

2024

SUSTAINABILITY

REPORT



"Shaping the Solutions for the Future with the Values Hidden in Our Roots"

Contents





Rooted in

SANKO's

**120 years of experience and values,
Super Film is confidently moving forward
toward its vision of becoming the
leading company in its sector.**

About the Report

This report covers the operations carried out at Super Film's Gaziantep and Lüleburgaz facilities and presents information on the company's environmental, social, and governance (ESG) performance between January 1 and December 31, 2024. As a subsidiary of Sanko Holding, Super Film aims to disclose its commitment to sustainability principles, its corporate responsibility mindset, and its value-driven management approach to all stakeholders with this report.

Since 2022, the company has been monitoring and reporting its sustainability performance annually in line with international reporting standards. This practice demonstrates Super Film's commitment to transparency, accountability, and the principles of corporate governance. The 2024 Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards updated in 2021, and for certain metrics, an external assurance process has been conducted by Bureau Veritas.

As part of its environmental sustainability efforts, Super Film Packaging continues to calculate its carbon and water footprints. As of 2024, these calculations are planned to include the Lüleburgaz facility as well. The analyses allow the company to better assess its environmental impacts and identify areas for improvement.

All of our sustainability reports are published on Super Film's corporate website, ensuring that information is open and accessible to all stakeholders.

If you would like more information about our 2024 sustainability performance, or to share your questions or feedback, you can always contact us at routesustainability@superfilm.com. At Super Film, we consider all feedback from our stakeholders as a valuable source for improvement and remain committed to continuously enhancing our sustainability efforts according to this input.



Messages from the General Manager and Group Chair

Dear Stakeholders,

The year 2024 was marked by volatile economic and political developments at both the global and national scales. Alongside these shifts, the climate crisis and demographic transformations have had a profound impact on the way businesses and industries operate. These impacts are also evident in the flexible packaging sector.

While the flexible packaging market has been growing at an average annual rate of 4-5% globally, demand for sustainable and recyclable products is rapidly rising. In Türkiye, the sector continues to grow thanks to both domestic demand and an expanding export volume. However, our sector faces significant challenges due to fluctuations in raw material prices, supply chain disruptions, and tightening environmental regulations. This requires producers to take a more proactive approach to both cost management and sustainability practices.

At Super Film, our priority in this challenging environment is to develop high value-added products that minimize environmental impacts. In 2024, the recognition of our mono-PP food packaging containing 90% PCR with one of the world's most prestigious awards, the WorldStar Awards, proved our commitment to innovation and the circular economy. Simultaneously, we increased our production capacity after our Lüleburgaz facility started operations, becoming one of Europe's largest BOPP film producers. We plan to complement this facility with LEED certification, further demonstrating our commitment to energy efficiency and reducing carbon emissions.

By increasing the use of locally sourced raw materials in our supply chain and optimizing transportation routes, we are significantly reducing our carbon footprint.

Nevertheless, uncertainty in raw material procurement remains one of the most critical risks for our industry. To mitigate this challenge, we have prioritized expanding the use of sustainable raw materials and investing in alternative resources.

With the contributions of our independent board members, we have refined our sustainability targets and strengthened our risk management processes. These developments reinforce stakeholder confidence while also enhancing our corporate governance standards.

In addition, under the collaborative protocol signed with SANKO University, our R&D efforts in smart packaging technologies and food packaging processes gained momentum. This strategic partnership strengthens our technological infrastructure and enhances our competitive edge in the sector.

Throughout 2024, we focused on sustainable development and digitalization by carefully analyzing market needs, and we remained committed to investments in low-carbon production. As a result, we strengthened our business performance while advancing toward our goal of leading the sector's sustainable transformation.

We received another Silver Medal from EcoVadis, demonstrating our determination and commitment in the field of sustainability.

Finally, our 2024 journey clearly reflects not only our present achievements but also our determination to build a more sustainable, innovative, and responsible business model for future generations. We thank all our stakeholders for their support during this challenging period and pledge to continue our operations with the same determination to prioritize environmental and social benefit.

Sincerely,



Cengiz Konukoğlu
Super Film Packaging
Group Chair

Messages from the General Manager and Group Chair

Dear Stakeholders,



Ozan
Güven
General
Manager

2024 was a period in which global central banks began to lower interest rates on a macroeconomic scale, energy prices declined, and inflationary pressures eased accordingly. However, ongoing geopolitical uncertainties in various regions of the world and the shift toward protectionism in U.S. trade policies created significant vulnerabilities in global supply chains. In this context, we have entered a period where the companies that excel are those capable of responding swiftly to changing conditions, operating with agile decision-making mechanisms, and reinforcing sustainable production infrastructure.

As of 2024, the global flexible packaging industry reached a size of approximately 230–240 billion USD, with an average annual growth rate of 8–10%. Projections indicate that the industry is expected to reach 400 billion USD by 2030. In the market in Türkiye, despite economic fluctuations, the sector is estimated to have grown by around 3–4% in 2024. However, a 15–20% increase in raw material prices and higher energy costs have significantly raised production expenses. Nevertheless, the demand for sustainable and innovative products is growing rapidly and is transforming the industry.

While strengthening our position in flexible packaging, we have kept our environmental responsibilities at the core of all our business processes. We implemented improvement initiatives in various areas, including resource efficiency and reducing carbon emissions. Our ability to swiftly adapt to changing market conditions, combined with our long-term value creation approach, has given us a significant competitive advantage.

At Super Film, by integrating sustainability principles holistically into our business processes, we have clearly observed the tangible benefits this approach has brought to our operational agility and performance throughout 2024.

Despite the uncertainty in the global economy, 2024 marked a turning point for Super Film—a milestone year in our journey. The Lüleburgaz facility, which started operations in 2024, represents the tangible outcome of our vision to become a global manufacturer. With the addition of our new production line, our total film production capacity has reached 184,000 tons per year, making Super Film a strong production player not only in Türkiye but also across Europe. Leveraging our geographical proximity and logistical advantages, we aim to reduce our carbon footprint through supply chain optimization.

We view this investment not merely as a capacity increase but as a strategic step toward reducing carbon emissions. The construction process of our Lüleburgaz facility was designed around sustainability criteria, providing both environmental and operational advantages. We optimized our resource use with system designs that improve energy and water efficiency, waste management practices, and a low-carbon production infrastructure. In addition, sustainable material choices and eco-friendly process designs aim to reduce long-term operating costs. This holistic approach enables us to minimize our environmental impact while building a more resilient, flexible, and cost-efficient production structure.

As the Super Film family, we are proud to have once again been awarded the Silver Medal by EcoVadis for our ESG performance. This award recognizes our environmental performance in operational processes and affirms our commitment to social responsibility, employee rights, and ethical governance on an international scale. For us, sustainability is not a choice but an integral part of our corporate culture.

Our mono-PP food packaging with 90% post-consumer recycled (PCR) content, developed through our innovation-driven approach, received an award this year in the “Packaging Materials and Components” category at the WorldStar Awards. This innovative packaging solution stood out in the industry with its recyclable mono-material structure, compliance with food safety requirements, and superior optical and mechanical performance. With this product, which makes a tangible contribution to the circular economy, we have elevated our environmental performance to a new level on a global scale.

Our focus on food safety, circular economy, and innovation demonstrates that Super Film is not only a reliable partner for today but also for the future. Guided by our future-oriented vision, we will continue to set an example in sustainability within our sector and create added value through innovative products.

Social sustainability remains among Super Film’s corporate priorities, and we continued to advance our efforts in this area extensively throughout 2024. In our human resources processes, we adopt an inclusive and equitable approach without any discrimination based on identity, such as gender, age, ethnicity, or disability status.

While setting targets to increase women’s employment, we prioritize equality in our compensation policy and equal opportunities in career development. We are committed to creating an inclusive, high-performance work environment that strengthens employee engagement

We extend this approach beyond our own organization to our supply chain. In our supplier evaluation processes, we promote responsible procurement practices by considering social sustainability criteria such as occupational health and safety, working conditions, human rights, and ethical standards. Accordingly, we aim to create a more inclusive, fair, and sustainable impact across our entire value chain.

We continue to strengthen stakeholder trust through the transparent performance data we share in our annual sustainability report. We continue to measure and publicly report our progress using indicators aligned with the GRI Standards and the United Nations Sustainable Development Goals (SDGs).

As I begin my tenure as General Manager of Super Film Packaging, I feel a great responsibility and pride for leading innovation and sustainable growth together to create long-term value for both our industry and society. I would like to thank all our stakeholders, colleagues, and business partners who have accompanied us on this journey. Together, we will achieve a more sustainable, innovative, and prosperous future.

