



SUPER FILM AMBALAJ SUSTAINABILITY POLICY

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PURPOSE OF OUR POLICY	4
RESPONSIBILITY	4
OUR STRATEGY	5
Climate Transition Plan	5
FOCUS AREAS AND COMMITMENTS	6
Business Ethics and Governance	6
Quantitative Targets	7
Transparency in Climate Policies	7
Employment and Human Rights	7
Environment	8
Net-Zero Emissions Commitment	8
Transition to Renewable Energy	9
Products	9
Use of Recycled Inputs	10
Facilitating the Recyclability of Products	10
Waste Management and Resource Efficiency	10
Training and Awareness	10
Supply Chain	10
Supplier Code of Conduct	10
Environmental Compliance	11
Grievance Mechanism	11
Labor and Human Rights	11
Community Development	11
APPROVAL AND RESPONSIBILITY	11
GOVERNANCE AND OVERSIGHT STRUCTURE	11
Our Strategic Priorities	12
COMMUNICATION OF THE POLICY	12
SCOPE OF OUR POLICY	12
UN SUSTAINABLE DEVELOPMENT GOALS SUPPORTED BY OUR POLICY	12
SUPER FILM SUSTAINABILITY TARGETS	13

PURPOSE OF OUR POLICY

As Süper Film Ambalaj, we place the philosophy of sustainability at the center of our products and processes and act with the vision of becoming a leading company in sustainability in our sector.

This policy sets out Süper Film Ambalaj's sustainability approach in a clear, explicit and holistic manner, provides guidance on how sustainability is integrated into our business model, and defines the governance framework that will safeguard our commitments. It has been prepared in alignment with our other Environmental, Social and Governance (ESG) policies, taking into account the priorities of our stakeholders. Through this policy, we define our responsibilities and commitments towards our stakeholders, our environment, and all living and non-living ecosystems.

This policy takes international standards and principles into consideration and, in alignment with the United Nations Sustainable Development Goals (SDGs), supports efforts to address global challenges such as poverty, inequality, climate change, environmental degradation and social justice.

RESPONSIBILITY

Function	Responsibility
Board of Directors	The Sustainability Committee has the highest level of responsibility for environmental matters within the ESG framework. In addition to preparing and regularly reviewing the policy, it evaluates strategic sustainability decisions and oversees matters such as resource allocation. The Committee also plays an active role in: Scenario analysis oversight; risk, opportunity and dependency assessments; monitoring reporting and verification processes; monitoring compliance with policies; setting and monitoring corporate sustainability targets; monitoring supplier standards; contributing to public policy; guiding climate transition plans; monitoring strategy development and implementation; and evaluating mergers and acquisitions from a sustainability perspective.
Corporate Governance Committee	Regularly reviews the Company's sustainability targets, assesses their alignment with corporate governance principles, and submits necessary improvement recommendations to the Board of Directors.
Audit Committee	Periodically monitors environmental, social and governance (ESG) risks by linking them to strategic priorities. These risks are matched with KPIs; implementation is carried out through the Corporate Risk Management Team and risk officers at the facilities and submitted for Committee approval.
Early Detection of Risk Committee	Leads activities in compliance, risk management and internal control. The Committee oversees the Company's risk profile across all operations and ensures that risks are identified, assessed and controlled. In addition, the Risk and Audit Committee actively monitors and manages risks that may arise within the Company's sustainability and climate strategies. Preventive and adaptive measures are regularly assessed and planned. In this way, the Committee addresses not only current risks but also

	long-term climate and environmental threats through a holistic approach. Committee members are experts in their fields with international experience in risk management, audit and quality assurance.
Board Sustainability Committee	Sustainability strategies and key decisions are addressed directly by the Committee within the Board of Directors. The Committee shapes all of the Company's environmental, social and governance policies, ensures that sustainability targets are established and provides final approval for critical implementations. The Company's long-term sustainability approach is guided and overseen by this Committee.
Board OHS Committee	Actions and corrective activities within the scope of the OHS Committee are closely monitored and final decisions are taken.
Sustainability Executive Committee	A co-chairing system is applied within the Sustainability Committee. This structure enables faster and more coordinated decision-making in the field of sustainability.
Sustainability Working Groups	Working groups provide operational support for the implementation of sustainability targets by carrying out data tracking, document archiving, reporting and improvement activities in environmental areas such as energy, water, waste and greenhouse gas management.

