirements under the Packaging and Packaging Waste Regulation (PPWR) in line with demands from our customers. During this process, we carried out studies to analyze the alignment of our products and processes with future regulatory expectations.

Throughout 2025, while maintaining our work under international standards such as ISCC+, FSC, and BRCGS, we continued our activities aimed at strengthening our sustainable supply chain understanding. In line with our responsible production approach, we focused on reducing our environmental impacts, increasing our resource efficiency, and creating long-term value for our stakeholders.





In 2025, in line with Zero Waste Management principles, we continued to develop our processes and practices aimed at preventing waste at its source, reducing operational waste, separating and recovering it effectively, and treating it as a valuable resource in every possible case.

We successfully completed our greenhouse gas verification audits covering data from the years 2022 and 2023 at our Etap Plastik and Etapak Ambalaj production facilities. In the audit process, where our two-year emission data was retrospectively examined, no non-compliances were detected in our emission measurement and calculation methods. **This result confirmed the accuracy and reliability of our greenhouse gas management processes, contributing to the transparent tracking of our environmental performance.**

Within 2024, we carried out preliminary energy efficiency works within the scope of ISO 50001 Energy Management System certification efforts at our Etapak Ambalaj factory. We acquired the ISO 50001 certificate in August 2025.

Within the scope of Etapak Ambalaj's EcoVadis sustainability assessment, we continue our efforts to enhance our sustainability performance.

Through the work we conducted in the fields of ethical business practices, occupational health and safety, employee development, and corporate governance, we continued to treat sustainability not merely as an environmental issue, but as one of the fundamental elements of our way of doing business. We updated our Code of Ethics, which is one of the most critical elements for keeping our corporate values alive. In our companies operating in line with the principles of "care for our business, care for our employees, care for the environment, and care for the future," we aimed to adopt our code of ethics as the core guide of our business style and corporate culture, drawing strength from our shared values to establish a sustainable company structure and an inclusive, reliable working environment. **Furthermore, to reinforce our ethical culture, we continued to implement our annual ethics training plan.**



In conclusion, 2025 was a significant year in which we developed our practices supporting our sustainability targets, closely followed and integrated international developments into our processes, and further reinforced the sustainability culture across the company. The gains we achieved during this period advanced our goal of making sustainability an inseparable part of our way of doing business. In the coming period, together with our stakeholders, we will determinedly maintain our efforts to improve our environmental and social impacts, increase resource efficiency, and create long-term value.



3

OUR SUSTAINABILITY JOURNEY

The year 2025 was a period in which our “caring for the future” approach became an inseparable part of our corporate culture and our sustainability efforts attained a more systematic structure. With the work we built upon the infrastructure established over the past two years, we continued to integrate our sustainability targets more strongly into our operational processes.

While regularly tracking our environmental performance indicators, we made the data obtained an important component of our decision-making processes. Consequently, we gained the opportunity to detect areas for improvement more rapidly and manage our actions through concrete outputs.

While our Sustainability Committee closely followed material topics through regular evaluations conducted throughout the year, our Task Force teams continued to implement practices that reinforce the sustainability perspective in their respective fields of activity. Widespread across the organization, this approach contributed to making a more holistic progress in line with shared targets.

Through the work we carried out within the scope of carbon footprint management, we further developed our data reliability and reporting capability. The gains we achieved from verification processes supported a transparent sustainability management approach aligned with international standards.

Thanks to the activities we performed within the framework of the UN Global Compact (UNGC), we re-evaluated our areas for development and continued to regularly monitor our progress over the performance indicators we defined.

We expanded our efforts regarding the empowerment of women and sustainable supply chain practices, which rank among our priorities in the field of social impact. While maintaining awareness activities carried out with our suppliers, we continued to develop our practices supporting equal opportunity and to reinforce an inclusive working environment.

In line with the long-term transformation targets defined under the European Green Deal, we continued to develop our roadmap for emission reduction. By advancing our efforts to establish science-based targets, we increased the applicability of our short, medium, and long-term actions.

In 2025, we treated sustainability not merely in environmental and social responsibility fields, but as a strategic approach that guides all of our business styles. We resolutely continued our work with the goal of building a more resilient, responsible, and value-generating future together with all our stakeholders.

03.01 PERFORMANCE CRITERIA

We have started to track our performance criteria, which we created for our sustainable development goals and priorities, across all three of our companies. The summary table of these criteria is as follows:



Carbon Footprint (t CO₂e)

ETAP 6,315.2 | ETAPAK 12,906.33*

2025 Critical Performance Data

	ETAP	ETAPAK	ETAP DOĞAN
 Electricity Utilization Ratio (kWh/kg)	1.08	1.35	0.76
 Natural Gas Utilization Ratio (kWh/kg)	N/A	2.42	N/A
 Water Use Ratio (ton/ton)	2.55	3.28	2.5



Supply Chain
Sustainability Score
ETAPAK - 65



Ratio of Female
Executive Employees
%50

*2025 carbon footprint data calculated at the end of 2025



03.02 SUSTAINABILITY TASK FORCE

In 2025, the Sustainability Committee and Task Force team continued their work as the fundamental elements of our sustainability governance structure, assuming an active role in the adoption, implementation, and monitoring of our strategic priorities across the organization.

Comprising representatives from different functions of our company, the Task Force team carried out its work with determination to integrate the sustainability approach into business processes and make it an inseparable part of corporate culture. Thanks to this structure that strengthens interdisciplinary cooperation, ownership of sustainability targets across the organization was supported, and a shared understanding of transformation was developed.

Within the scope of the work conducted throughout the year, actions determined in line with environmental, social, and governance (ESG) priorities were regularly followed; continuous improvement approach was adopted by evaluating development areas. Team members supported the reinforcement of our long-term value creation targets by contributing to the dissemination of sustainability-focused practices in their areas of responsibility.

Continuing its activities with a participatory and holistic approach, the Sustainability Committee and Task Force team has continued to contribute to the integration of the sustainability mindset into all processes and to the enhancement of corporate resilience along our organization's transformation journey toward the future.

Aras Demirağ - Etap Sustainability and Quality Specialist

For me, sustainability means not only reducing environmental impacts but also thinking long-term in every decision made and ensuring that the value created can continue in the future. I believe that a company's success should be measured not only by economic results but also by its contribution to its employees, society, and the environment.

I view sustainability efforts not as a necessity or a reporting process, but as a part of building a more responsible and stronger future. I believe that a way of doing business where resources are used more efficiently, waste is reduced, employees are valued, and trust-based relationships are established with stakeholders will be more successful in the long run.

For this reason, I handle sustainability with a continuous development approach in every area of my job, and I try to act by considering the impact that every step I take will leave on the future.

Arzu Kara - Etapak Ambalaj Quality and R&D Manager

We believe that R&D and quality processes are meant not just to develop products, but to produce better products using fewer resources. When designing our new packaging solutions, recyclable materials, low carbon impact, and packaging optimization are among our priorities. Our goal is to offer our customers packaging solutions that not only work well but also leave less of a burden on the environment.

Our quality approach, on the other hand, ensures that sustainability finds its equivalent in daily production. By continuously monitoring processes, we reduce errors, scrap, and waste; we aim to use resources more efficiently. We continue our work with an understanding of less waste, higher quality, and more sustainable packaging.

Aymila Doğdu - Etapak Ambalaj Procurement Specialist

We shape our purchasing and supply chain processes in line with our sustainable growth targets. While widespread ethical, transparent, and responsible procurement understanding together with our business partners, we evaluate sustainability criteria as an important part of our decision-making processes.

We support continuous development in areas such as supply chain resilience, digital traceability, and resource efficiency that stand out today; we focus on creating long-term value together with our stakeholders.

With our sustainable purchasing and supply chain approach, we aim to contribute to the sustainable future of both our company and the ecosystem we are in. Being a part of these efforts conducted for a sustainable future and contributing to our company's sustainability targets constitutes a great source of motivation for me.

Ayşe Avcıoğlu - Etapak Ambalaj OHS Specialist

While conducting our production activities, we base ourselves on an approach that protects our employees' health and minimizes environmental impacts, rather than just efficiency and quality. In this direction, we handle our processes with a holistic perspective and integrate responsible production understanding into all our operations.

Occupational health and safety is an inseparable part of our sustainability strategy. Acting with the principle of continuous improvement, we reinforce safe working environments; we widespread practices that optimize energy consumption, reduce waste generation, and minimize exposure to harmful substances.

We believe that creating long-term value passes through building a human-oriented and safe working culture. Acting with this understanding, we both support our employees' well-being and maintain our work with the goal of leaving a more livable world for future generations.

Demet Çağlar - Group Human Resources Responsible

For me, sustainability means building a corporate culture that places humans and care at the center, rather than just reducing environmental impacts. I believe that one of the most important forces of sustainability is employees. For this reason, we prioritize creating a working environment that supports equal opportunity, strives to improve employee experience, and where every individual can reveal their potential.