Sincerely,

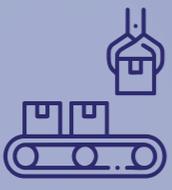
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About Super Film

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- **Super Film's Profile**
 - *Our Vision, Mission, and Values*
 - *Our Milestones*
 - *Our Sectoral Partnerships and Awards*
- **Corporate Governance and Board of Directors**
- **Target Sectors and Product Categories**



About
Super Film



2
production facilities



Export network spanning
50+ countries



A strong team of
772 employees



30 hours
of training per employee

184,000 tons/year
total film production capacity




EcoVadis Silver Medal
for two consecutive years



WorldStar Packaging Award
for two consecutive years

6.8 MWp solar power capacity;
~9,200 MWh/year generation;
4,288 tons CO₂e avoided




15
R&D projects



Award-winning food packaging made with
90% recycled material



123%
year-over-year increase in
recovered material



98.5%
recyclable product rate

► About Super Film

About Super Film

Super Film at a Glance

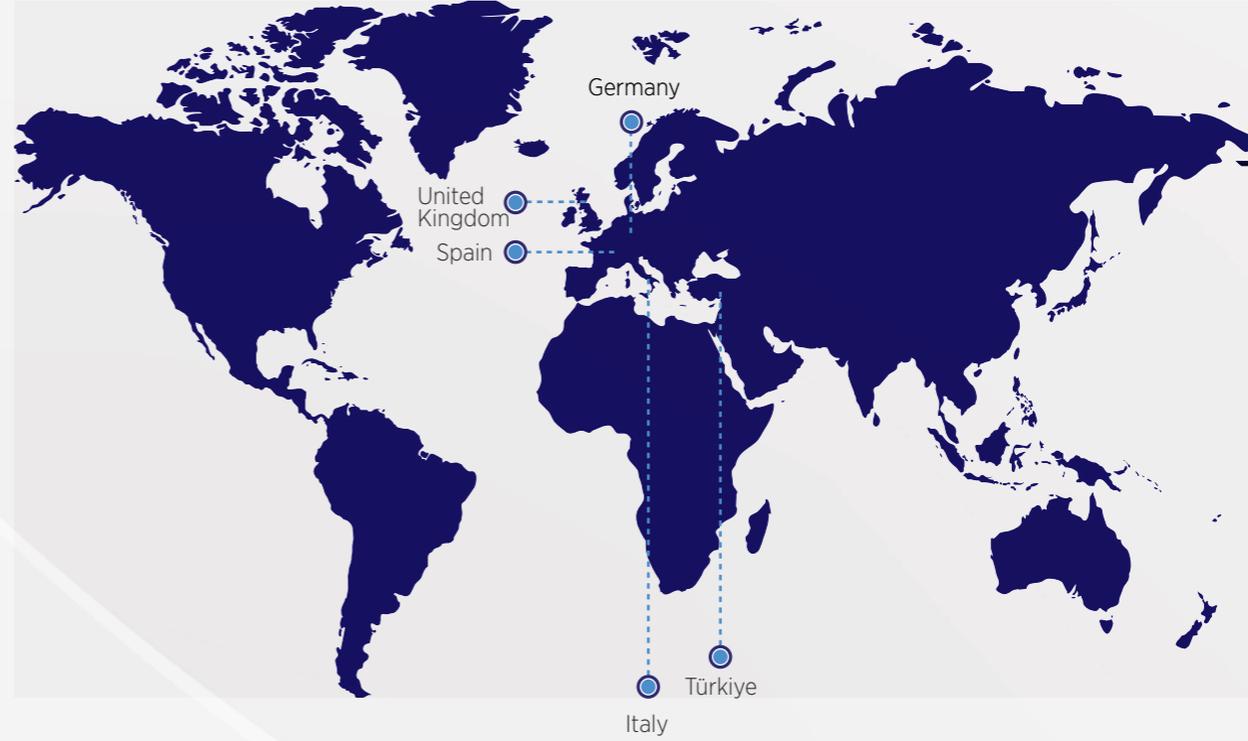
Super Film Packaging was established in **Gaziantep in 1993**. Operating under the umbrella of Sanko Holding, the company has not only produced packaging since its foundation but has also made growth based on respect for the environment, its employees, and its customers a guiding principle of its business.

Today, with its innovative, sustainable, and highly efficient production approach, Super Film has become a trusted global partner in the flexible packaging industry.

Operating from its production facilities in Gaziantep and Lüleburgaz, Super Film supplies its products to nearly 50 countries across five continents, including Türkiye, Germany, the United Kingdom, Italy, and Spain. Its commitment to high quality, flexible production capabilities, and environmental responsibility has made Super Film one of the preferred brands in international packaging supply chains.



With a total production capacity of 184,000 tons/year, advanced technological infrastructure, and a strong workforce, Super Film delivers high-performance solutions that create added value for its customers. Super Film manufactures a wide range of flexible packaging films in its own facilities, adhering to the highest quality standards.



Operating through its production facilities in **Gaziantep** and **Lüleburgaz**, Super Film delivers its products primarily across

Europe

North America

South America

to nearly **50 countries**.

About Super Film

Combined production capacity of Gaziantep and Lüleburgaz facilities:

4
BOPP Lines
130,000 tons/year

2
BOPET Lines
48,000 tons/year

**CPP/
Barrier
Film
Line**
6,000 tons/year

7
Metallization Lines
50,000 tons/year



**Adhesive
Tape
Production**
240,000,000 m²/year

**Coating
Line**
12,000 tons/year



The Lüleburgaz facility is a strategic investment that enhances Super Film's production capacity and technological depth.

Within the facility:

The 10.4-meter-wide fourth film production line,

Lüleburgaz BOPP line with a capacity of **60,000** tons/year

Lüleburgaz Metallization line with a capacity of **11,000** tons/year

supports Super Film's competitive, fast, and flexible production capabilities on a global scale.

With these investments, the company's total production capacity has reached **184,000 tons/year**, while its metallization capacity has risen to **50,000 tons/year**.

Our company takes pride in operating the largest production facility in the region, with a specialized coating infrastructure of 12,000 tons/year. Thanks to this robust infrastructure and technical capability, Super Film consistently meets expectations for high quality, product diversity, and sustainable performance in specialty coated products.

For more detailed information about **Super Film's** fields of operation and product portfolio, please refer to the section titled "**Sectors We Serve and Our Product Groups.**"



Super Film Packaging holds a strong position in the flexible packaging industry with its reliable, responsible, innovative, and solution-oriented approach.

The company prioritizes creating value for its employees, business partners, the environment, and society, delivering sustainable contributions to all stakeholders through its vision of providing high-quality products and services.

With a corporate structure focused on continuous improvement, Super Film provides fast and effective solutions to evolving needs and maintains its strong and stable position in the industry.

About **Super Film**

Super Film's Profile

Our Vision, Mission,
and Values

► About
Super Film



Mission

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



Vision

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

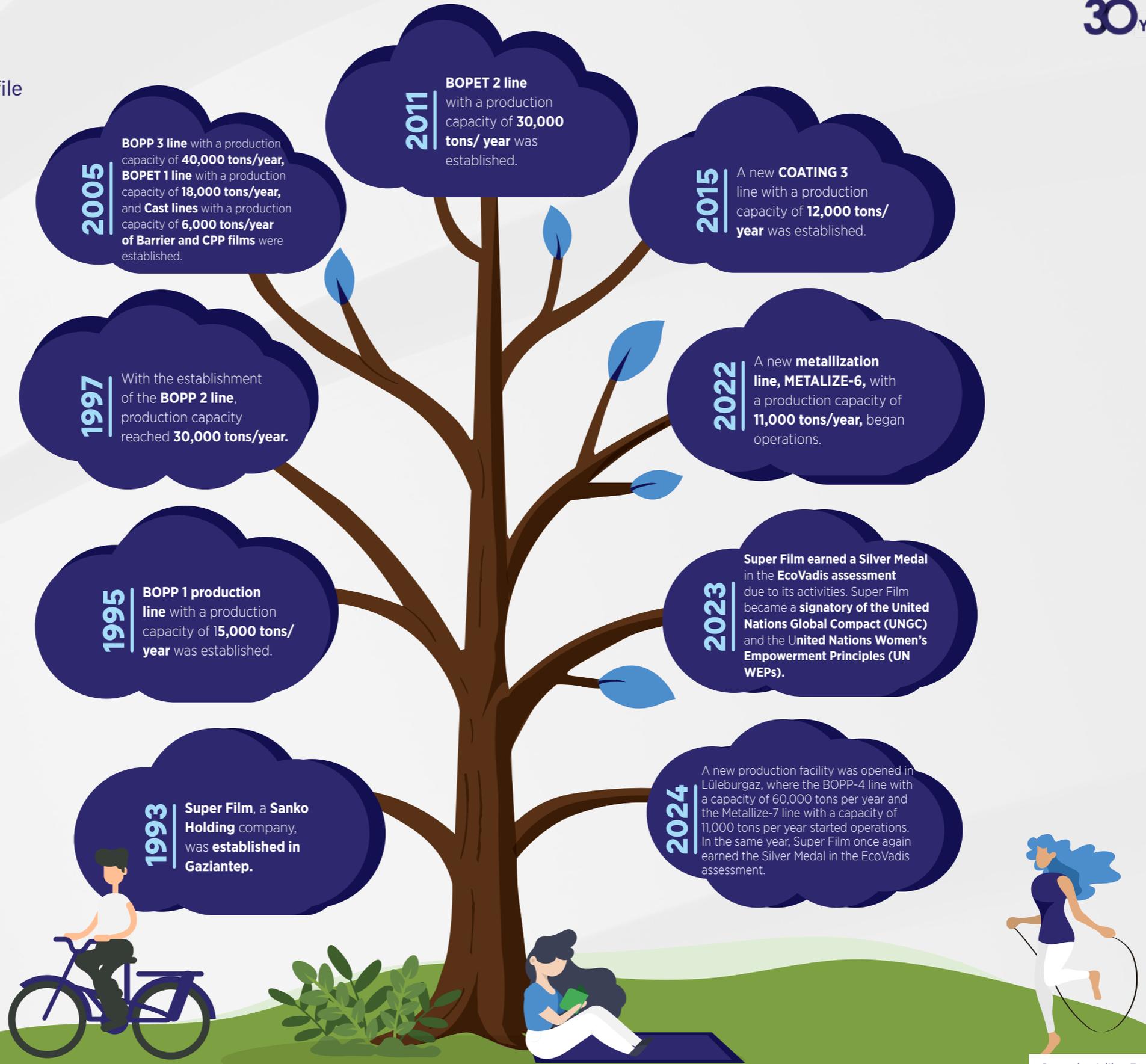


Values

Reliable
Responsible
Innovative
Solution Oriented

About Super Film

Super Film's Profile Our Milestones



► About Super Film

About Super Film

Super Film's Profile

Our Sectoral Partnerships and Awards

Super Film Packaging fulfills its commitments to **sustainability, ethical trade, circular economy, and inclusion** by joining **nationally and internationally recognized platforms** and **participating in various initiatives.**

By taking part in these multi-stakeholder platforms and staying closely aligned with industry developments, the company actively contributes to the sustainable transformation process through knowledge sharing, collaborations, and opportunities that broaden its sphere of influence.