OUR STRATEGY

Süper Film, which has an important position in its sector, has adopted a sustainability strategy and implements these principles through continuous improvement efforts. The Company takes action through a holistic approach that aims to minimize the environmental impacts of its activities and products while creating value for its stakeholders and customers.

- Continuous Development and Excellence
- Contribution to Society and Responsibility
- Environmentally Friendly Innovation

Süper Film's sustainability strategy prioritizes multifaceted and inclusive topics such as sustainable materials, recyclable design, life cycle analysis, resource efficiency, stakeholder engagement and innovation. The Company progresses with a culture of continuous improvement in sustainability performance; sustainability targets and action plans are regularly reviewed and updated in line with new trends and best practices. To support and systematize these efforts, Süper Film develops policies and procedures, and all sustainability activities are fundamentally carried out within the framework of the Sustainability Policy. The Company's complementary policies provide guiding principles in areas such as energy and resource management, waste reduction and recycling, supply chain sustainability, employee well-being, diversity and inclusion, and community relations. In this way, Süper Film aims to create long-term value by strengthening its sustainable business strategy through risk management, stakeholder engagement and circular economy practices.

Climate Transition Plan

Süper Film Ambalaj considers physical and transition risks arising from climate change to be an integral part of its corporate strategy. In line with the transition to a low-carbon economy, it regularly reviews investment plans aimed at reducing greenhouse gas emissions, transforming energy systems, increasing resource efficiency and developing sustainable

product innovation. The climate transition plan is updated in line with national and international developments and stakeholder expectations to support our long-term sustainable growth objectives.

To achieve our commitment to reach net-zero emissions by 2050, we act together with our suppliers and customers, who constitute the most important links in our value chain.

FOCUS AREAS AND COMMITMENTS

Business Ethics and Governance

As Süper Film Ambalaj, we commit to the principles of integrity, accuracy, fairness and transparency in all our business and transactions. In accordance with our Code of Ethical Conduct Guide, we aim to comply at the highest level with nationally and internationally recognized ethical standards, promote ethical behavior and apply necessary sanctions against non-compliance. Under the leadership of management, establishing a strong ethical culture among all our employees is our priority.

Commitment to Ethical Values: We commit to integrity, accuracy, fairness and transparency in all our business processes. We comply with nationally and internationally recognized ethical standards at the highest level.

- **Signing of the Ethics Guide:** Our Code of Ethical Conduct Guide is read and signed by all employees. All employees are expected to fully comply with the rules and principles contained in this guide.
- **Developing an Ethical Culture:** Under management leadership, establishing a strong ethical culture among all employees is a priority. Training and communication activities are conducted to promote ethical behavior.
- **Disciplinary Process for Ethical Violations:** If behavior contrary to the Code of Ethical Conduct Guide is identified, graduated disciplinary processes are applied depending on the nature of the violation. Where necessary, sanctions including termination of employment are implemented.
- **Anti-Fraud:** Our Company adopts a zero-tolerance policy towards fraudulent activities. Any behavior intended to commit fraud or turning a blind eye to such actions is strictly unacceptable.
- **Legal Compliance:** Full compliance with the laws, regulations and legislation of all countries in which we operate is a fundamental principle.
- **Competition Law Compliance:** We conduct our commercial activities in compliance with competition law and avoid practices that may distort competition.
- **Anti-Bribery and Corruption:** We adopt a zero-tolerance policy towards bribery and corruption. We categorically reject offering or accepting any unlawful benefit and fully comply with national and international regulations in this area.
- **Anti-Money Laundering and Counter-Terrorist Financing:** We take all necessary measures to combat money laundering and terrorist financing and do not participate in such activities under any circumstances.
- **Data Privacy and Information Security:** We attach great importance to the protection of personal data and the confidentiality of trade secrets. All personal and corporate data are protected in accordance with legal regulations.