I think that sustainable success will come along in an organization where there are employees who are valued, who know that their ideas are cared about, who develop, and who are included in the process. With our care for humans approach, we will continue to advance and develop together for a more egalitarian, inclusive, and stronger future.

Banu Dönmez - Group Human Resources Executive

As a company operating in the packaging sector, we are aware of our impact on the environment due to the nature of production. This awareness directs us to act more consciously, more responsibly, and more carefully.

As the human resources function, we handle sustainability not merely over processes and policies, but with a focus on human. Because we know that true transformation is only possible if employees own this vision. At this point, the culture of care, which is one of the fundamental values of our institution, lies at the center of our sustainability approach.

Digitalizing practices, paperless processes, trainings that increase employee awareness, and inclusive working environments constitute the concrete steps of this transformation. At the same time, we encourage our employees to generate ideas regarding sustainability, and we value making their contributions in this field visible.

The world is changing and transforming rapidly. We aim to be an active part of this transformation. While acting with the responsibility of leaving a more livable world for future generations, we will continue to show 'care' in every step of our business.

Duygu Çavuş Temizkan – Group Corporate Communications Executive

Sustainability now gains meaning with what an institution transforms and how, rather than what it says. For me, the most valuable side of this process is contributing to making the work done visible, understandable, and shareable.

In 2025, we focused on establishing a structure that reveals our impact and learns, rather than just conveying our activities, by carrying our sustainability communication one step forward. Because I believe that transparency is the building block of trust, and trust is the building block of sustainable transformation. Seeing that our 'care for the future' approach finds a more concrete equivalent in our corporate culture is a separate source of motivation for me. On this journey, I believe that communication is a force that changes behavior, not just one that creates awareness.

We will continue to contribute together for a more conscious, more open, and more responsible corporate structure.

**Onur Uruşak – Etap General Manager**

While passing through this difficult period when our world is worn out by wars and climate crises, we experienced the difficulty of protecting our sustainability principles together with all our stakeholders.

In the new regulatory environment shaped by PPWR (Packaging and Packaging Waste Regulation) for the sake of taking economic, environmental, and social impacts under control, supporting our sustainability targets with concrete investments and reinforcing our recycling infrastructure to transform into a state ready for future market requirements carries critical importance.

With the re-commissioning of our Etap recycling facility in 2025, we aimed to increase our qualified recycled raw material utilization capacity, develop resource efficiency, and respond more effectively to our customers' sustainable product demands. With the commissioning of our facility, we aim to make our company ready for new regulations that will arise within the scope of PPWR and to increase its long-term competitiveness.

Wishing to move forward in 2026 with a system that takes sustainability as a guide, is verifiable, fair, and has overcome crises...

Semih Şalhon**Etapak Ambalaj Vice Chairman of the Board & CEO**

For me, sustainability is a matter of leadership as much as it is a matter of strategy. I believe that companies that can maintain their existence in our sector must be not only efficient but also responsible and transparent. As a flexible packaging manufacturer, adopting the circular economy both in raw material selection and in our production processes is the sine qua non condition of long-term growth.

This year, as Etapak Ambalaj, we carried our sustainability agenda to a more operational level. We see that the demand for eco-friendly materials is gradually increasing in the eyes of our customers; we evaluate this transformation not as an element of pressure, but as the opportunity itself.

'Caring for the future' is not a slogan, but a consciousness of responsibility that must reflect on our every decision. The contribution of every member of our Task Force carries our company forward in a strong and meaningful way.

Serkan Ünal - Etap Technical Manager

For me, sustainability means being able to create more value using fewer resources and being able to protect future resources while meeting today's needs. I believe that efficiency, quality, and sustainability are concepts that complement each other.

I think that when evaluating products, processes, and investments, one should look not only at today's results but also at their long-term impacts. Less waste, more efficient processes, and more effective use of resources are important elements supporting both operational success and sustainable growth.

I view sustainability not as a target to be reached, but as a journey requiring continuous development; I believe that every improvement is a valuable investment made into the future.

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.

03.03 OUR SUSTAINABILITY PRIORITIES

The packaging sector assumes an important role in terms of protecting products, reducing food losses, and using resources efficiently. In this direction, as Özgörkey Holding, we handle sustainability as an inseparable part of not only our products but all our business processes; we aim to reduce our environmental impacts with a holistic approach encompassing the entire life cycle of our products.

In 2025, we shaped our sustainable packaging efforts within the framework of four fundamental priority areas: circular design, responsible procurement, low-carbon materials, and value chain collaborations.

Basing ourselves on the circular economy approach, we focused on developing solutions that support recyclability, optimize material use, and increase resource efficiency in our product designs. Within the scope of our R&D activities, we aimed to develop mono-material alternatives instead of multi-layer structures that are difficult to recycle, to increase the

use of recycled and bio-renewable raw materials, and to offer more sustainable packaging solutions without compromising on product performance.

Within the scope of our carbon footprint management efforts, we focused on evaluating the environmental impacts of core raw materials such as paper, aluminum, and plastic on a product basis, and developing alternative solutions with lower carbon impact. We did not keep carbon management limited to production processes alone; we handled it with a holistic perspective encompassing all processes from the supply chain to the product life cycle. In this direction, we maintain our work aimed at widespread the use of materials with a high recycled content rate, bio-renewable, and low carbon footprint.

We believe that the foundation of establishing a sustainable value chain passes through responsible raw material procurement. In this scope, while encouraging the use of raw materials possessing international traceability and sustainability certifications, we develop long-term collaborations based on environmental and social responsibility criteria with our suppliers. We do not keep our supplier evaluation processes limited to quality, cost, and delivery performance; we also integrate ethical business practices, resource efficiency, environmental performance, and sustainability criteria into our evaluation system.

In order to contribute to our suppliers' sustainability journeys, we support international certifications, environmental management practices, the use of recyclable and traceable raw materials, and social responsibility approaches; we aim to reduce environmental and social impacts throughout our value chain. We consider strengthening collaborations and increasing the sustainability performance of our supply chain particularly for the sake of reducing Scope 3-sourced impacts, which constitute a major part of our emissions, among our priorities.

We closely follow changes in international legislation and customer expectations, and we especially evaluate the impacts of regulations published in line with the European Union's circular economy targets on our sector. We continuously develop our work to align our products and processes with future requirements.

We believe that sustainable transformation is only possible with the shared contribution of all stakeholders. With this understanding, we support the widespread of recyclable packaging solutions and the reinforcement of circular economy practices through collaborations we conduct with our customers, suppliers, recycling stakeholders, and sector representatives.

Through the work we carried out in 2025, we aimed to contribute to the protection of natural resources, reduce greenhouse gas emissions, and establish a more sustainable production model for future generations. In line with our long-term value creation understanding, we continued to develop our practices that reduce our environmental impacts, use our resources more efficiently, and offer sustainable solutions.

03.04 OUR COMPLIANCE WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

We continued to shape our sustainability roadmap in direction with the United Nations Global Compact principles and the strategic priorities we determined in the prioritization workshop we conducted in 2023. Placing our "care" approach at the center of all our activities, we advanced our work within the scope of the Sustainable Development Goals we determined as a priority throughout 2025 with a more systematic and holistic structure.

In line with our operational excellence understanding, we further strengthened our lean production model basing itself on efficiency and resource optimization. Widespread dig-

italization practices across all processes extending from production to shipment, we developed our data-driven decision-making mechanisms. Making knowledge sharing among our group companies assume a more systematic structure, we supported the development of employee competencies and contributed to the reinforcement of corporate learning culture.

We kept establishing a safe, inclusive, and supportive working environment for our employees among our priorities. While developing our human resources practices with an approach centering employee experience and well-being, we attached importance to the widespread of practices increasing employee loyalty. While offering solutions supporting work and life balance through flexible working models, side benefits practices, and employee support programs, we maintained the open, transparent, and constructive communication understanding we sustain with employee representatives and unions.

We handled ethical values and equality principles, which form the foundation of our corporate culture, as an inseparable part of our human resources processes. While increasing our employees' knowledge level through training and awareness activities we carried out in line with our Code of Ethics and related policies, we supported the reinforcement of responsible business style culture across the organization.

In direction with our commitments within the scope of the Women's Empowerment Principles (WEPs), we further widespread our practices supporting gender equality. Not keeping this approach limited to our own operations alone, we aimed to spread it to the entirety of our supply chain, and we contributed to the establishment of a more inclusive value chain by integrating related criteria into our supplier evaluation processes.

Within the scope of our combatting climate change efforts, we continued to develop our practices in the field of energy management. In line with our commitment to renewable energy use, while continuing to meet the entirety of our electricity consumption at our Etap Plastik factory from I-REC certified sources, we aimed to reduce our greenhouse gas emissions through projects directed at increasing energy efficiency.