► About Super Film

Our Corporate Memberships

- AFERA:** European Adhesive Tape Industry Network
 
- ASD:** Packaging Manufacturers Association
 
- BOPET Films Europe:** European Packaging Association - BOPET film
 
- CEFLEX:** Circular Economy for Flexible Packaging Initiative
 
- Participated Global Initiatives and Standards**
- UNGC:** United Nations Global Compact
 
- UN WEPs:** United Nations Women's Empowerment Principles
 
- GHG Protokolü:** Global Standard for Greenhouse Gas Emissions Reporting
 
- FASD:** Flexible Packaging Manufacturers Association
 
- GIFLEX:** Italian Flexible Packaging Group
 
- ÇEVKO:** Environmental Protection and Packaging Waste Recovery Foundation
 
- NEXTLOOPP:** Circular Economy Project for Recycled Polypropylene
 
- Sedex:** SEDEX: Supplier Ethical Data Exchange Platform
 
- SBTi:** Science Based Targets initiative (Commitment process initiated.)
 



About Super Film

Super Film's Profile Our Awards

Awarded the Silver Medal by EcoVadis in 2024, Super Film has once again proven its consistent success in the field of sustainability.

Super Film's strong commitment to quality, sustainability, innovation, and ethical production has been recognized with numerous awards at both national and international levels. These achievements demonstrate that the company approaches its environmental and social responsibilities strategically, responds to stakeholder expectations with sensitivity, and integrates a culture of continuous improvement into its business processes.

Awards we have received since 2020 are listed in the table below:

| Year | Awarding Institution | Award Name | Awarded Project |
|------|--|--|---|
| 2024 | EcoVadis | Silver Medal | Sustainability management |
| 2024 | Packaging Manufacturers Association of Türkiye (ASD) | Crescent and Stars for Packaging Award | MONO-PP food packaging made with 90% post-consumer recycled (PCR) content** |
| 2024 | LEED | GOLD | Lüleburgaz sustainability management |
| 2023 | Sustainable Packaging News | Sustainability Sourcing Category | SUPEX 2011 ALG |
| 2023 | EcoVadis | Silver Medal | Sustainability management |
| 2022 | World Packaging Organization (WPO) | WorldStar Award | Innovation project (SUPEX 2011 ALG BOPP film) |
| 2022 | Packaging Manufacturers Association of Türkiye (ASD) | Crescent and Stars for Packaging Award | Competence Award for SUPEX 2011 ALG |
| 2020 | Packaging Manufacturers Association of Türkiye (ASD) | Crescent and Stars for Packaging Award | Competence Award for ISKO VITAL Face Mask |

** The global population, which was 2 billion in 1950, has now surpassed 8 billion. This rapid increase, combined with the climate crisis and limited natural resources, has significantly amplified the environmental impact of waste. Within this context, the petrochemical and packaging industries bear significant responsibility for advancing sustainable production and consumption practices. Aware of this responsibility, Super Film Packaging has developed MONO-PP food packaging made with 90% post-consumer recycled (PCR) content, contributing to the circular economy and resource efficiency.

The use of recycled materials and circular economy approaches in the packaging industry are critically important for environmental sustainability.

While plastic packaging is recyclable, the recycling processes for flexible packaging are far more complex. Therefore, post-consumer recycled (PCR) mono-polypropylene (mono-PP) food packaging plays a strategic role both in reducing environmental impacts and advancing the sustainable transformation of the packaging industry.

SUPCYCLE BOPP films provide a pioneering solution in this field. Produced with 90% post-consumer recycled content, these films reduce dependence on fossil resources while enhancing the recyclability of flexible packaging. They contribute to environmental sustainability without compromising product safety.

In recent years, the demand for PCR-based packaging has grown rapidly, driven by global brands' sustainability commitments and new regulatory requirements. The European Union aims to ensure that by 2030 all plastic packaging placed on the market is recyclable and contains a defined percentage of recycled material. Similarly, many countries are driving industry transformation through new plastic taxes, extended producer responsibility (EPR) schemes, and minimum PCR content requirements. These developments further underscore the strategic importance of materials like mono-PP, which have recyclable structures and can be produced with high PCR content.



About Super Film

Corporate Governance and Board of Directors

“
At Super Film, sustainable growth is ensured through strategy and governance.”

Super Film’s corporate governance structure ensures that the company’s financial strength, environmental awareness, and social impact are managed in a systematic and transparent manner. This structure focuses on ensuring that decision-making processes are accountable, ethical, and effective as we build our business model.



► About Super Film

Board of Directors: Leadership, Representation, and Strategic Oversight

The Board of Directors at Super Film serves as the ultimate oversight body for sustainability performance. The Sustainability Committee meets at least four times a year to review risk-opportunity assessments, progress toward targets, and regulatory compliance. The committee’s executive representative is responsible for implementing policies and targets across all facilities. Progress is monitored through monthly operational meetings and quarterly management presentations.

| Board Structure Summary (2024) | Number/Ratio |
|--------------------------------|--------------------|
| Total Number of Members | 7 |
| Number of Women Members | 2 |
| Number of Men Members | 5 |
| Number of Independent Members | 2 (1 woman, 1 man) |
| Women’s Representation Ratio | 28% |

Qualifications, Selection Process, and Responsibilities

Board members are selected based on their expertise, ethical integrity, and ability to make strategic contributions in their respective fields.

| Criteria | Description |
|---------------------------------------|---|
| Independence And Impartiality | No political or conflict-of-interest relationships |
| Expertise And Experience | Minimum of 10 years of sectoral and managerial experience |
| Leadership And Contribution Potential | Ability to actively contribute to strategic decision-making processes |
| Diversity And Representation | A composition that complements the board profile with diversity in gender, age, and expertise |
| Ethical Integrity | Ethical approach aligned with corporate values |

Strategic Areas of Responsibility

- Strategic Management: Setting long-term goals and growth plans
- Financial Oversight: Monitoring the company’s financial structure and internal control systems
- Sustainability Leadership: Overseeing ESG strategies
- Ethics and Compliance: Preventing conflicts of interest and ensuring full compliance with laws and regulations
- HR and Compensation: Executive appointments and performance evaluations

Furthermore, Super Film’s Board of Directors upholds ethical responsibility in all decisions and adopts a conflict-free approach.

- ✓ Board members disclose any related-party relationships, and those with an interest abstain from voting.
- ✓ Transparency is a fundamental principle in all activities; accordingly, members participate in regular ESG reporting training.

During monthly sustainability meetings, board members monitor ESG developments, assess risks, and track performance targets.



About Super Film

Corporate Governance and Board of Directors

Board Committees

The committees operating under the Board of Directors enhance and strengthen decision-making processes within their respective areas of expertise. There are four strategic committees actively operating at Super Film:

| Committee Name | Main Responsibilities |
|--|--|
| Early Identification of Risks Committee | This committee leads the company's activities in compliance, risk management, and internal control. The committee monitors the company's risk profile across all operations, ensuring that risks are identified, assessed, and effectively managed. In addition, the Early Identification of Risks Committee actively monitors and manages risks that may arise under the company's sustainability and climate strategies. Preventive and adaptive measures are regularly assessed and planned. Accordingly, the committee addresses not only current risks but also long-term climate and environmental threats through a holistic approach. Committee members are professionals with international experience and expertise in risk management, auditing, and quality assurance. |
| Audit Committee | It leads activities related to internal audit, financial reporting, external auditor relations, and occupational health and safety (OHS). The committee ensures the accuracy of financial reporting and the effectiveness of internal control systems. Committee members possess international experience and expertise in auditing and financial reporting. |
| Corporate Governance, Nomination, and Remuneration Committee | This committee is responsible for monitoring the company's compliance with corporate governance principles, managing the nomination process for the Board and senior management positions, and evaluating remuneration policies. The committee ensures that the company's governance structure functions effectively, transparently, and with accountability. Its members are non-executive professionals with management experience in the finance and packaging sectors. |
| Strategic Planning Committee | The Strategic Planning Committee defines the company's long-term strategic goals, develops plans to achieve them, and closely monitors their implementation. The committee evaluates the performance of strategic plans and makes updates when necessary. It also guides annual financial planning and plays a critical role in shaping the company's growth and development roadmap. The committee identifies strategic priorities to ensure a sustainable competitive advantage. |
| Board Occupational Health and Safety (OHS) Committee | The actions and corrective measures under the OHS Committee are closely monitored, and final decisions are taken accordingly. |
| Sustainability Committee | The Sustainability Committee is responsible for developing, implementing, and monitoring the company's environmental, social, and governance (ESG) policies. The committee defines strategies to achieve sustainability goals, monitors performance indicators, and reports regularly. It also manages the company's sustainability-related risks and ensures that sustainability commitments are widely embraced by all stakeholders. |

For more detailed information about the Sustainability Committee, please [click here](#).

At Super Film, the OHS and Sustainability Committees meet at least once a month to carry out their activities regularly and evaluate their performance through independent audit mechanisms. Other committees meet at least four times a year.

Our company embraces corporate governance as an effective management approach that supports sustainable competitive strength. This governance structure provides the following benefits:

| Governance Element | Corporate Benefit |
|--|--|
| Ethical and transparent decision-making | Strengthened stakeholder trust |
| Committee-driven structure | Faster and more accurate decisions based on expertise |
| Diversity and independence among Board members | Balanced management through diverse perspectives |
| Continuous performance monitoring | Strategic adaptability and organizational resilience |
| ESG-oriented corporate leadership | Decision-making processes integrated with sustainability goals |

Corporate governance is the cornerstone of Super Film's confident growth.



About Super Film

Target Sectors and Product Categories

Super Film offers **innovative** and **high-performance packaging solutions** tailored to the needs of **multiple industries**, supported by its **broad product portfolio** and **technical expertise**.

Through film and coating technologies specifically developed for diverse applications, the company delivers sustainable solutions that ensure both consumer safety and product quality. Super Film's comprehensive product range enables flexibility to respond quickly and effectively to its customers' evolving needs.

Our Product Groups:

► BOPP Films:

BOPP (Biaxially Oriented Polypropylene) films stand out in the packaging industry for their high transparency, durability, and barrier properties. They are used in a wide range of applications, from food packaging to labeling.