- **Avoidance of Conflicts of Interest:** Employees are expected to perform their duties impartially and objectively. Relevant parties are informed in a timely manner in cases of potential conflicts of interest.
- **Protection of Corporate Reputation:** Written approval is required for media and social media posts concerning the Company. The Company's reputation is also considered in personal posts.
- **Corporate Governance:** In accordance with corporate governance principles, we aim to conduct our activities in a transparent, accountable and sustainable manner and to ensure continuity at management level.
- **Ethics Training:** To reinforce the culture of ethical behavior, regular training is provided to employees on the Code of Ethical Conduct, information security and anti-corruption. These trainings are repeated annually and planned to cover all employees.

Quantitative Targets

Transparency in Climate Policies

Süper Film Ambalaj recognizes the scientific reality of climate change and adopts a responsible approach supporting national and international climate policies. Our Company does not directly or indirectly fund or support, through membership, donations, sponsorship or similar means, any organization that denies climate change, disregards scientific climate data or conducts lobbying activities against climate-related regulations. In all activities related to public policy, we act in line with transparency, ethical principles and our sustainability approach.

Employment and Human Rights

As Süper Film Ambalaj, we believe sustainable employment can be achieved in a fair, equitable, safe working environment where internationally recognized labor and human rights are protected and freedom of expression and development opportunities are provided. We see our employees as the cornerstone of success and commit to building long-term working relationships based on reputation, trust and respect, with respect for labor law and human rights.

Working Environment: We provide our employees with a healthy, safe and secure working environment. We act in accordance with the provisions of Occupational Health and Safety Law No. 6331, raise awareness among our human resources and provide training. Forced labor is not tolerated.

- **Diversity and Equal Opportunities:** We do not discriminate on the basis of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability or similar grounds; we provide equal opportunities. Recruitment, promotion and remuneration processes are conducted based on merit. Gender equality criteria are defined in all our Human Resources policies.
- **Prohibition of Child Labor:** We conduct our activities in accordance with the minimum age provisions specified in the Constitution, Labor Law and relevant legislation and reject the use of child labor except where permitted by law.
- **Fair Wages and Working Hours:** We ensure that all employees have the right to fair remuneration. We comply with all local laws and sectoral standards concerning working hours, including overtime, rest breaks and paid leave.

- **Living Wage Commitment:** We work to provide employees with fair income beyond the legal minimum wage that supports decent living conditions. We regularly assess our remuneration policies to align with living wage principles and take transparent and sustainable improvement steps.
- **Freedom of Association and Right to Collective Bargaining:** We respect employees' rights to establish or join independent trade unions in accordance with the law and do not discriminate against or pressure them because of these decisions.
- **Prevention of Harassment:** We do not permit physical, sexual, psychological or emotional harassment of employees at the workplace or at any place visited for work-related reasons; we respect employees' personal integrity and do not tolerate such unlawful or unethical incidents.
- **Training and Development – Annual Training Hours per Employee:** When calculating annual training time per employee, training focused on professional development, career planning, technical competence and skills enhancement is taken as the basis. Training content aims to improve employees' knowledge, competencies and performance.
- **Employee Satisfaction and Benefits:** We prioritize maintaining employee satisfaction at the highest level. We design our remuneration policies and benefits to support employee well-being and motivation and address these elements holistically with respect for human rights.

Environment

As Süper Film Ambalaj, we aim to minimize the environmental impacts arising from our activities by using natural resources efficiently, reducing waste and production-related pollution, and we take utmost care to protect ecosystems and biodiversity around our facilities. We determine our environmental priorities based on feedback from internal and external stakeholders and manage these priorities through short-, medium- and long-term targets. Within the scope of ISO 14001 and ISO 50001 standards, we continuously improve our sustainability performance by establishing waste management, energy efficiency and monitoring systems.

We position occupational health and safety among our core values and, in all our activities, adopt the protection of the health and safety of our employees and local communities living in areas where our facilities are located as a priority. We take all necessary measures to prevent environmental accidents and work decisively to maintain a culture of Occupational Health, Safety and Environment.