Within the scope of our sustainable product development work, we advanced our R&D activities directed particularly at increasing the use of recycled and bio-renewable raw materials. While developing more sustainable product solutions through projects we

carried out under Etap Plastik, we integrated the circular economy approach into our product development processes by maturing our work directed at raw material utilization obtained from bread waste.

While effectively maintaining our waste management practices thanks to our recycling-licensed production infrastructure at Etap Plastik, we contributed to the generation of sustainable value in the value chain through circular logistics and distribution solutions we offered to our customers.

At Etapak Ambalaj, on the other hand, we maintained our work directed at reducing our emissions by increasing resource efficiency through our solvent recovery system.

Believing that sustainable transformation reinforces with collaborations, we continued to demonstrate active participation in activities in national and international platforms. We continued to expand our impact in the sustainability field by supporting knowledge sharing, inter-sector interaction, and shared value creation thanks to collaborations we sustain with EcoVadis, CEFLEX, PAGEV, PAGDER, ASD, ÇEVKO, and TÜÇA, particularly the UN Global Compact.

While rendering environmental and social responsibility understanding an inseparable part of our ways of doing business through the work we carried out throughout 2025; we continued to progress on the path of building a more resilient, inclusive, and sustainable future in line with our long-term value creation target.

CARING STRUCTURE	PRIORITY ISSUES	RELEVANT SUSTAINABLE DEVELOPMENT GOAL
CARING FOR OUR BUSINESS (Governance)	Economic Performance Raw Materials and Supplies	   
CARING FOR OUR PEOPLE (Social)	Occupational Health and Safety Business Ethics and Anti-Corruption Equal Opportunity and Diversity Human Rights	    
CARING FOR OUR ENVIRONMENT (Environment)	Energy and Emissions Sustainable Supply Chain	  

**1 NO
POVERTY**

In 2025, in direction with our resource efficiency and operational excellence understanding, we continued to strengthen our lean production practices. Widespread digitalization and data-driven management approach in processes extending from production to shipment, we aimed to increase operational efficacy and keep customer satisfaction at the highest level. Strengthening knowledge sharing among our group companies, we supported the development of employee competencies and corporate learning culture. We maintained our collaborations based on creating long-term and mutual value with all our stakeholders.

**3 GOOD HEALTH
AND WELL-BEING**

We continued to develop practices supporting our employees' physical, mental, and social well-being. With the target of establishing a safe, inclusive, and supportive working environment, we strengthened our human resources practices. We supported work-life balance through side benefits improving employee experience, flexible working practices, and support programs. At the same time, maintaining the transparent and constructive communication understanding we carry out with employee representatives and unions, we supported a participatory working culture.

**5 GENDER
EQUALITY**

In direction with our commitments within the scope of the Women's Empowerment Principles (WEPs), we expanded our work supporting gender equality. Not keeping the equality and inclusiveness understanding limited to our own operations alone, we widespread it to our supply chain as well. Integrating gender equality and sustainability criteria into our supplier evaluation processes, we contributed to the establishment of a more inclusive and responsible value chain.

**7 AFFORDABLE AND
CLEAN ENERGY**

We strengthened our work in the energy management field with a systematic approach. We maintained meeting the entirety of our electricity consumption at our Etap Plastik factory from I-REC certified renewable energy sources. At the same time, within the scope of the work we carried out for the sake of increasing energy efficiency and continuously improving energy performance, Etapak Ambalaj became entitled to receive the ISO 50001 Energy Management System certification.

**8 DECENT WORK AND
ECONOMIC GROWTH**

We continued to strengthen our practices supporting our employees' well-being, development, and loyalty. While establishing a safe, inclusive, and supportive working environment, we protected the open, transparent, and constructive communication understanding we carry out with employee representatives and unions. Through practices developing employee experience, we supported a sustainable and participatory business culture.

**9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE**

We continued to conduct our R&D work with a sustainable innovation approach. In our product development processes, we focused on recyclable, low-carbon solutions that increase resource efficiency. In line with our circular economy targets, we continued to develop innovative practices that reduce environmental impacts and respond to the needs of the future.

**10 REDUCED
INEQUALITIES**

We positioned equality, inclusiveness, and equal opportunity principles among the fundamental elements of our human resources practices. While maintaining awareness activities in direction with our Code of Ethics and related policies, we contributed to the reinforcement of an inclusive working culture by integrating our commitments within the scope of the Women's Empowerment Principles (WEPs) into our recruitment, career development, and remuneration processes.

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**

Placing the circular economy approach at the center of our business processes, we maintained our practices increasing resource efficiency. While supporting the reintroduction of wastes back into the economy with our recycling-licensed production infrastructure at Etap Plastik, we aimed to provide a sustainable contribution in the value chain through circular logistics solutions we offered to our customers. At Etapak Ambalaj, on the other hand, we maintained our work in the direction of reducing emissions and using resources more efficiently thanks to our solvent recovery systems.

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

We continued to strengthen ethics, transparency, and accountability principles as the fundamental elements of our corporate governance understanding. Through awareness and training activities we carried out in direction with our Code of Ethics and related policies, we supported the dissemination of responsible business style culture across the organization. In direction with our commitments within the scope of the Women's Empowerment Principles (WEPs), we continued to establish a strong and sustainable corporate structure by integrating our equality and inclusiveness approach into our business processes.

17 PARTNERSHIPS
FOR THE GOALS

We supported knowledge sharing, inter-sector interaction, and shared value creation through activities we carried out with CEFLEX, PAGEV, PAGDER, EcoVadis, CDP, ASD, ÇEVKO, and TÜÇA, particularly the UN Global Compact. At the same time, thanks to collaborations we established with our suppliers, customers, and business partners, we aimed to widespread our sustainability approach to the entirety of our value chain.



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

ÖZGÖRKEY



04.01 HUMAN RIGHTS

We view respect for human rights as one of the fundamental elements of our corporate culture; we conduct our activities in line with equality, inclusiveness, and decent work principles. We implement our human resources policies and practices in a manner that offers fair and equal opportunities to all our employees without discriminating based on language, religion, race, ethnic origin, gender, age, disability status, political opinion, or any other difference.

We attach importance to establishing a working culture where our employees can express their views freely, contribute to decision-making processes, and where a mutual trust environment is supported. In this scope, through the “voice of our women” open-forum meetings and digital suggestion system that we carry out regularly, we encourage our employees to share their suggestions, views, and feedback directly.

We evaluate protecting our employees' privacy during the satisfaction of their core needs as an inseparable part of respect for human rights and individual dignity. In line with this understanding, through the green card practice we implemented, we aim to protect our employees' private spaces by ensuring that transitions made due to core needs such as restroom utilization and water consumption are not tracked individually. While supporting our employees to meet their core needs without experiencing any monitoring or evaluation concern, the practice contributes to the reinforcement of trust, respect, and human-oriented working culture at the workplace.

Within the scope of our approach directed at preventing human rights risks, we implement a zero-tolerance policy against discrimination, mobbing, forced labor, child labor, and all kinds of ill-treatment. We integrate our principles and commitments regarding human rights into our policies and procedures, and we regularly review related processes.

We respect our employees' rights, and we maintain collective bargaining agreement practices in all our companies. At our Etapak Ambalaj company, a collective bargaining agreement covering the 2025-2026 period is in effect with the Basın-İş Union, with whom we have been in cooperation since 2006; at our Etap Enjeksiyon and Etap Doğan companies, implementation of collective bargaining agreements belonging to the 2025-2026 period signed with the Lastik-İş Union continues.

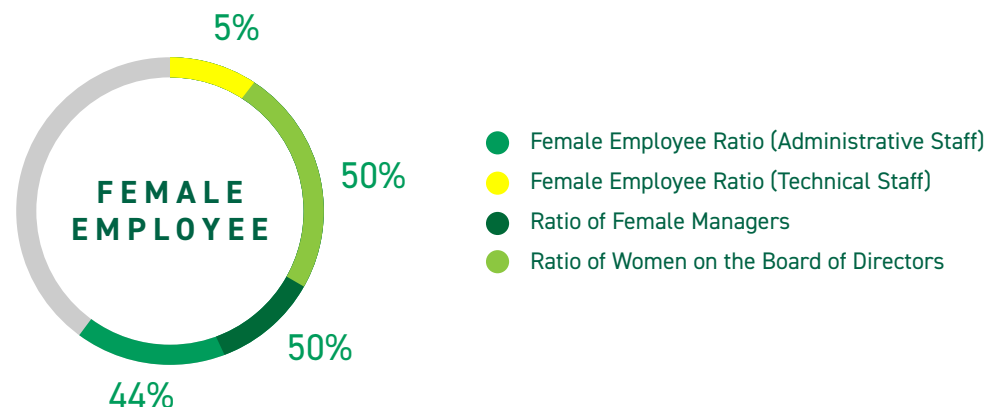
With the goal of strengthening our ethical and compliance culture, we maintain our Ethics Line practice through which our employees can deliver their suggestions, complaints, and ethics violation notifications in accordance with the confidentiality basis. Notifications are examined within the scope of independent evaluation processes, and necessary actions are taken. Throughout 2025, no written or verbal notification was received over the Ethics Line; for this reason, no complaint or evaluation process carried to the Ethics and Discipline Committee occurred.