[Click here to explore BOPP films in detail.](#) ✨

► BOPET Films:

BOPET (Biaxially Oriented Polyester) films offer high tensile strength, heat resistance, and excellent surface quality suitable for printing and coating applications. They are commonly used in flexible packaging, industrial applications, and electrical insulation materials.

[Click here to explore BOPET films in detail.](#) ✨

► CAST Films:

CAST films offer broad usability thanks to their production flexibility and cost advantages. They serve a wide range of sectors, from flexible packaging to industrial solutions.

[Click here to explore CAST films in detail.](#) ✨

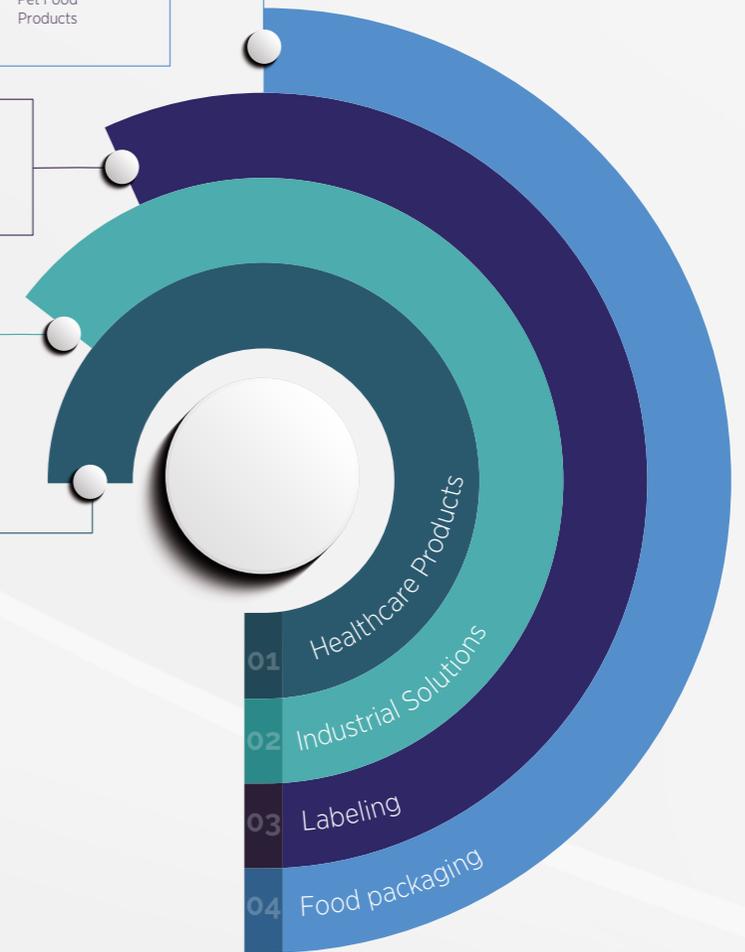
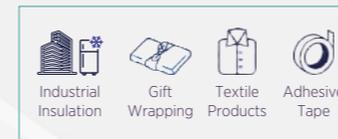
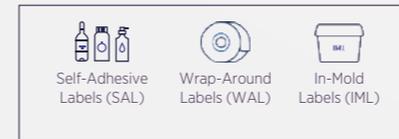
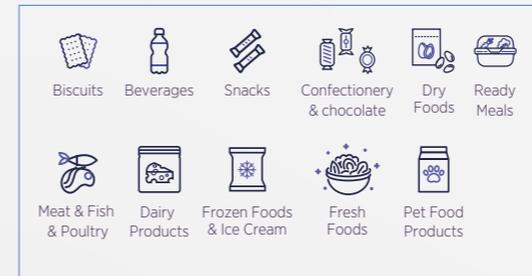
► Coated Films:

Coated films are enhanced with specialized layers that improve barrier properties and printability. These films are particularly preferred for applications that require food safety and extended shelf life.

[Click here to explore coated films in detail.](#) ✨



Target Sectors and Product Categories:



II

Super Film's Sustainability Journey

- Sustainability Governance and Committee
- Sustainability-based Risks and Opportunities
- Sustainability Targets
- Effective Stakeholder Engagement
- Materiality Analysis
 - *Our Material Topics*



Super Film's Sustainability Journey

“OUR DREAM: A SUPER FUTURE”

At Super Film, we view sustainability as a core value at the heart of our business. When we embarked on this journey, we adopted a holistic strategy that embraces our environmental responsibility, commitment to ethical principles, strong governance approach, and the expectations of all our stakeholders.

In every decision we make and every step we take, we ask ourselves:

Is this the best choice for our planet and future generations?

Every affirmative answer to this question is proof that our sustainability approach is put into action with determination.

With this mindset, we focus on increasing our social contribution and continuously enhancing stakeholder satisfaction while reducing the environmental impact of our products and operations. In shaping our sustainability strategy, we conduct industry-specific research, draw on competitor analyses, and build a data-driven structure unique to our company. Staying true to a culture of continuous improvement, we regularly update our goals and practices in line with recent developments.

At the core of our strategy lie sustainable raw material use, recyclable designs, life cycle analyses, energy and resource efficiency, employee well-being, community engagement, and innovation. This multifaceted and inclusive approach enables us to build on not only today's world but also tomorrow's.

We develop company-wide policies and procedures to support and institutionalize our sustainability efforts. All of these initiatives are implemented in line with our Sustainability Policy and its guiding principles. All of our practices, including energy and resource management, waste reduction, supply chain sustainability, and diversity, are shaped within the framework of this policy.

[\[Click here for our Sustainability Policy\]](#) 

[\[Click here for our Sustainability Principles\]](#) 



Super Film's Sustainability Journey

Our Sustainability Efforts and Participated Initiatives

We go beyond setting concrete targets for sustainability and prioritize transparency and accountability at every stage of our journey. We build trust-based relationships with our stakeholders by aligning our efforts with international frameworks.

At Super Film, we prepare reports in accordance with **global standards** such as the **Global Reporting Initiative (GRI)** and the **United Nations Sustainable Development Goals (SDGs)**, measuring and monitoring our sustainability performance through **key performance indicators (KPIs)**.



► Super Film's Sustainability Journey

Our key sustainability initiatives since 2023 and the value they have added to our business are summarized below:

| Initiative | Description / Participation | Achieved Results / Contribution |
|---------------------------------------|--|---|
| EcoVadis ESG Assessment | Our environmental, social, and governance performance is independently assessed annually. | We earned the Silver Medal two years in a row, in 2023 and 2024. |
| UN Global Compact | We became the signatory of a global initiative committed to human rights, the environment, and ethical principles. | We have placed diversity and inclusion at the core of our corporate policy. |
| UN WEPs | We are committed to the seven principles focused on women's empowerment and gender equality. | We have placed diversity and inclusion at the core of our corporate policy. |
| SEDEX Membership | We are a member of a global platform for ethical business practices and responsible supply chain management. | We run our CSR programs in line with SEDEX standards. |
| NEXTLOOPP Project | We participate in a global initiative supporting the use of food-grade recycled PP. | We contribute to the circular economy and food safety. |
| CEFLEX Membership | We are part of a collective initiative aimed at integrating flexible packaging into the circular economy. | We embrace circular design principles and support the development of recycling infrastructure. |
| BOPET Films Europe | We play an active role in the European platform for developing sustainable PET film solutions. | We conduct R&D focused on material efficiency and barrier performance. |
| BRCGS Certification | We hold an international safety certification for food-contact packaging. | We provide reliable products by certifying food safety and traceability. |
| LCA Analyses | We measure the environmental impacts of our products throughout their life cycle. | We develop sustainable products with a lower carbon footprint. |
| Carbon & Water Footprint Calculations | We carry out calculations in line with ISO 14064 and ISO 14046 standards. | We monitor emissions across all our operations and continue our reduction efforts. |
| RCV BOPET Certification | We received Intertek verification confirming 35% PCR content in our products. | We offer film solutions with reduced environmental impact through our RECYCLE brand. |
| Zero Waste Certification | We implement waste prevention and recycling systems across all our facilities. | We have implemented sustainable waste management under our zero waste target. |
| ISCC PLUS Certification | We hold international certification for sustainability and carbon management. | We support responsible production using low-carbon, traceable raw materials. |
| SBTi | We have initiated our application process for the Science Based Targets initiative (SBTi) this year. | We aim to contribute to global commitments in the fight against climate change by setting science-based emission reduction targets. |
| OCS - Operation Clean Sweep | We joined a global program aimed at preventing plastic raw materials from contaminating the environment. | By minimizing pellet loss, we help protect marine and terrestrial ecosystems. |

Super Film's Sustainability Journey

Our 2024 Independent Audits

The robustness of our systems is validated through international audits that reinforce our sustainability performance:

Our Certifications and Management Systems

At Super Film Packaging, we develop and implement our high-quality and sustainable packaging solutions in line with international standards. All our operations are safeguarded through comprehensive management systems, including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 27001 Information Security Management System, and ISO 50001 Energy Management System.

Our product safety is certified with the BRCGS Packaging Materials Certificate, and our production processes are managed to meet the highest standards of food contact safety, hygiene, and quality. In addition, we demonstrate our compliance through certifications such as ISCC Plus, Zero Waste Certificate, COVID-19 Safe Production Certificate, Shelf-Life Certificate, and product-specific regulatory compliance certificates (BOPP, BOPET, CAST, BOPA).

Super Film Packaging considers sustainability an integral part of its decision-making processes, production models, and corporate value chain. Moving beyond short-term gains, our company pursues a long-term and sustainable growth vision, continuously advancing its ethical, transparent, and responsible production practices. At every step, we measure, monitor, and report our performance, implement improvement opportunities, and consistently aim for "better."



Sustainability Governance and Committee

At **Super Film**, sustainability is managed through a **systematic and transparent governance approach** at every stage from our **governance structure** to our **implementation model**.

Our strategy is carried out under the direct oversight of the Board of Directors. Within this structure, sustainability policies are developed, approved, monitored, and reviewed annually. Through regular meetings, climate risks, reporting standards, ESG performance, and stakeholder expectations are evaluated, ensuring that expertise and knowledge are reflected in decision-making processes. Annual training programs are organized to keep the sustainability competencies of the Board of Directors and senior management up to date.