The key elements of our policy are as follows:

- **Energy Management and Carbon Footprint:** We encourage the use of renewable energy sources to reduce our energy consumption and carbon footprint, use energy-efficient technologies and systems, and prefer sustainable products and services.
- **Greenhouse Gas Emissions:** We carry out continuous improvement activities aimed at reducing our direct and indirect greenhouse gas emissions.

Net-Zero Emissions Commitment

Süper Film Ambalaj considers the reduction of greenhouse gas emissions in line with the Science Based Targets initiative (SBTi) methodology among its strategic priorities. Our Company continues its efforts towards an absolute reduction target of 58.8% in Scope 1 and Scope 2 greenhouse gas emissions by 2030. At the same time, we regularly evaluate long-

term decarbonization options and the net-zero emissions approach in line with international climate policies and science-based approaches, and develop our climate transition plan accordingly.

Transition to Renewable Energy

We consider energy transformation one of the fundamental elements of our climate strategy. We aim to gradually increase the share of renewable energy sources in our electricity consumption and to meet 100% of our electricity consumption from renewable sources by 2045. Accordingly, we continue to evaluate and implement practices such as on-site renewable energy investments, energy efficiency projects, power purchase agreements and internationally recognized renewable energy certificates.

- **Approach to Fossil Fuel Investments:** In line with our transition to a low-carbon economy, we commit to conducting our activities in a manner that does not increase dependence on fossil fuels. Our Company adopts a policy of not making new investments aimed at the exploration, extraction or expansion of production capacity of fossil fuel resources and evaluates investment decisions in alignment with our climate targets.
- **Air Emissions and Air Quality Management:** We periodically measure air emissions arising from our activities and manage them in compliance with legislation and environmental standards; we implement preventive measures to protect air quality.
- **Waste Management:** We adopt the waste management hierarchy to reduce the amount of waste and return materials to the economy through reuse, recycling and recovery.
- **Water Management:** We implement innovative technologies to protect and efficiently use water resources; minimize water consumption, improve wastewater quality and take measures to prevent contamination of groundwater resources.
- **Biodiversity and Ecosystem Protection:** We take measures to prevent climate change in all our activities and prioritize the protection of biodiversity and ecosystems.
- **Sustainable Raw Material Use:** To reduce our environmental impacts, we work to increase the use of raw materials obtained from sustainable sources, recycled or renewable materials, and prioritize environmentally friendly alternatives when selecting raw materials.

Süper Film Ambalaj works in cooperation with all internal and external stakeholders to achieve the targets set under this policy, regularly monitors its environmental performance and commits to continuous improvement.

For quantitative targets, see the Sustainability Targets table.

Products

As Süper Film Ambalaj, we are shaping our future with business models that integrate product quality with our mission of a sustainable future. We believe in continuously improving our products and processes and conduct our R&D and innovation activities with a focus on sustainability and creating competitive advantage.

- **Product Safety:** Customer health and safety are our priorities in production and product processes, and we act in accordance with national and international legislation.
- **Life Cycle Assessment (LCA):** We analyze the carbon footprint of our products from raw materials to the end user and seek to improve sustainability performance

comprehensively by considering product inputs, production, transportation and end-of-life conditions.

Use of Recycled Inputs

We develop projects to increase the use of recycled materials in our production processes. In this context, we carry out activities aimed at increasing recycling rates.

Facilitating the Recyclability of Products

At the design stage of our products, we take care to use technologies and materials that facilitate recycling. We develop innovative products designed for recycling for our customers and end users. In this way, we aim to reduce the environmental impacts of our products throughout their life cycle.

Waste Management and Resource Efficiency

We continuously improve our waste management processes and develop projects to increase resource efficiency in production. Through these efforts, we aim to reduce waste and use resources more efficiently.

Training and Awareness

We provide training to our employees and stakeholders on the importance of recycling and conduct activities to raise awareness. In this way, we aim to promote a recycling culture throughout the organization.

For quantitative targets, see the Sustainability Targets table.

Supply Chain

As Süper Film Ambalaj, we aim for our suppliers to carry out environmental, social and governance sustainability activities and for companies that develop and renew their practices in this area to be prioritized. Süper Film develops the infrastructure and communication channels necessary to cooperate with and improve its suppliers.