04.02 EQUAL OPPORTUNITY AND EMPOWERMENT OF FEMALE EMPLOYEES

We view equal opportunity as one of the fundamental elements of our corporate culture, and we offer a fair, inclusive, and respectful working environment to all our employees. We conduct all our human resources processes extending from recruitment to career development in line with the equality principle, and we carry out our evaluations solely according to competency and performance criteria.

Keeping communication channels active through which our employees can share their views freely, we support a participatory working culture. Through the women open-forum practice and employee meetings we carry out regularly, we listen to feedback and evaluate ideas contributing to the development of our business processes. In direction with our care for humans approach, we attach importance to our female employees' views and suggestions; by regularly evaluating needs and expectations arising in these meetings, we share the actions taken transparently with our employees. We take care to develop practices supporting their equal participation in business life.

Our female manager ratio, which was 31% in 2024, rose to 50% as of 2025; our female employee ratio working in the administrative staff also reached 44% from 42%. This development served as a concrete manifestation of our determination regarding making gender equality and inclusive leadership understanding an inseparable part of our corporate culture. While the reinforcement of female representation in management and administrative staffs enables us to include different perspectives into our decision-making processes more effectively, it also supports our institution's innovation capacity, resilience, and sustainable growth potential.



04.03 TALENT MANAGEMENT

We view our human resources as one of the fundamental elements of our sustainable success, and we continue to implement practices that will reveal our employees' potentials. Within the scope of our talent management approach, we evaluate our employees' performances, competencies, development areas, and career expectations with a holistic perspective.

Throughout 2025, with the goal of supporting our employees' individual developments, we carried out regular feedback mechanisms and one-on-one meetings. In direction with outputs obtained, we planned training and development activities directed at strengthening our employees' technical and behavioral competencies. Consequently, while increasing our employees' achievements in their current duties, we supported them to prepare for roles they can assume in the future.

With the target of developing our employees' strategic perspectives, strengthening inter-departmental cooperation, and increasing our capacity to align with the changing business world, we carried out workshops in different fields.

Twenty-one colleagues from our sales, operations, quality, and R&D teams participated in the Customer Centricity Workshop. In the workshop conducted under the moderation of Dr. Hakan Tetik, while our current customer segments were evaluated, strategic insights were developed over case analyses, and role-model practices that will strengthen customer experience were designed. Thanks to this work supporting the solution-oriented corporate culture, which is one of the fundamental elements of our Holding mission, while our short-term action plans were clarified, our development areas were also revealed in a concrete manner.





We attach importance to evaluating career opportunities within our organization primarily from internal sources, and we encourage our employees to gain experience in different functions. In this direction, we continued to contribute to our employees' career developments through duty changes, rotation practices, and internal promotion processes carried out within the year.

We conduct our development and career management processes in line with the equal opportunity principle; we evaluate our employees solely on the basis of their competencies, performances, and potentials. Demonstrating no tolerance to any kind of discrimination, we continue to establish an inclusive, fair working environment supporting equal opportunity.

In the Trump Policies Workshop, on the other hand, possible impacts of global economic and political developments on the business world were handled. The workshop began with the presentation titled "The Politics of Profit: Mastering Corporate Strategy in the Trump World" by Gökhan Taymaz, who serves as General Manager and Corporate Advisory Leader at QUATRO International Inc., a corporate strategy and business consultancy company based in Toronto. Within the scope of the program continuing with the contributions of Board Members and Financial Affairs team managers, impacts of global developments on the supply chain were evaluated through presentations titled "Impact of Trump Policies on Flexible Packaging Sales" and "Supply Chain Deep Dive".

Thanks to these workshops, it was targeted for our employees and managers to follow changing global dynamics more closely, develop their strategic foresight competencies, and strengthen our institution's future preparation capacity.



04.04 EMPLOYEE LOYALTY AND VOLUNTEERING ACTIVITIES

We view supporting our employees' engagement, development, and well-being as one of the fundamental elements of our human-oriented approach. In this direction, we shape our human resources processes with an understanding centering our employees' needs, expectations, and experiences; we evaluate the feedback we obtain as an important part of our decision-making and continuous improvement processes.

In 2025, instead of employee satisfaction surveys we applied in previous years, we adopted a more direct, inclusive, and interaction-oriented communication model by carrying out one-on-one meetings with our employees. Through meetings carried out with our employees working in different units, we evaluated feedback regarding company culture, business experience, working environment, management understanding, career development, work-life balance, and employee expectations in detail.

Thanks to this approach, while obtaining the opportunity to listen to our employees' views, suggestions, and needs more closely, we supported the reinforcement of open communication and mutual trust culture across the institution. Clarifying our improvement areas in direction with outputs obtained, we established our action plans and maintained our practices aimed at developing employee experience.

Throughout 2025, we continued to develop our practices supporting our employees' work and private life balances. We continued to evaluate flexible working models, employee support practices, and our social rights in direction with our employees' changing needs. Widespread practices increasing our employees' life qualities, strengthening employee engagement, and supporting an inclusive working environment took place among our priorities.

Within the scope of our leave practices, while maintaining our employee-oriented practices such as companion leave, prenatal remote working opportunity, additional parental leaves, birthday leave, and first step to school leave we implemented in previous years, we regularly evaluated the efficacy of these practices in direction with feedback we received from our employees.



We view listening to our employees' voices and continuously improving practices supporting their development and well-being as one of the most vital elements of our long-term corporate success. In direction with our participatory, transparent, and human-oriented approach, we continue to strengthen employee experience and establish a sustainable working culture.

SOCIAL ACTIVITIES AND VOLUNTEER WORK

As Özgörkey Holding, we are aware that the largest share in the point we have reached today belongs to our colleagues. We believe that corporate success is possible with a strong team spirit, high engagement, and a supportive working environment. With this understanding, we place human at our focus, and handle employee experience with a holistic approach.

With our human resources practices we shape in direction with equality, inclusiveness, solidarity, and continuous development principles; we aim to establish an environment where every single colleague can reveal their potential. Figuring our individual targets in alignment with our company strategy, we operate our performance management system effectively; we develop organizational development policies aligning with the dynamics of the changing business world.

The care we feel toward our business, our employees, the environment, and the future constitutes the foundation of our sustainable business model. **We attach importance to transforming the synergy generated by producing together and acting with collective wisdom as Team Özgörkey into permanent value in direction with our sustainable priorities.** Bringing together contributions coming from different disciplines, we reflect values keeping our corporate culture alive into our daily business style.



We carried out our “Trace Makers” event, where we presented our thanks with plaques we prepared for the labors and loyalties of our employees completing their 5th, 10th, 15th, 20th, and 25th years within Özgörkey Holding and affiliated companies, rewarded suggestions contributing to our enterprises with their value-generating ideas, and also delivered our gratitude to our volunteers supporting our social responsibility work with their sensitivities. We reinforced the sense of belonging and participation understanding forming the foundation of our corporate culture once again.



Within the scope of March 8 International Women's Day, coming together with Team Özgörkey women, we carried out a door wreath workshop. In this event where we emphasized the importance of solidarity, sharing, and producing together, we signed a pleasant meeting by celebrating women's valuable contributions in business life.



In the "Voice of Our Women" open-microphone meetings we carried out in March and December, coming together with our female employees in all our factories, we listened to their needs, expectations, and suggestions regarding business life directly. Through these meetings, we evaluated our development areas together, clarified improvement opportunities, and developed shared solution suggestions toward practices that can be implemented. In direction with our participatory and inclusive approach, we targeted to continuously improve their working experiences by supporting female employees' active participation in decision-making processes.





In the breakfast organization we organized at our Etap factory, coming together with our colleagues, we carried out a pleasant meeting supporting communication between teams and intra-corporate interaction. With such meetings supporting employee engagement, sense of belonging, and strong corporate culture, we targeted for our colleagues to establish stronger bonds with each other and establish a positive experience in business life.

We carried out our Traditional April 23 Painting Festival, in which our employees' children aged 5-13 participate with their paintings and which focuses on a specific topic every year, for the 11th time this year with the theme "the world of our dreams". We distributed April 23 gifts to our 45 children participating in the festival. Furthermore, with the belief that a future in which our children will grow up in the best manner will be much more beautiful than today, we made a donation on behalf of our Team Özgörkey children to UNICEF Turkey's "Girls Who Will Be the Leaders of the Future" project, supporting the development of 50 girls.

UNICEF Türkiye'nin
"Geleceğin Lider Kızları"
projesine destek olduk.