Sustainability Committee

Reporting to the Board of Directors, the Sustainability Committee is responsible for guiding and monitoring environmental, social, and economic sustainability activities.

The committee operates with the following structure:

- ✓ Representatives from 10 different departments (R&D, Production, Energy, Human Resources, etc.)
- ✓ 2 Members of the Board of Directors
- ✓ Coordination: Business Development Department
- ✓ Chair: Two senior executives appointed by the Board of Directors

The committee meets regularly on a monthly basis. When deemed necessary, representatives from relevant departments and independent consultants participate in meetings to contribute to the evaluation process.



Core Responsibilities of the committee:

- Defining sustainability priorities
- Integrating targets into annual plans
- Monitoring and evaluating performance indicators (KPIs)
- Providing regular reports to the Board of Directors
- Designing training programs that promote sustainability culture across the organization

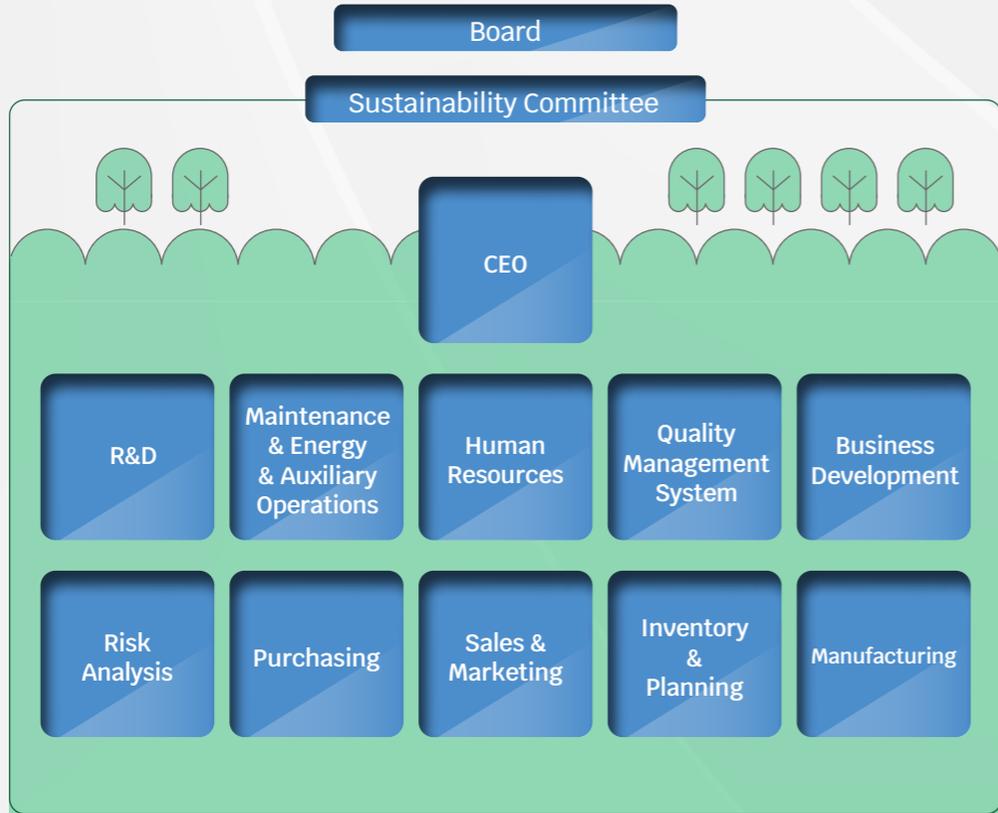
The committee reviews its performance at least once a year and submits structural improvement recommendations to the Board of Directors. This ensures that our governance structure remains dynamic, improvement-oriented, and agile.

Additionally, all committee members receive training in sustainability, ESG reporting, risk management, and regulatory compliance both upon appointment and throughout their tenure to ensure the effective implementation of our sustainability governance.

When necessary, the committees may seek expert opinions and technical support from internal and external advisors.

Super Film's Sustainability Journey

Sustainability Governance and Committee



2024's Transformative Initiative: Sustainability Working Groups

We believe that sustainability practices should not be confined to central management alone. Accordingly, in 2024, we established the following working groups: Environmental Sustainability Management, Sustainable Supply Management, Sustainability Risk Management, and Circular Product Development.

Our Objectives:

- To strengthen the culture of sustainability company-wide and integrate it into all processes.
- To expand sustainable practices across the supply chain, reducing environmental and social impacts.
- To identify, assess, and manage sustainability-related risks.
- To develop innovative, environmentally friendly products based on circular economy principles.

Results Achieved:

- **Ownership Culture Strengthened:** With voluntary participation from different departments, sustainability has become a shared responsibility among all employees.
- **Awareness Expanded:** Thematic groups have enhanced corporate insight and knowledge sharing.
- **Data-Driven Decisions Supported:** Field observations and recommendations have been directly integrated into governance processes.
- **Innovative Projects Implemented:** Original ideas in areas such as circular economy and sustainable risk management have been put into practice.

Future Plan: A monitoring and feedback system is being developed to track the activities of the working groups through **measurable outputs**.

Through our corporate governance system, we approach sustainability as a structure that enhances organizational resilience, strengthens stakeholder trust, and creates long-term value.

Super Film's Sustainability Journey

Sustainability-based Risks and Opportunities

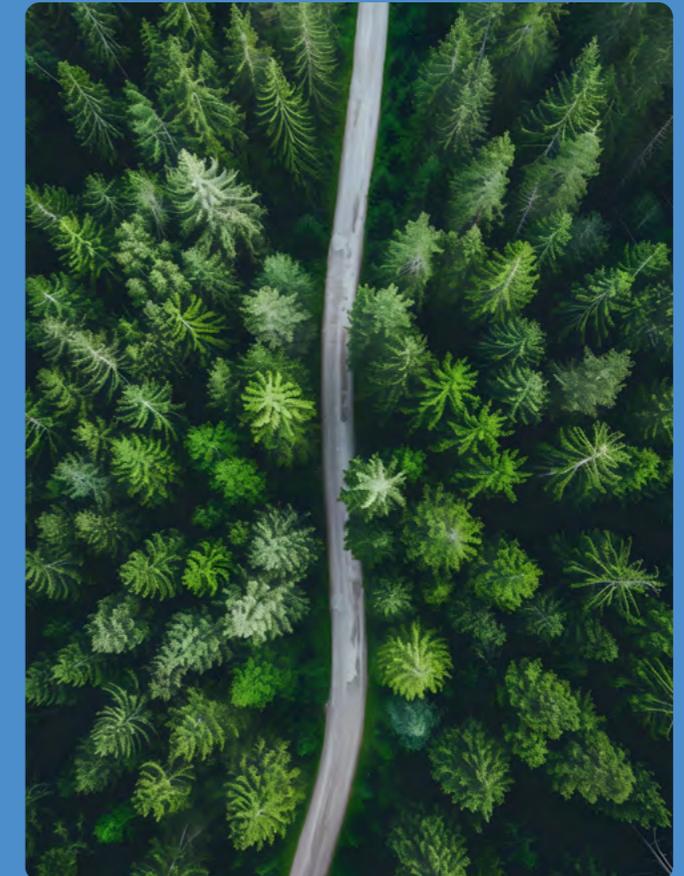
As part of our sustainability-focused risk management efforts, we systematically analyzed environmental and climate-related risks. Based on these analyses, we structured the identified risks within a holistic framework, linking them to their respective categories, levels, definitions, and Key Performance Indicators (KPIs). This effort aims to enhance the effectiveness of our sustainability strategies and strengthen environmental compliance across our operational processes. The table below presents the sustainability risk analysis we prepared as part of this process:

| Risk Title | Risk Level | Definition | Description |
|--|------------|--|---|
| Climate Change | Medium | Climate Change Performance Index - Türkiye | Türkiye's performance in combating climate change is assessed based on criteria such as greenhouse gas emissions, renewable energy use, energy efficiency, and climate policies. The index also considers the climate risk status of importing and exporting countries, covering risks such as potential fines arising from noncompliance in environmental and waste management practices. In particular, the progress toward achieving 2030 targets is analyzed within this framework. |
| Climate Change | Medium | Concentration of Risky Export Countries | In line with the Climate Risk Index prepared by Germanwatch, which tracks climate impacts between 2000 and 2019, export volumes to high-risk countries are taken into consideration. Since climate risks in these countries may indirectly affect corporate operations, this concentration is considered a significant risk factor. |
| Environmental and Waste Management | Medium | Administrative Fines Pursuant to the Environmental Law | Noncompliance of waste management processes with the Environmental Law poses a risk that could result in administrative fines. Noncompliance could negatively affect the company's financial and operational structure. |
| Environmental Licensing and Certification Management | Medium | Channel Connection Permit Tracking | Discharge of wastewater beyond legal limits may lead to negative consequences regarding sewer connection permits. This constitutes a breach of environmental obligations. |
| | Medium | Tracking ISO 14001 Certification | Major nonconformities within the ISO 14001 Environmental Management System may result in loss of certification. This could lead to a loss of trust in environmental management processes and create legal risks. |
| Energy Management | Low | Energy Utilization Rate Deviation (Actual vs Targeted) (%) - BOPP -BOPET -CAST - METALLIZED -HELPER BUSINESSES | A deviation where actual energy consumption exceeds set targets represents a minor but trackable risk in terms of energy efficiency. |

● High ● Medium ● Low

At Super Film, we place great importance on strengthening awareness among all our employees to identify and assess operational and sustainability-related risks. In this context, we aim to uncover the root causes of risks and define the necessary action plans throughout our processes. We recognize that effectively managing risks opens new opportunities for our company.

With this awareness, we approach not only risks but also opportunities through a robust management perspective. We focus on accurately analyzing current conditions to identify potential opportunities, while promoting knowledge sharing within teams and prioritizing continuous improvement. This approach forms the foundation of our strategy, which is forward-looking, focused on sustainable growth, and proactive in assessing areas for development.