We commit our suppliers to comply with Süper Film Ambalaj's sustainability principles and to develop long-term sustainable relationships with them. Within this scope, our Supplier Code of Conduct Guide clearly communicates our expectations regarding ethical rules, labor and human rights, and environmental issues.

As Süper Film, we prefer local sources in our supply chain and support the economic growth of our region. Together with our sustainable production approach, we work for a prosperous future.

Supplier Code of Conduct

- Full compliance by our suppliers with national and international legal regulations and contracts,
- Compliance with competition law,
- Zero tolerance towards bribery and corruption,
- Taking all necessary measures to combat money laundering and terrorist financing,
- Protection of data privacy and trade secrets,
- Prevention of conflicts of interest,
- Compliance with ethical rules concerning the use of media and social media.

Environmental Compliance

Our suppliers are required to fully comply with all applicable environmental laws, regulations and standards, consider environmental impacts in their products and services, and support Süper Film's environmental and climate protection commitments.

Grievance Mechanism

Our suppliers are expected to report uncertainties and issues they may experience on ethical matters to the Ethics Principles Board within Süper Film. This ensures that ethical violations are resolved effectively and transparently.

Labor and Human Rights

- Prohibition of child and young labor,
- Prohibition of forced labor,
- Compliance with fair wages and working hours,
- Respect for freedom of association and the right to collective bargaining,
- Prevention of discrimination,
- Prevention of harassment,
- Compliance with occupational health and safety practices.

We require our suppliers to fully respect human rights in these areas.

Community Development

As Süper Film Ambalaj, we develop projects that provide social benefit, support projects carried out for this purpose, and encourage projects to be developed in this direction. We support the work and activities carried out under Sanko Holding and with the Sani Konukoğlu Foundation and act in alignment with the activities carried out by the Holding.

For quantitative targets, see the Sustainability Targets table.

APPROVAL AND RESPONSIBILITY

This policy was prepared and submitted to the Committee by the Sustainability Leader at the request of the Süper Film Ambalaj Board of Directors and entered into force upon submission to and approval by the Board of Directors.

Approval of the policy entails sharing it with all units within Süper Film, ensuring awareness, and establishing the tools, systems and organizational structure necessary to comply with the requirements of the policy.

The policy will be updated every two years or when necessary, taking into account changes in global and legal legislation, national and international guidance frameworks and stakeholder expectations, and will be revised with the approval of the Board of Directors.

GOVERNANCE AND OVERSIGHT STRUCTURE

The Board of Directors, as the highest oversight body of Süper Film Ambalaj, oversees implementation of the sustainability policy through regular reports prepared by the Sustainability Leader and submitted to the Board of Directors with the approval of the General Manager.

The Sustainability Leader reports directly to the General Manager and coordinates between departments and senior management in achieving KPI-based targets for fulfilling the principles and commitments defined under the policy. The Sustainability Leader also works in coordination with sustainability units and relevant departments within Süper Film.

Sustainability working groups are responsible for monitoring performance indicators and implementing planned projects by coordinating with the relevant departments to achieve sustainability targets.

Our Strategic Priorities

Strategic Priority	Working Group Name
Employment, Human Rights and Ethics	Sustainable Employment
Environment	Sustainable Production
Products	Sustainable Products
Supply Chain	Sustainable Supply Chain
Community Development	Community Development

COMMUNICATION OF THE POLICY

As Süper Film Ambalaj, we transparently demonstrate our sustainability commitment. Our sustainability reports, prepared annually and aligned with the Global Reporting Initiative (GRI) Standards, constitute concrete evidence of the implementation of our policy. These reports are publicly available on our website to share our sustainability performance and progress with all stakeholders.

In addition, our sustainability policy and related reports are regularly communicated to all our business partners and employees by e-mail, ensuring that our policy and targets are understood and adopted throughout the Company.

SCOPE OF OUR POLICY

This policy covers all production facilities and administrative units within Süper Film Ambalaj and applies to all employees, suppliers, customers and business partners of our Company. Our policy covers our processes, products and services in all geographical regions where we operate and all operations conducted in line with sustainability principles.