Within the scope of our "Let's Walk Friends" event we organize in specific periods, this time with our Team Özgörkey volunteers, we met spring on İzmir Çiçekliköy tracks. Carrying out cleaning activities directed at purifying nature from wastes, we both contributed to increasing environmental awareness and transformed sustainability consciousness into a concrete action on the field.



On the occasion of the 5th anniversary of the passing of Lale Özgörkey, one of our company's founding shareholders, with the participation of Team Özgörkey volunteers and under the leadership of the Street Soup Makers Assistance Association, we kept our solidarity culture alive by cooking and distributing soup to our homeless, street-working, and disadvantaged citizens.

Through the "Gather a Wish for Me" project of the Foundation for Children with Leukemia (LÖSEV), we became partners to their hopes by transforming the new year dreams of children undergoing treatment into reality. We continue to handle social contribution not merely as a donation-based approach, but as a sustainable value area on the basis of employee volunteerism, inclusive dialogue, and social sensitivity.



04.05 OCCUPATIONAL HEALTH AND SAFETY

As the Özgörkey family, we position our target of “zero occupational accidents and zero occupational diseases” among our strategic priorities; we handle employee health and safety as the fundamental element of all our operations.

Our occupational health and safety management system is structured in direction with international legislation requirements as well as the ISO 45001:2018 standard published by the International Organization for Standardization. We regularly monitor the efficacy of our system through risk-based approach, continuous improvement, and measurable performance indicators.

Our OHS processes are conducted by our OHS Boards meeting every two months; performance results are reported to senior management annually. Accident frequency rate, accident severity rate, training hours, field audits, drills, and legal measurement results are regularly followed and analyzed.

Viewing employee participation as the fundamental component of our OHS culture; unsafe situations and behaviors, near-miss incidents, and improvement suggestions are systematically managed over our digital notification system. Through weekly occupational safety meetings, risks are proactively evaluated, and necessary actions are rapidly implemented.

Applying the same safety standards for all our stakeholders, including our suppliers and subcontractors; we maintain our employees' periodic health checks under the coordination of our workplace physician beyond legal obligations.

Our 2025 Performance Results

The year 2025 has been a year in which we demonstrated a robust performance in the occupational health and safety field and carried our safety culture further forward. As Etapak Ambalaj, completing all our operations throughout the year with zero occupational accidents, we revealed our determination regarding establishing a safe working environment for our employees with a concrete success.

This result is a shared output of our effective risk management practices, increased field audits, training activities we carry out regularly, our employees' high awareness levels, and our strong safety leadership understanding.

Viewing occupational health and safety not merely as a legal requirement but as a fundamental element of our corporate culture; we continue to manage risks proactively in direction with our preventive approach. Strengthening a sustainable safety culture with our practices centering our employees' safety and well-being, we target to protect our zero occupational accident performance in future years as well and carry it further forward.

Yıllık Veriler	Etap Plastik	Etap Doğan	Etapak Ambalaj
Accident Frequency Rate *	10.28	45.02	0
Accident Severity Rate **	0.074	1.08	0

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

** Accident Severity Rate = $\left(\frac{\text{Total Working Days Lost in One Year}}{\text{Total Work Time}} \right) * 1000$

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05.01 RESPONSIBLE MANUFACTURING

In order to reach our sustainable development targets, we focus on reducing our ecological footprint by transforming our production and consumption habits. Efficient use of natural resources, waste management, and circular economy approach constitute the foundation of our responsible production understanding. While optimizing resource utilization through more efficient production processes and sustainable supply chain practices, we target to reduce our environmental impacts and create long-term value.

Principal activities we carried out in direction with our responsible production approach in 2025 are located below:

- Maintaining our commitment to renewable energy, we continued to meet the entirety of our electricity consumption at our Etap Plastik factory from I-REC certified sources. At Etapak Ambalaj, on the other hand, we supported our low-carbon transformation targets by increasing our I-REC certified electricity utilization rate.
- Within the scope of our plastic recycling license at Etap Plastik, recycling our production scraps and plastic products completing their utilization lives received back from customers, we included them into our production processes as raw materials again. Thus, while increasing resource efficiency, we strengthened our circular economy approach.
- Through our Solvent Recovery Unit (SRU) at Etapak Ambalaj, we continued to reduce raw material consumption and carbon emissions by recovering ethyl acetate used in rotogravure printing processes. In 2025, reintroducing the recovered solvent obtained from the SRU facility back into the production process yielded annual savings of €10,758. Additionally, through energy optimization initiatives carried out during the regeneration phase, we contributed to reducing overall energy consumption.

• Within the scope of the Deposit Management System (DYS) commissioned in Turkey, maintaining our DYS-logoed label production printed with special ink, we contributed to the dissemination of the system and the support of the circular economy.

• While continuing to operate closed-circuit water systems used in our factories effectively, developing our rainwater harvesting projects, we widespread our practices directed at reducing water consumption in cleaning and landscape irrigation processes.

• In direction with our zero waste approach, developing our waste separation, recovery, and monitoring processes in our production facilities, we supported the reintroduction of resources back into the economy.

• By completing our ISO 50001:2018 Energy Management System initiatives at Etapak Ambalaj, we took a significant step toward systematically monitoring and improving our energy performance, as well as integrating an energy efficiency culture into our corporate structure. Alongside this, we reinforced our digitalization and efficiency efforts in energy management. With the online energy monitoring system we commissioned in January 2025, we enabled work-order-based tracking of energy consumption, enhancing our infrastructure for a more detailed and data-driven monitoring of our energy performance.

• Completing our carbon footprint calculation and verification processes in our Etapak Ambalaj and Etap Plastik facilities, we rendered our emissions more measurable, traceable, and reportable. In this direction, we continued to determine our carbon reduction targets and advance our preparatory work directed at science-based targets.

• At Etapak Ambalaj, we executed a major transition to enhance energy efficiency in our lighting systems. By replacing the metal halide lighting used across our facility with LED systems, we achieved annual energy savings of approximately €17,000.

• At Etapak Ambalaj, we implemented process improvements aimed at reducing chemical consumption. Through cylinder revision initiatives, we optimized lacquer and ink usage, achieving annual savings of approximately €15,061 in 2025.

Through these activities we conducted throughout 2025, we targeted to contribute to the protection of natural resources, reduce our greenhouse gas emissions, and integrate circular economy principles into all our operations more strongly. In direction with our responsible production understanding, we continued to develop our practices reducing environmental impacts and creating sustainable value for future generations.



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

	2023	2024	2025	Change in Waste Quantity
Etapak Ambalaj	1.139.704,00	889.116,00	789.492,00	-11,2%
Etap Plastik	22.502,00	27.477,00	26.947	-1,9%
Etap Doğan	-	-	13.274	-

	Etap Plastik	
	Electricity kWh/kg	Water ton/ton
2025	1,08	2,55
2024	0,95	2,50
2023	0,89	2,89
	Etap Doğan	
	Electricity kWh/kg	Water ton/ton
2025	0,76	2,55
2024	-	-
2023	-	-
	Etapak Ambalaj	
	Electricity kWh/kg	Water ton/ton
2025	1,35	3,28
2024	1,25	4,08
2023	1,09	3,77

05.02 RESPONSIBLE VALUE CHAIN

As Özgörkey Holding, we define our responsible value chain understanding as the management of all activities extending from raw material procurement to production, logistics, and customer processes with a holistic approach in direction with environmental, social, and ethical responsibility principles. In this direction, together with all our stakeholders located in our value chain, we target to establish an ecosystem supporting sustainable growth, managing risks effectively, and creating long-term shared value.

Integration of sustainability criteria into our business processes constitutes the foundation of our responsible value chain approach. Our material planning processes begin with supplier selection and evaluation efforts conducted under the coordination of our R&D, purchasing, and quality teams, continuing with the clarification of appropriate and sustainable raw material sources.

Our supplier selection and approval processes are conducted within the scope of our related procedures, and all our suppliers are subjected to regular performance evaluations according to their risk levels. In our evaluation processes, quality management system certifications, technical specifications, declarations of compliance with related legislations, safety data sheets, test reports organized by accredited institutions, and sustainability performance indicators are taken into consideration. Our suppliers meeting clarified criteria are included in our approved supplier list.

With the goal of widespread sustainable raw material utilization, while offering solutions with reduced environmental impact to our customers with FSC and ISCC+ certified raw materials, we continue to continuously develop our product portfolio with alternative sustainable raw material trials. Furthermore, through our R&D and innovation work directed at increasing the use of raw materials obtained from recycled sources, we target the dissemination of products and processes supporting circular economy principles.

In 2025, as Etapak Ambalaj, raising our FSC certified raw material utilization rate above 30%, we contributed to the protection of natural resources and recorded an important progress in direction with our sustainable value chain targets.