Super Film's Sustainability Journey

Sustainability Targets

At Super Film, we regularly monitor our environmental and social performance indicators, such as energy, carbon, water, and occupational health and safety, and continuously review our improvement plans in line with our ESG goals. We report transparently on our progress in reducing carbon emissions, using sustainable raw materials, optimizing water consumption, increasing the employment of women, enhancing employee training, improving occupational health and safety performance, and promoting business ethics, as we remain committed to our long-term sustainable growth goals. Our goals and year-by-year progress are presented in the table below.:

The Lüleburgaz facility started operations in the second quarter of 2024.

| ESG | RELATED DEPARTMENT | RELATED SDG | TARGET DESCRIPTION | PERFORMANCE INDICATOR | METRIC | 2020 | 2021 | 2022 | 2023 | 2024 (ALL FACILITIES) | BASE YEAR | TARGET YEAR | TARGET |
|-------------|----------------------|-------------|---|---|-------------------------|----------------------------------|-----------|-----------|-----------|-----------------------|-----------|-------------|--------|
| Environment | Business Development | | Reducing Carbon Emissions | Reduction of Scope 1 and Scope 2 carbon emissions compared to the base year (tons CO ₂ eq) | (tonCO ₂ eq) | 64,506.10 | 68,470.70 | 63,448.80 | 53,143.00 | 65,268.00 | 2020* | 2030 | 30 |
| | | | Growth Rate | | % | Change compared to the base year | 0% | -7% | -22% | 1.18% | | | |
| Environment | Sales | | Increasing the Use of Sustainable Raw Materials | Increasing the share of purchased sustainable raw materials in total raw material procurement | % | 0.01 | 0.10 | 0.27% | 0.30% | ✓ 0.83% | 2020 | 2030 | 10 |
| Environment | Auxiliary Operations | | Water Withdrawal (m ³) | Reducing water withdrawal per unit of production | % | - | 1.9 | - | 2.3% | 2.24% | 2021 | 2030 | 20 |
| Social | HR | | Women's Employment | Ratio of women employees in the workforce | % | 4.50% | 4.59% | 5.18% | 5.75% | ✓ 12.17% | 2022 | 2030 | 20 |
| | | | Increasing Employee Training | Annual training hours per employee (All facilities are included. Training content consists of 30% Occupational Health and Safety, 20% Environment, and 50% Social, Ethical, and other topics.) | Hours | -- | 22 | 25 | 22 | ✓ 29.83 | 2022 | 2030 | 40 |

*With the inclusion of our Lüleburgaz facility, 2024 will serve as our base year.

Super Film's Sustainability Journey

Sustainability Targets

The Lüleburgaz facility started operations in the second quarter of 2024.

| ESG | RELATED DEPARTMENT | RELATED SDG | TARGET DESCRIPTION | PERFORMANCE INDICATOR | METRIC | 2020 | 2021 | 2022 | 2023 | 2024 (ALL FACILITIES) | BASE YEAR | TARGET YEAR | TARGET |
|----------------|----------------------|-------------|---|--|--------|------|-------|-------|--------|-----------------------|-----------|-------------|-------------|
| Social | QMS | 8 | Accident Rate | Reducing the lost time injury rate (LTIR) to zero | % | 15% | 11.7% | 15.2% | 11.41% | 23.83% | 2020 | 2030 | 0 |
| Social | HR | 8 | Talent Acquisition | Recruiting at least 10 students or recent graduates among newly hired employees each year | Units | 0 | 0 | 0 | 0 | 1 | 2024 | 2030 | 10 |
| Governance | Compliance | 8 | Business Ethics and Anti-Corruption Reporting Reviews | Percentage of business ethics and anti-corruption cases resolved within 30 days of reporting | % | - | 100% | 100% | 100% | ✓ 100% | 2021 | 2025 | 100 |
| Governance | Compliance | 8 | Compliance Policies and Training | Completion rate of policies and trainings under the compliance program | % | - | - | 50% | 87% | 100% | 2022 | 2025 | 100 |
| Yönetişim | Business Development | 12 | Sustainability Reporting | Communicating Super Film's sustainability performance to stakeholders in line with international standards | Units | - | - | 1 | 1 | 1 | 2022 | 2030 | Once a Year |
| SUPPLY CHAIN** | Business Development | 12 | Monitoring Supplier ESG Performance | Percentage of suppliers evaluated for ESG performance out of total suppliers | % | NA | NA | NA | NA | NA | 2025 | 2030 | 70% |

**The Supply Chain assessment has been newly added to our targets; therefore, activity data has not yet been included.



Super Film's Sustainability Journey

Effective Stakeholder Engagement

At Super Film, we prioritize the views and expectations of our stakeholders in our operations and decision-making processes, regarding this engagement as the cornerstone of shared value creation. Guided by the principles of transparency and consistent communication, our Stakeholder Engagement Plan enables us to build long-term relationships, evaluate opportunities by monitoring global developments, and manage risks proactively. Our Risk and Audit Committee and Sustainability Committee closely monitor the integration of this plan into our corporate policies and strategies. We identify our key stakeholders based on interest, engagement, and influence criteria and develop tailored communication strategies for each group. By evaluating feedback from all our stakeholders, including customers, suppliers, public institutions, and communities, we continuously improve our sustainability performance.

Building a Sustainable Future with Our Employees

This year, we launched our first sustainability assessment survey, enabling our colleagues to gain a deeper understanding of the company's governance, environmental, and social impacts. At the same time, we began shaping our sustainability journey together by listening to their ideas and perspectives.

50% of our employees participated in the survey. The insights shared through the survey have been reflected in the Business Model, Environment, and People sections of this report.

We aim to repeat this study annually, making our colleagues not only part of the process but also pioneers of this journey. Because a sustainable future is only possible together

Stakeholder Engagement Plan:

| Stakeholder Group | Expectations | Communication Method | Communication Frequency |
|---|--|--|----------------------------------|
| Employees | <ul style="list-style-type: none"> Company's compensation policy Employee safety Employee training and development opportunities Employee rights | <ul style="list-style-type: none"> Regular meetings, written and verbal communication channels, collective bargaining, and employee satisfaction surveys | Annually, quarterly, and monthly |
| Board of Directors | <ul style="list-style-type: none"> Continuity of growth Investment discussions Compliance with trade regulations Risk and opportunity management Budget consistency Fulfillment of legal requirements Sustainability management | <ul style="list-style-type: none"> General assembly meetings, legal and regulatory compliance, audits, and written and verbal communication channels | Annually and monthly |
| Suppliers and Business Partners | <ul style="list-style-type: none"> Payment terms Environmental and social compliance Capacity to take action on sustainability goals Local sourcing alternatives | <ul style="list-style-type: none"> Contracts, e-mails, phone calls, regular evaluation meetings, site visits, audits, website, social media channels, and trade fairs | Regularly |
| Customers | <ul style="list-style-type: none"> Market dynamics Corporate approach aligned with current economic conditions Alignment with global sustainability dynamics Product safety Competitive insights Sustainable products Compliance with laws and regulations | <ul style="list-style-type: none"> Contracts, e-mails, phone calls, regular evaluation meetings, site visits, audits, website, social media channels, and trade fairs | Regularly |
| Local Authorities | <ul style="list-style-type: none"> Employment Local procurement Air quality Compliance with regulations Local economic development Water and waste management Community health | <ul style="list-style-type: none"> Regular meetings, stakeholder forums, written and verbal communication channels, site visits, and awareness campaigns | As needed |
| Partnerships, Unions, and Associations | <ul style="list-style-type: none"> Sharing of OHS findings Supply of energy, water, and raw materials Industry recognition Legal compliance Memberships in sustainability initiatives Environmental management Employee relations Reporting standards Collaboration with universities | <ul style="list-style-type: none"> Meetings and conferences, written and verbal communication channels, company reports, forums, and trade fairs | Frequently |
| Legal Authorities / Public Institutions | <ul style="list-style-type: none"> Compliance with laws and regulations | <ul style="list-style-type: none"> Audits, written and verbal communication channels | Regularly |
| Sanko Holding and Group Companies | <ul style="list-style-type: none"> Business ethics Goals and strategy Alignment with Sanko Holding's values and culture | <ul style="list-style-type: none"> Regular meetings, written and verbal communication channels, company reports | Regularly |

Super Film's Sustainability Journey

Materiality Analysis

When shaping our sustainability strategy, we place great importance on materiality analyses to direct our resources toward the most impactful areas and to build a roadmap aligned with stakeholder expectations. These analyses enable us to manage our environmental, social, and governance impacts more effectively.

Data was collected through surveys conducted with stakeholders listed in our Stakeholder Communication Policy. Scores were normalized and weighted, and the final materiality matrix was developed following management validation. The matrix serves as an input for our strategic goal-setting process. We conducted our most comprehensive materiality analysis in 2022. During this process, Super Film's material topics were identified based on stakeholder feedback, sectoral benchmarking, and global sustainability standards. The analysis drew on sources such as the United Nations Sustainable Development Goals (SDGs), the WEF Global Risks Report, Refinitiv, EcoVadis, and similar frameworks.

No additional stakeholder surveys were conducted in 2023 or 2024.

However, the identified topics were reassessed in light of industry developments, benchmarking reports, and global sustainability frameworks. The review confirmed that the existing material topics remain relevant and aligned with our sustainability strategy. Accordingly, a few updates were made for 2024, and it was decided to continue with the same material priorities.

We continue to closely monitor global sustainability trends, investor expectations, and developments in our industry. While ensuring alignment with international standards such as SASB and MSCI, we regularly update our internal assessments based on the practices and reporting of industry leaders.

Through this approach, we remain committed to a consistent, data-driven, and strategic sustainability management model that adapts to changing conditions.