UN SUSTAINABLE DEVELOPMENT GOALS SUPPORTED BY OUR POLICY

Strategic Priority	Relevant UN SDG
Business Ethics	Goal 16: Peace, Justice and Strong Institutions
Employment and Human Rights	Goal 8: Decent Work and Economic Growth
Environment	Goal 12: Responsible Consumption and Production; Goal 13: Climate Action
Products	Goal 9: Industry, Innovation and Infrastructure
Supply Chain	Goal 17: Partnerships for the Goals
Community	Goal 4: Quality Education; Goal 10: Reduced Inequalities

SUPER FILM SUSTAINABILITY TARGETS

ESG	RELATED DEPARTMENT	RELATED SDG	TARGET DESCRIPTION	PERFORMANCE INDICATOR	METRIC	2020	2021	2022	2023	2024	2025	BASE YEAR	TARGET YEAR	TARGET
Environment	Business Development	SDG 13	Reduce Carbon Emissions	Reduction of Scope 1 and Scope 2 Carbon Emissions Compared to the Base Year (tCO2e)	tCO2e	64,506	68,470.70	63,448.88	79,930.44	70,261.82	74,194.94	2024	2030	63.2
Environment	Business Development	SDG 13	Reduce Carbon Emissions	Reduction of Scope 1 and Scope 2 Carbon Emissions Compared to the Base Year	%	Change from base year					+5.6% (location-based)			
Environment	Sales	SDG 12 and 13	Increase Sustainable Raw Material Use	Increase the Share of Purchased Sustainable Raw Materials in Total Raw Material Purchases	%	0.01	0.1	0.27	0.3	0.83	17%	2020	2030	10
Environment	Utilities	SDG 6	Water Withdrawal (m³)	Reduction of water withdrawal per unit of production	%		1.9		2.3	2.24%	2.74%			10
Environment	QMS		Waste Amount	Reduce the amount of waste sent to landfill by 10% by 2030.								2025	2030	10
Social	HR	SDG 5 and 8	Female Employment	Ratio of Female Employees	%	4.50%	4.59%	5.18%	5.75%	12.170%	12.000%	2022	2030	20
				Change from base year	%	2.00%	15.11%	27.78%	170.44%	173.33%				
Social	HR	SDG 4, 8, 13	Increase Employee Training	Annual Training Hours per Employee	Hours		22	25	22	29.83	25	2022	2030	40
				OHS (30)										
				ENVIRONMENT (20)										
Social	QMS	SDG 8	Accident Rate	Reduce the lost time injury rate (LTIR) to zero	%	15	11.7	15.2	11.41	23.83		2020	2030	0
Social	HR	SDG 8	Talent Acquisition	At least 10 students or recent graduates to be recruited among new employees hired during the year.	Number	0	0	0	0	1	0	2024	2030	10
Governance	Compliance	SDG 8	Business Ethics and Corruption Reporting Reviews	Percentage of investigations concerning reported business ethics and corruption issues completed within 30 days	%	-	100	100	100	100	100	2021	2025	100
Governance	Compliance	SDG 8	Compliance Policies and Trainings	Percentage of policies and trainings completed within the Compliance Program framework	%			50	87	100	100	2022	2025	100
Governance	Business Development	SDG 12	Sustainability Reporting	Communication of Súper Film's Sustainability Performance to Stakeholders in Accordance with International Standards	Number			1	1	1	1	2022	2030	8
Governance	ETHICS		Zero Confirmed Cases	The number of confirmed cases relating to corruption, bribery, fraud and conflicts of interest shall be zero (0).	Number						0	2025	2030	0
SUPPLY CHAIN	Business Development	SDG 12	Supplier ESG Performance Monitoring	Ratio of suppliers that have undergone ESG assessment to total suppliers (%)	%						10	2025	2030	70%
INFORMATION SECURITY	IT		Information Security	Information security awareness trainings shall be provided annually to 100% of employees.	%						100%	2025	2030	100
Customer Health	QMS-R&D		Customer Health	Keep the number of critical product nonconformities affecting customer health and product safety at zero (0).	Number						0	2025	2030	0