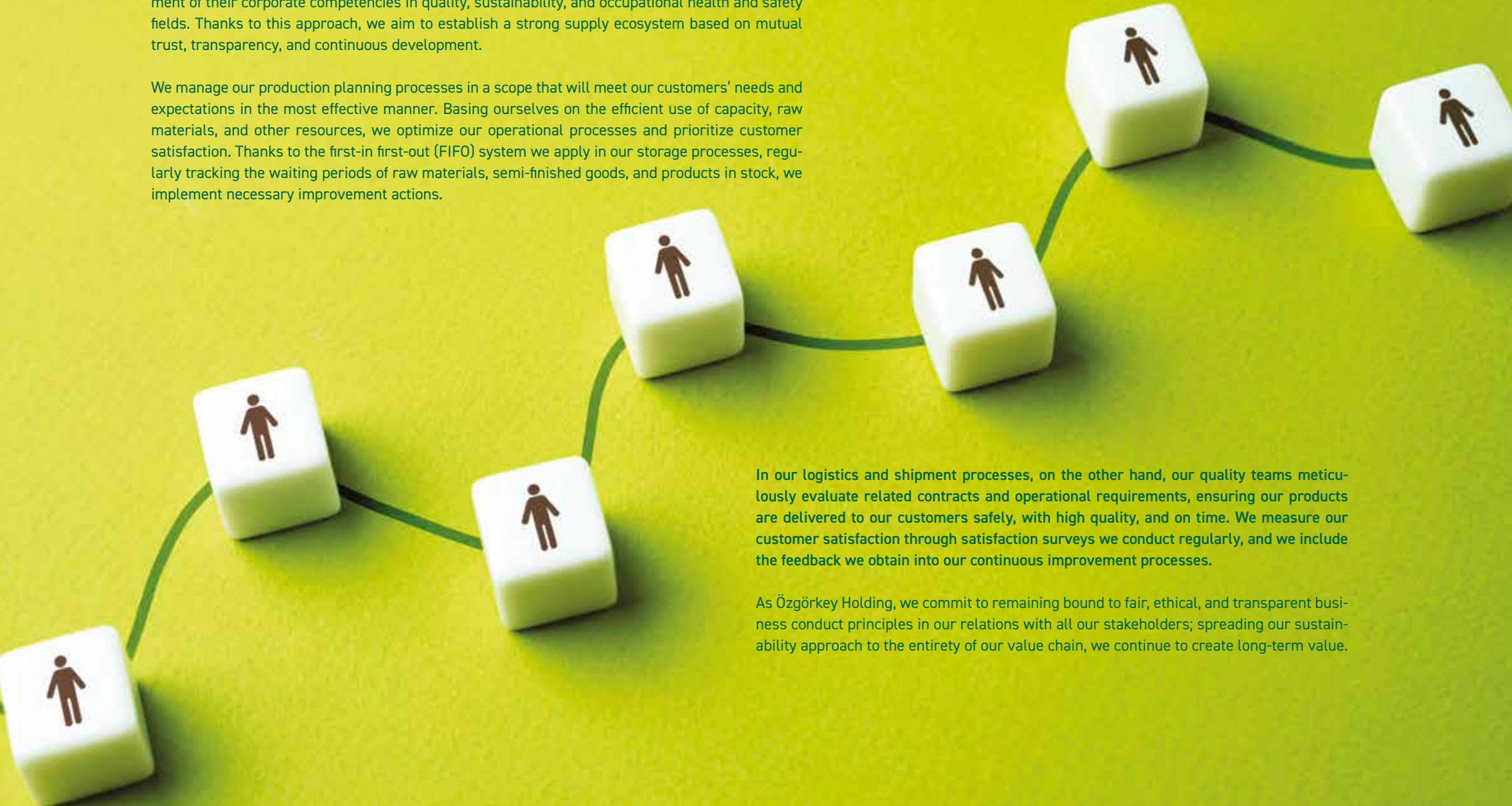


We view our suppliers not merely as product and service providers, but as strategic business partners of our sustainable transformation journey. Through regular performance evaluations, feedback processes, and audits, we clarify development areas together; we support the development of their corporate competencies in quality, sustainability, and occupational health and safety fields. Thanks to this approach, we aim to establish a strong supply ecosystem based on mutual trust, transparency, and continuous development.

We manage our production planning processes in a scope that will meet our customers' needs and expectations in the most effective manner. Basing ourselves on the efficient use of capacity, raw materials, and other resources, we optimize our operational processes and prioritize customer satisfaction. Thanks to the first-in first-out (FIFO) system we apply in our storage processes, regularly tracking the waiting periods of raw materials, semi-finished goods, and products in stock, we implement necessary improvement actions.

In our logistics and shipment processes, on the other hand, our quality teams meticulously evaluate related contracts and operational requirements, ensuring our products are delivered to our customers safely, with high quality, and on time. We measure our customer satisfaction through satisfaction surveys we conduct regularly, and we include the feedback we obtain into our continuous improvement processes.

As Özgörkey Holding, we commit to remaining bound to fair, ethical, and transparent business conduct principles in our relations with all our stakeholders; spreading our sustainability approach to the entirety of our value chain, we continue to create long-term value.



05.03 OUR QUALITY VISION

We closely follow the sustainability transformation in the packaging sector, and we maintain our work with the mission of being a reliable and innovative solution partner for our customers to reach their targets in this field. In this direction, developing recyclable packaging solutions possessing low carbon footprints and reduced environmental impacts, we target to contribute to sustainable transformation.

We evaluate our projects not merely in terms of environmental impacts, but with a holistic approach handling environmental, social, and economic dimensions together. In this scope, working over product solutions designed using recyclable materials, whose packaging amounts are optimized, and developed with raw materials obtained from renewable sources; we continuously expand our eco-friendly product portfolio bringing design, functionality, and sustainability together.

In 2025, in direction with the strategic purchasing decision taken at Etapak Ambalaj, we realized an important transformation in our FSC certified paper utilization. FSC certified paper was removed from being an alternative option and rendered a part of our core raw material policy, and it was positioned as the core raw material standard as of 2026.

Thanks to this transformation, increasing the raw material utilization supporting responsible forest management significantly, we took a strong step in direction with our sustainable value chain targets.

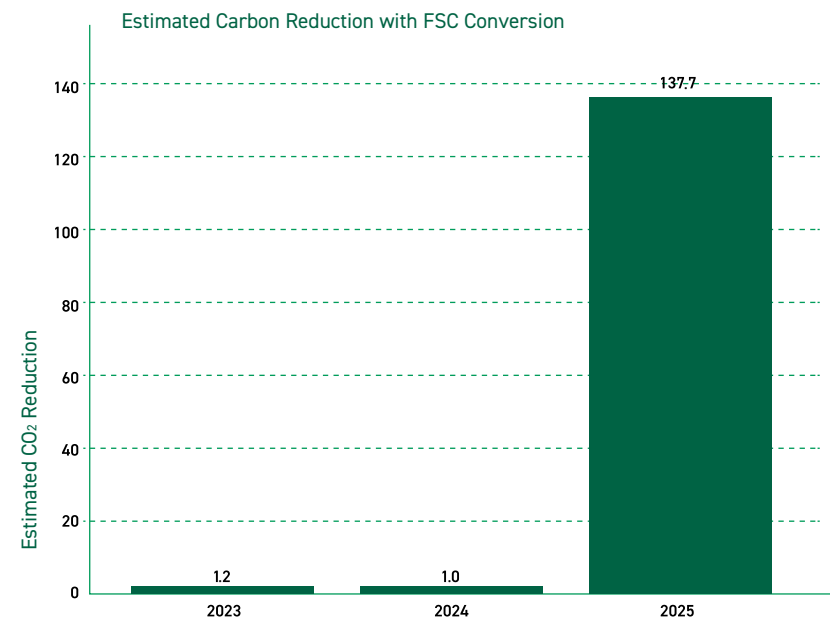
Year	FSC Paper Material	Total Raw Consumption (kg)	FSC Ratio
2023	9.553	4.543.091	0,21%
2024	7.452	3.893.453	0,19%
2025	1.059.398	3.391.964	31,2%

In this scope, raising our FSC certified paper utilization rate to the level of 31.2% in 2025, we increased sustainable raw material utilization significantly. While contributing to the protection of natural resources, this approach also supports our customers' sustainable supply chain targets.

When compared with conventional paper production, the carbon footprint of paper utilization basing itself on FSC certified and controlled forest management practices realizes at a lower level by approximately 10%. Thanks to the 1,059 tons of FSC certified paper consumption realized in 2025, approximately 138 tons of \$CO_2\$ equivalent emission reduction has been provided.

This environmental contribution provides a gain equivalent approximately to:

- Annual carbon emissions of 60-65 passenger vehicles,
- Annual carbon sequestration capacity of 6,000-7,000 trees,
- Annual electricity consumption of more than 300 households.