Very Highly Material Topics

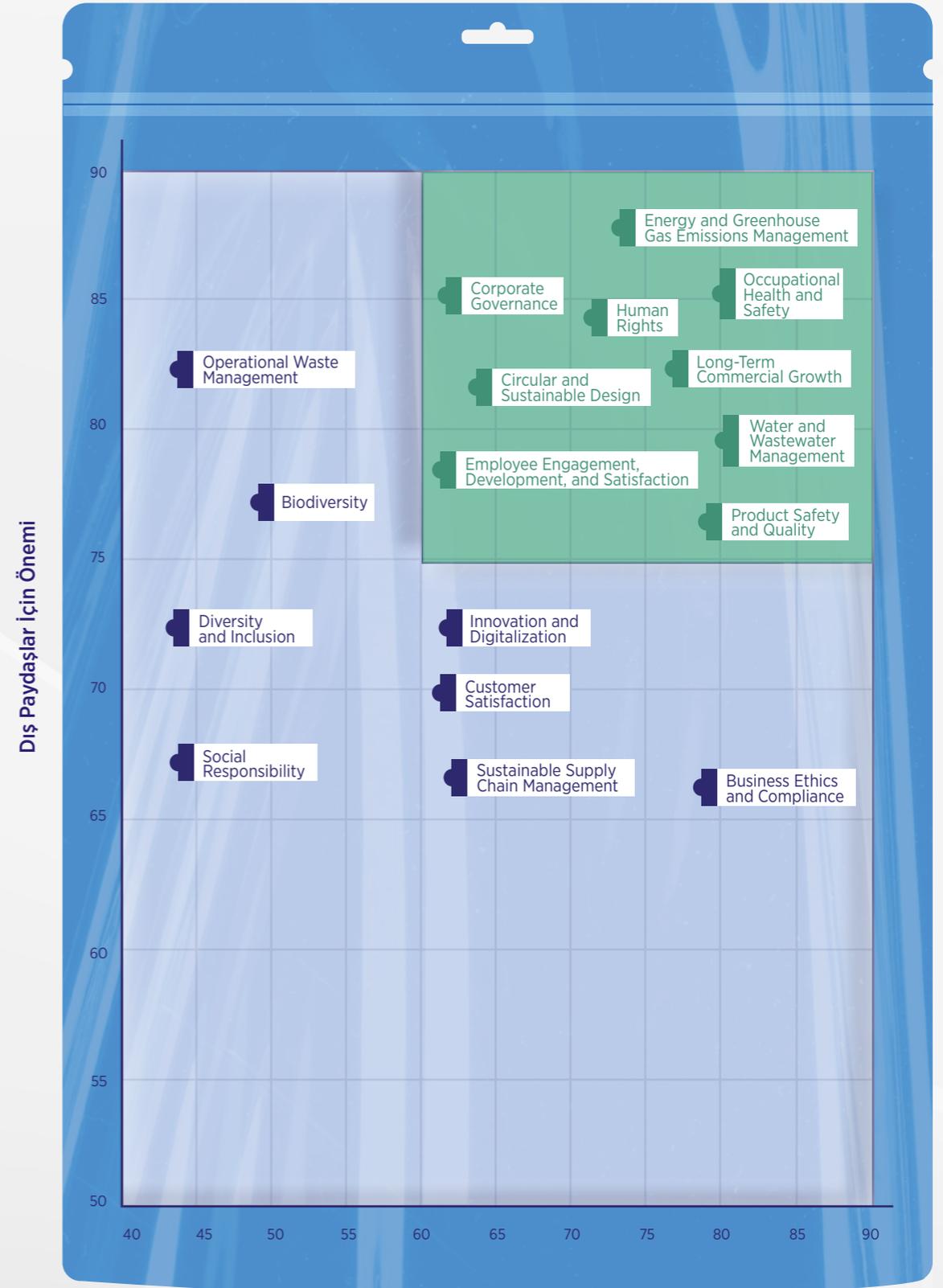
- Energy and Greenhouse Gas Emissions Management
- Occupational Health and Safety
- Long-Term Commercial Growth
- Corporate Governance
- Human Rights
- Circular and Sustainable Design
- Water and Wastewater Management
- Product Safety and Quality
- Employee Engagement, Development, and Satisfaction



Highly Material Topics

- Customer Satisfaction
- Operational Waste Management
- Biodiversity
- Innovation and Digitalization
- Sustainable Supply Chain Management
- Business Ethics and Compliance
- Diversity and Inclusion
- Social Responsibility

Süper Film Materiality Matrix



Süper Film'in Geleceği İçin Önemi



Business Model

- **Long-Term Commercial Growth**
 - *Our Investments*
- **Innovation and Digitalization**
- **Sustainable Supply Chain Management**
 - *Resource Use and Waste Reduction*
- **Product Safety and Quality**
- **Business Ethics and Compliance**
 - *Transparency*



Business Model

Governance Targets – 2024 Performance Summary

| Target | Base Year | Target Year | 2024 Status | Status Summary |
|-------------------------------------|-----------|-------------|-------------|---|
| Ethics Report Investigations | 2021 | 2025 | ● | All ethics reports are carefully reviewed within 30 days, ensuring transparent and efficient process management. |
| Compliance Policies and Trainings | 2022 | 2025 | ● | Compliance policies and training programs have been completed successfully, raising awareness among all stakeholders. |
| Sustainability Reporting | 2022 | 2030 | ● | Our annual sustainability reports are published regularly, reaffirming our commitment to transparency and accountability. |
| Supplier ESG Performance Monitoring | 2025 | 2030 | ● | We are in the preparation phase for ESG performance measurement and will accelerate the implementation of necessary steps in the coming period to meet the targets. |

Our Governance Culture from the Perspective of Our Employees

| Topic | Description | Employee Survey Assessment | Uncertain / No Opinion |
|--------------------------------|---|----------------------------|------------------------|
| Sustainable Supply Chain | Managing environmental, social, and ethical risks in procurement processes, along with the effectiveness of traceability and audit mechanisms. | 76% | 2% |
| Business Ethics and Compliance | Ensuring compliance with ethical principles and legal regulations in all operations, supported by a transparent and preventive approach to business ethics. | 80% | 7% |
| Innovation and Digitalization | Enhancing process efficiency through digital technologies and integrating innovative solutions into the production process. | 79% | 2% |
| Long-Term Commercial Growth | Developing long-term growth strategies aligned with sustainability goals and strengthening corporate resilience. | 77% | 4% |
| Corporate Governance | Integrating transparency, accountability, and ethical values into governance processes and corporate culture. | 74% | 9% |
| Product Safety and Quality | Ensuring product safety through quality control systems that go beyond legal requirements and keeping employees informed on this matter. | 82% | 2% |

Long-Term Commercial Growth

Super Film has established its business model in line with sustainability principles, addressing economic performance, governance, and environmental responsibility in an integrated manner. The company operates with the awareness that a sustainable business model is a strategic necessity for long-term success and value creation for its stakeholders.

The transition to a circular economy is evaluated not only in terms of environmental performance but also as a driver of competitive advantage and corporate resilience. Within this framework, Super Film's growth strategies are designed to integrate financial sustainability, resource efficiency, innovative investment planning, and international expansion goals.

Production Capacity and Global Reach

| Film Type | 2024 Production Capacity (Tons) |
|-----------------------------|---------------------------------|
| BOPP Film | 130,000 |
| BOPET Film | 48,000 |
| CAST PP & CAST Barrier Film | 6,000 |
| Total | 184,000 |



- As of 2024, Super Film exports to nearly 50 countries, primarily including Türkiye, Italy, Germany, the United Kingdom, and Spain.
- With its updated production capacity, the company aims to strengthen its position as one of the leading players in the European and global markets.

Super Film extends its sustainable growth strategy beyond its own operations, implementing collaborative projects with customers and suppliers.

- Certified product manufacturing continues, representing compliance with both quality and environmental standards.
- Joint projects are being developed across the supply chain regarding the use of recycled content.
- These collaborations not only help reduce environmental impact but also contribute to the expansion of the sustainable product portfolio.

Business Model

As part of its sustainable growth approach, Super Film closely monitors market developments and technological transformations. In this context, the company participates in national and international fairs and engages in sectoral interactions, paving the way for innovative collaborations.

Through these engagements:

- Global trends are anticipated in advance,
- Stakeholder needs are addressed more effectively,
- The company's international recognition and competitiveness are reinforced.

Super Film defines its sustainable growth goals within a holistic framework that encompasses production capacity, corporate governance, stakeholder engagement, and environmental responsibility. Through its collaboration-driven growth model, the company builds long-term value creation on sustainable foundations.

Our Investments

2024 was marked by investments that represent pivotal milestones in Super Film's strategic growth journey. The Lüleburgaz production facility, whose foundations were laid in 2023, became operational in 2024, elevating Super Film's production capacity and marking a critical threshold in the company's global growth strategy. This new production facility is driven by a vision of reducing environmental impacts, using resources efficiently, and ensuring flexibility in the supply chain.

As part of the Lüleburgaz investment:

The fourth
BOPP Line
with a capacity of
60,000 tons/year
started operations.



Our Total Film Production Capacity
reached
184,000 tons/year.

The Seventh Metallized
coating line with
a capacity of
11,000 tons/year
started operations.

Our Metallized Coating Capacity
reached
50,000 tons/year.

The 10.4-meter-wide BOPP line, with its high efficiency, low weight, and advanced barrier properties, enables the production of technologically advanced and sustainable products.

Super Film aligns its human resources policies with the company strategy and adopts supporting local employment and women's employment as fundamental principles. This approach both contributes to the regional economy and strengthens diversity and inclusion.

Film has certified its new production facility in Lüleburgaz with a LEED Gold certificate, affirming its commitment to environmental sustainability under an internationally recognized standard. The LEED Gold certification covers criteria such as energy efficiency, low carbon emissions, water conservation, use of recyclable materials, waste management, and employee health.

With the new line starting operations, we have achieved significant progress in both the volume and quality of our products. This development, which differentiates us in the global competition for sustainable packaging solutions, once again demonstrates Super Film's technical expertise.

In the facility's design and production processes, energy use has been optimized to reduce carbon emissions, and renewable energy sources have been utilized. Water management systems have been implemented to conserve water resources, while the use of recyclable and environmentally friendly materials aims to minimize and recover waste. Indoor air quality, natural lighting, and ergonomic design have been prioritized to support employee health.