Within the scope of our product development work we conducted as Etapak Ambalaj in 2025, we presented our coffee and powdered product packaging solutions possessing Mono-PP and Mono-PET structures meeting recyclability criteria defined by CEFLEX to our customers' utilization.



The recyclable PP mono-material structure we developed offers a completely recyclable solution without compromising on product quality and functionality. The recyclable mixed polyolefin (PE-PP) structure, on the other hand, provides high barrier and superior sealing performance in compliance with CEFLEX criteria. Designed in a manner that will protect the aroma and freshness of ground coffee and coffee beans for a long time, these high-barrier packaging solutions bring product performance and environmental sustainability together.

Etap Doğan became the first facility performing big box production using bio-renewable raw materials in Turkey. Utilizing bio-renewable raw materials at a rate of 30% in our production processes, we succeeded in reducing petroleum-based plastic utilization. Thanks to this practice, while lowering our dependency on fossil sources, we provided major contributions to reducing our environmental impacts and transitioning to a more sustainable production model. Thus, in direction with our circular economy targets, we continued to develop innovative solutions possessing lower carbon footprints.



In direction with our vision of developing innovative solutions in product design by placing sustainability and operational efficiency at our focus, our Material Handling Solutions (MHS) team we established at our Etap Plastik factory maintained its work. Our team continued to offer sustainable solutions to our customers' changing needs by developing products that are reusable, lighter, durable, ergonomic, and appropriate for high production speeds.

The first product developed by the team, an innovative agricultural crate directed at soilless plant cultivation, stood out with its structure compatible with shelf systems in conditioned rooms, ergonomic design, and being produced from bio-renewable raw material. Developed with the goal of supporting sustainable agricultural practices, this product targeted to support the dissemination of modern agricultural techniques while contributing to increasing efficiency in production processes.



Within the scope of the Bosphorus Cross-Continental Swimming Race, one of the world's most prestigious open-water swimming organizations, as Etap Plastik, we presented our bio-renewable products to participants' utilization in direction with our circular economy approach. Through this practice, we targeted to support the efficient use of natural resources, develop solutions reintroducing resources back into the economy, and leave a more livable environment for future generations. Meeting the unifying force of sports with environmental responsibility understanding, we aimed to contribute to the dissemination of sustainable life culture.



As Özgörkey Holding, we continue to resolutely maintain our work directed at developing sustainable packaging solutions, contributing to the protection of natural resources, and widespread production models possessing low environmental impacts.

Our Standards and Management Systems

- BRCGS V:6 Food Safety Standard (Etapak Ambalaj)
- ISO 9001:2015 Quality Management System (Etap Plastik & Etapak Ambalaj & Etap Doğan)
- ISO 14001:2015 Environmental Management System (Etap Plastik & Etapak Ambalaj)
- ISO 45001:2018 Occupational Health and Safety Management System (Etap Plastik & Etapak Ambalaj)
- ISO 22000:2018 Food Safety Management System (Etap Plastik)
- ISO 27001:2022 Information Security Management System (Etapak Ambalaj)
- ISO 50001:2018 Energy Management System (Etapak Ambalaj)
- ISCC Plus International Sustainability and Carbon Certification (Etapak Ambalaj)
- FSC Forest Stewardship Council Certification (Etapak Ambalaj)
- Halal Certification (Etapak Ambalaj)
- Deposit Information Management System (Etapak Ambalaj)

05.04

ETHICS AND COMPLIANCE

At the center of our working understanding in Özgörkey Holding and group companies; the care we show to our business, our responsibility toward the environment, and the value we give to humans take place. Adherence to ethical principles is an indispensable element for permanent and strong corporate success. For this reason, we accept our ethical rules not merely as a body of rules to be complied with, but at the same time as a fundamental building block shaping our corporate culture and corporate posture. Our ethical policy, shaped under headers “care for our business, care for our environment, care for employees, and care for the future,” is one of the most vital elements supporting our company’s reliable and reputable position.

Our ethical approach rests upon a shared responsibility understanding encompassing not only our employees but our customers, business partners, suppliers, and all stakeholders with whom we are in business relationship. While the Özgörkey Holding Code of Ethics defines our corporate responsibility understanding in direction with business ethics principles, it also encompasses obligations we assumed within the scope of the United Nations Global Compact. This structure carries a guide attribute for our employees to make the right decision in ethical dilemmas they can encounter in business life.

Our ethics and compliance approach is not limited solely to alignment with legal legislation, license conditions, and contractual obligations. Our company policies, business relationships established with third parties, and ethical commitments we voluntarily adopted also constitute an important part of this scope. As Özgörkey Holding, we conduct all our activities in direction with integrity, openness, and accountability principles; we carry out regular training and briefing activities every year for our employees to be able to take decisions appropriate for ethical values.



With the goal of ensuring ethical rules are applied effectively, no written or verbal notification was received throughout 2025 to our Ethics Line, which we established for our employees to be able to deliver all kinds of ethics violation notifications and complaints safely. For this reason, no complaint or evaluation process carried to the Ethics and Discipline Committee occurred.

As a result of training programs carried out with the goal of strengthening our employees’ awareness regarding alignment with ethical rules, the participation rate in business ethics training realized at the level of 95% in 2025.



05.05 ANTI-BRIBERY AND ANTI-CORRUPTION

As Özgörkey Holding, we base ourselves on openness, integrity, and equality understanding in all our activities; we adopt an uncompromising approach in combating bribery and corruption. Bribery, corruption, theft, embezzlement, and all similar unethical practices do not match with our company's fundamental values and corporate principles. With the goal of conducting our business processes in a fair and transparent manner, we provide full alignment with international ethical standards within the scope of the United Nations Global Compact; we shape our management and control mechanisms in this direction.

Our business partners and suppliers, as well as all our employees within the company structure, are responsible for behaving appropriately according to our ethical rules. With the goal of preventing ethical violations in the business environment, we carry out regular briefing and awareness activities.

Our company's posture across bribery, corruption, and all practices contrary to ethical principles is extremely clear: such behaviors are not allowed under any condition, and in necessary situations, the most serious sanctions are applied.

In direction with this understanding, as Özgörkey Holding, we continue to resolutely take all necessary steps to establish a working culture based on ethical values, continuously develop our processes, and widespread a strong ethical business environment together with all our stakeholders. No negative situation regarding corruption or fraud has been encountered within the company structure within 2025.



05.06 RECOMMENDATION SYSTEM

Benefiting from our employees' knowledge accumulations and experiences takes place among our fundamental priorities in developing our sustainability performance. In this direction, through the suggestion system managed over the ERP infrastructure, our employees can share their suggestions directed at improving environmental performance, optimizing resource utilization, strengthening occupational health and safety practices, and increasing process efficiency.

Suggestions delivered within the scope of the system are regularly evaluated, and improvements contributing to our operational and sustainability targets are realized by implementing practices found appropriate. Persons delivering suggestions and providing savings with their suggestions are rewarded once a year according to our suggestion system procedure. Thus, while employee participation is encouraged, continuous development culture is also supported.

In our Etap Plastik and Etap Doğan factories, a total of 10 suggestions were shared by our employees throughout 2025 in savings, technical development, social practices, and occupational health and safety fields. Emerging with our employees' active participation, 60% of these suggestions were found applicable and development-oriented, and included into our action plans. Thanks to practices implemented, a saving in the amount of TRY 413,029 was provided throughout the year.

At our Etapak Ambalaj factory, a total of 81 suggestions were received throughout 2025. 30% of the ideas submitted by our employees through the suggestion scheme were evaluated as valuable contributions to the enhancement of our operations, and the approved proposals were rapidly integrated into our processes. As a result of the implemented improvements, a total savings of TRY 942,599 was achieved during the year. One of the practices contributing to these savings was the repurposing of packaging and auxiliary materials, as well as the reuse of auxiliary materials received from suppliers, which generated approximately €12,000 in savings.

We attach importance to strengthening continuous improvement culture by benefiting from our employees' knowledge and experiences; in direction with our participatory approach, we continue to render our processes more efficient, safe, and sustainable. Encouraging our employees' active participation in decision-making and development processes over our suggestion system, we target to create value with collective wisdom.



05.07 PROTECTION OF PERSONAL DATA

The year 2025 has been a year in which we provided the sustainability of the management system we established within the scope of the Personal Data Protection Law (KVKK) and continued to strengthen data security culture as an inseparable part of our corporate structure.

In direction with our care for our employees and business approach, protecting the efficacy of KVKK processes we implemented in previous years, we maintained our practices directed at the protection of personal data. Reviewing the data inventory, process management, and data security practices we established regularly, we focused on protecting its up-to-dateness and efficacy.

In processing personal data, we prioritize the protection of individuals' fundamental rights and freedoms, primarily the privacy of private life; we continue to manage all our processes in direction with legal regulations in force.

While maintaining our briefing activities with the goal of keeping our employees' awareness regarding data security alive, we support the approach that the protection of personal data is not merely a legal obligation, but at the same time an important part of our corporate responsibility and ethical business conduct understanding.

Handling data security as an inseparable component of our daily business conduct styles; we continue to view managing personal data in a safe, transparent, and responsible manner as one of the core components of our sustainable corporate governance understanding.



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6 CARING FOR OUR ENVIRONMENT

As Özgörkey Holding, we view environmental sustainability not merely as a responsibility, but as a shared obligation toward future generations. In this direction, with the goal of protecting natural resources, combating climate change, and reducing our environmental impacts, we adopt a continuous improvement approach in all our operations. Regularly monitoring, measuring, and developing our environmental performance, we maintain our environmental management understanding as an inseparable part of our business processes.

We conduct our activities in direction with ISO 14001 Environmental Management System standards and national and international legislation requirements; we review our processes regularly with the goal of clarifying, evaluating, and reducing our environmental impacts. Following our environmental risks and opportunities with our employees' active participation, we continue to strengthen the efficacy of our environmental management system.

Within the scope of our combatting climate change efforts, we maintain our carbon footprint management with a data-driven approach. Monitoring our Scope 1, Scope 2, and Scope 3 emissions, we evaluate emission reduction opportunities, and develop practices that will support our long-term carbon reduction targets. **In direction with our work aimed at increasing renewable energy utilization, maintaining our I-REC certified electricity consumption, we contribute to reducing the carbon impact of both our operations and products we present to our customers.**

We integrate 3R (reduce, reuse, recycle) principles, which form the foundation of our circular economy approach, into all our processes. We continuously develop our practices directed at reducing waste generation at its source, bringing generated wastes into recycling by separating them, and optimizing resource utilization.



Within the scope of our waste management processes, tracking our hazardous and non-hazardous wastes separately, we manage them effectively over licensed recovery and disposal organizations. At the same time, through our work directed at re-evaluating plastic materials obtained from our production processes and external sources, we maintain contributing to the circular economy.

Protection of natural resources takes place among our priority environmental targets. In this direction, tracking our water, electricity, and natural gas consumptions regularly, we develop efficiency projects directed at reducing resource utilization falling per unit production. Thanks to practices increasing resource efficiency, while reducing our environmental impacts, we also strengthen our operational performance.



Within the scope of our R&D work, we continue to develop innovative solutions directed at reducing our products' environmental impacts. We focus on increasing the use of recycled and bio-renewable raw materials, providing material optimization in product designs, and developing packaging solutions possessing lower environmental impacts. Thanks to this, we aim to offer our customers products meeting technical performance requirements as well as contributing to their sustainability targets.

We target to continuously develop our environmental performance in direction with our zero waste practices, recycling work, and environmental management system. With the goal of leaving a more livable world for future generations, we will continue to use natural resources more efficiently, reduce our environmental impacts, and maintain our low-carbon transformation work with determination.

07.01 OUR PLANS/GOALS FOR 2026

The year 2025 was a year in which we strengthened the steps we took along our sustainability journey with concrete results and rendered “care for the future” approach an inseparable part of our corporate culture. We carried our sustainability efforts, whose foundations we laid in 2023 and developed in 2024, forward with a more holistic, data-driven, and impact-oriented approach.

In this process, going beyond being an institution merely following good practices in our sector, we strengthened our vision of being a structure directing sustainable transformation, inspiring its stakeholders, and targeting to create long-term value. Combining our priorities in human, environment, business, and governance fields under a shared roof, we integrated our sustainability approach into all our business processes more strongly.

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CARING FOR THE FUTURE



Supporting our culture of care with the responsibility understanding we feel toward our employees, business, environment, and future, we rendered sustainability not merely a target, but one of the fundamental elements of our decision-making processes and corporate business conduct style.

As Özgörkey Holding, we view sustainability not merely as an approach responding to today's needs, but as a part of our responsibility toward future generations. In 2026 as well, with our care for our employees, business, environment, and future understanding, we will continue to create long-term value and resolutely maintain our sustainable transformation journey.



CARING FOR OUR BUSINESS

In 2026, strengthening our sustainable business models, we will continue to develop our operational excellence understanding. We will keep solutions increasing resource efficiency, reducing environmental impacts, and aligning with customer expectations at the center of our business processes.

In this direction;

- Strengthening our sustainable supply chain approach, we will continue to create value together with our business partners.
- We will develop more sustainable, recyclable product and packaging solutions possessing low environmental impacts.
- Reviewing our operational processes with a continuous improvement understanding, we will widespread our efficiency work.



CARING FOR OUR PEOPLE

We believe that at the foundation of our success, our employees' knowledge accumulations, competencies, and participations take place. For this reason, we will maintain strengthening our practices developing employee experience and establishing an inclusive and safe working environment.

In this scope;

- We will continuously develop our safe and healthy working environment.
- We will strengthen our diversity, equal opportunity, and inclusiveness culture.
- We will include our employees' views and suggestions into decision-making processes more effectively.
- Through training and development programs, we will invest into the competencies of the future.
- We will maintain our awareness activities that will support the adoption of sustainability culture across the entire organization.
- Through volunteerism and social responsibility projects, we will support generating social benefit.

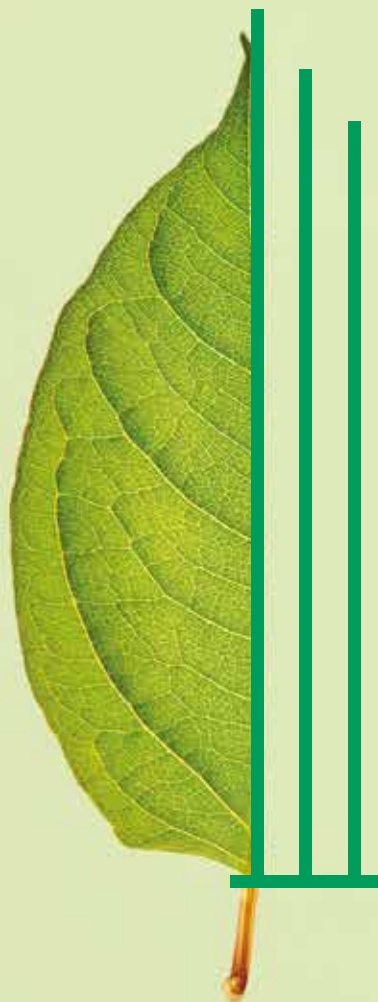


CARING FOR THE ENVIRONMENT

We view combatting climate change and the protection of natural resources as an important part of our long-term growth strategy. In this direction, we will resolutely maintain our work directed at reducing our environmental impacts.

Our priorities will be:

- Developing our work directed at reducing our greenhouse gas emissions,
- Widespread renewable energy and energy efficiency practices,
- Contributing to the protection of natural resources through water efficiency projects,
- Increasing recovery rates by reducing waste generation,
- Spreading the circular economy approach to all our operations,
- Increasing the use of recycled and bio-renewable raw materials,
- Maintaining our work directed at developing our products' environmental performances.



CARING FOR THE FUTURE

We believe that anticipating the needs of the future from today is one of the fundamental elements of sustainable transformation. For this reason, closely following developments in climate change, circular economy, digital transformation, and sustainable innovation fields, we target to strengthen our capacity to align with the future.

In this direction;

- We will develop our R&D work with a circular design approach.
- Through digital transformation practices, we will increase our resource efficiency.
- We will widespread our product-based carbon and water footprint efforts.
- We will strengthen our capacity to align with national and international sustainability legislations.
- Together with our business partners, we will develop innovative and low-carbon solutions.
- We will contribute to the establishment of a more sustainable packaging ecosystem for future generations.

We believe that a sustainable future is only possible by acting together with our employees, customers, suppliers, and all our stakeholders. In 2026 as well, keeping practices reducing our environmental impacts, supporting the circular economy, generating social benefit, and producing shared value at the center of our business strategy, we will continue to resolutely maintain our sustainability journey.

07.02 OUR PLEDGE TO THE FUTURE

In direction with our “Caring for the Future” approach, we position sustainability not merely as a responsibility area, but as the fundamental element of our corporate resilience and long-term value creation understanding. The era we are in brings the obligation to develop a more holistic perspective to the business world together with the climate crisis, resource efficiency, social expectations, and economic transformations. We also target to act with an understanding directing this transformation in our own scale, rather than merely following it.

This report is a clear indicator of our development areas, as much as it is a reflection of steps we took and the distance we covered. We believe that establishing a system that measures, evaluates, and improves is the key to sustainable success. In every new period, we will prioritize strengthening our data infrastructure, rendering our processes more integrated, and revealing our impact more clearly.

We progress with the awareness that every step we take today contributes not only to our current performance but also to our future corporate strength. In direction with our “care for the future” principle; as an organization taking more conscious decisions, establishing more resilient systems, and adopting a more inclusive value creation model, we will maintain our path with determination.





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