Super Film has focused on production and human resource investments and strengthened its collaborations with institutions such as ÇEVKO and local authorities after its new facility began operations. School visits conducted within this scope have helped raise students' awareness of the environment and packaging; the importance of sustainable packaging solutions was conveyed via a packaging booklet. These initiatives, which enhance community awareness, bring our company's sustainability vision to life at the local level.

The LEED Gold certification documents the tangible practices that reduce the facility's environmental impact while reinforcing Super Film's culture of sustainable production. This approach helps the company reduce its carbon footprint, improve efficiency, and set an example of best practice in the industry. By targeting Leadership in Energy and Environmental Design (LEED) certification, elements such as energy efficiency, natural resource conservation, and waste management were integrated into the investment process.

Super Film has approached this investment not merely as a production expansion but as a critical component of its sustainable development vision. The design of the Lüleburgaz facility was carried out in accordance with environmental criteria, and Super

Business Model

Thanks to its strategic location advantage:

- The company can serve major European markets from closer proximity,
- Transportation processes are streamlined, reducing the carbon footprint,
- Integration is achieved with the supply chain hub in the Marmara region, and
- Proximity to ports facilitates access to emerging markets in Africa, Asia, and the Americas.

The location of this investment also serves as a response to supply chain vulnerabilities. Strengthening its presence in the Marmara region through a strategy of proximity to its main market in Europe, Super Film has taken a proactive step in risk management by diversifying its production sites. Access to local raw materials and optimized transportation routes help reduce environmental impact while enhancing operational efficiency. At this intersection of strategy and production, our sustainability-driven decisions have now become tangible realities.

The Lüleburgaz facility will focus particularly on the production of lightweight packaging films and high-barrier metallized solutions. This enables greater efficiency with fewer resources per unit, contributing to the company's environmental sustainability goals. Producing more with less is no longer just a principle; it has become the very essence of Super Film's production model.

With the new facility starting operations, investments in human capital have also accelerated. The expertise and technical experience gained in Gaziantep have been transferred to the new teams in Lüleburgaz, accompanied by comprehensive training programs focused on production processes, quality standards, and sustainable practices. Each of our employees has become a carrier of this new story, and our corporate culture transcends geographic boundaries, a testament to sustainable growth.



Our Energy Investments

- Super Film pursues a holistic approach that expands its environmental responsibilities while increasing its production capacity. The 6.8 MWp solar power plant at the Gaziantep campus, which started operations in 2024, generates 9,200 MWh of electricity on average annually, approximately preventing 4,288 tons of CO₂ emissions. This investment has been a major milestone in Super Film's transition to renewable energy and has directly supported its goal of reducing its carbon footprint.
- As of 2024, new plans have been initiated for clean energy procurement, and projects aimed at increasing the use of renewable energy have been introduced. These steps, still in the planning stage, are being integrated into our sustainability goals in line with our energy management system.



Business Model

Innovation and Digitalization

For Super Film, innovation is positioned as a strategic element that supports continuous improvement and aims to sustain its competitive advantage. Product development activities are carried out to deliver high-performance, environmentally efficient, and economically advantageous solutions that can respond quickly and effectively to changing market needs. Supported by R&D infrastructure, digital transformation initiatives, and university-industry collaborations, this approach enables the company to reinforce its industry leadership and strengthen its sustainable growth strategies.

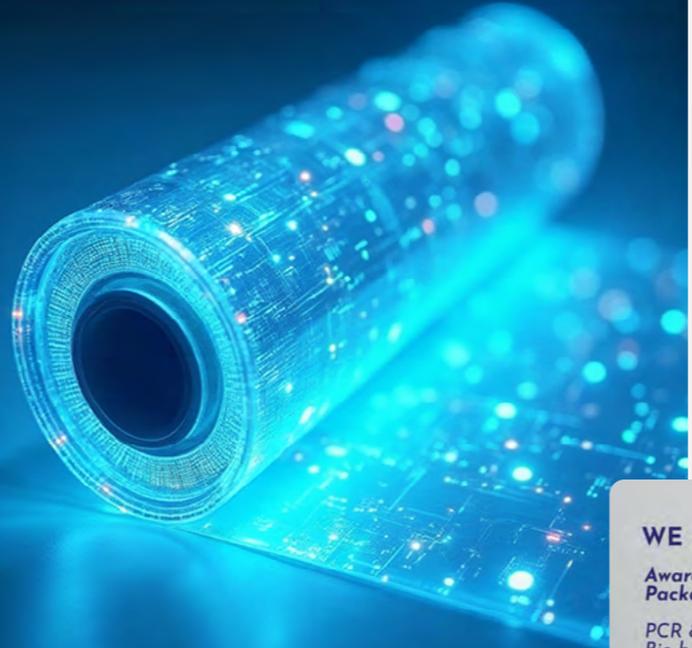


As of the end of 2024, the R&D Center operates **with a team of 20 specialists**. Located within the **Super Film campus**, the center covers a total area of 966 m², including 269 m² of office space and 697 m² dedicated to testing areas.



Super Film owns a **bidirectional pilot production line** — the only one of its kind in Türkiye and among the few examples in Europe.

This line is equipped with five-layer BOPP and three-layer BOPET film production capabilities. The pilot production line reduces testing costs, allows testing without disrupting commercial production lines, and accelerates the product development cycle.



The laboratories and testing centers within R&D conduct characterization, oxygen and water vapor permeability, packaging seal integrity, and print simulation tests. Through these efforts, the physical and chemical properties of products are optimized. This technical infrastructure allows R&D activities to directly contribute to the industry and sustainable future goals.

Intellectual property rights of products and technologies developed through R&D are protected and commercialized to ensure the sustainability of the company's competitive advantage. Between 2020 and 2024, a total of 7 patent applications and 7 utility model applications were filed. Additionally, R&D outcomes are shared with industry stakeholders through articles, technical publications, and scientific presentations, contributing to the broader knowledge ecosystem.

7 patent applications and 7 utility model applications

All developed products utilize lightweight, energy-efficient, and recyclable solutions in line with Super Film's sustainability vision.

WE PRODUCE INNOVATIONS

Award Winning Sustainable Packaging Solutions:

PCR & Bio-Circular & Bio-based Product Range

Recycle Ready Monomaterial Product Range



Where Packaging & Labels Meet Innovation



Business Model

Innovation and Digitalization

| R&D | 2021 | 2022 | 2023 | 2024 |
|-----------------------------|------|------|------|------|
| Number of R&D Employees | 21 | 23 | 19 | 20 |
| Patent Applications (Units) | 2 | 3 | 1 | 1 |
| Number of R&D Projects | 14 | 13 | 12 | 15 |

In 2024, through work carried out at its R&D and production facilities, Super Film developed a next-generation white lid film compatible with polypropylene (PP) containers and containing a high percentage of recycled raw material.

| | |
|----------------------------|---|
| Project Name | Development Project for White Lid Film that Contains Recycled Materials and is Compatible with PP Containers |
| Location and Date | R&D and Production Facilities – 2024 |
| Purpose and Actions | <p>The project aims to develop a white lid film compatible with polypropylene (PP) containers that also contains a high percentage of recycled raw materials. It seeks to increase the use of sustainable materials while supporting monomaterial packaging structures that contribute to the recycling chain.</p> <p>A dedicated product has been designed for food packaging applications using PP containers, such as yogurt, dairy desserts, and plant-based products.</p> <ul style="list-style-type: none"> ➤ A next-generation white lid film containing recycled content and compatible with PP containers was successfully developed. |
| Results | <ul style="list-style-type: none"> ➤ The product demonstrated performance meeting industry standards in both printability and sealability. ➤ By adding this product to the sustainable packaging portfolio, Super Film contributed to reducing its carbon footprint. ➤ The resulting product fully aligns with the principles of recyclability and the circular economy. |
| Future Plans | Super Film plans to expand the product family by adapting similar recycled-content films for compatibility with other types of containers. |

University–Industry Partnerships

Super Film continues to strengthen its R&D and innovation capacity through strategic collaborations with universities. The projects carried out in 2024 are listed below:

- **İnönü University:** A project has been developed within the scope of the University-Industry Collaboration Program (ÜSİP), and the evaluation process is ongoing.
- **Gaziantep University:** The application prepared under the TÜBİTAK 2244 Industrial PhD Program has been approved.
- **SANKO University:** An application for the TEYDEB project initiated in collaboration with the university was submitted to TÜBİTAK in the third quarter of 2024.

Super Film’s Highlighted Projects

| Year | Featured Activities | Result of the Activities | Related SDGs |
|------|---|---|---|
| 2020 | <p>Metal adhesion and barrier enhancement with flame corona BOPP films</p> <p><i>Scientific publications and poster presentations:</i></p> <ul style="list-style-type: none"> ➤ Article titled “An Experimental Study on the Parameters Affecting the Thermal Seal Force of Coated Bidirectional Stretched Pet Film for Food Packaging Applications,” | The performance of packaging materials has been improved. | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |
| 2021 | <ul style="list-style-type: none"> ➤ Article titled “Synthesis and Spectro-Electrochemical Properties of New Metallophthalocyanines Having High Electron Transfer Capability,” ➤ An Experimental Study on Bidirectionally Stretched Pet Film with Heat-Treatable Surface Coating for Food Packaging Applications (poster presentation) | Through publications, Super Film’s research has reached the industry, fostering new collaboration opportunities. | 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 17 PARTNERSHIPS FOR THE GOALS |
| 2022 | Research on high-barrier gel-coated BOPP structures and presentation at the Polymer Congress | Gas barrier and thermal properties have been examined, and improvements have been made to extend packaging shelf life and maintain product quality. | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS |
| 2023 | Development of Low Heat Sealable BOPP Film, Increasing PCR content for Reducing Environmental Impacts in BOPET Films. | A new low-temperature sealing film has been developed, offering recyclable packaging solutions. | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS |
| 2024 | Development of a mono-PP food packaging with 90% PCR content. | The success of sustainability-driven product development has been recognized internationally with the WorldStar Award. | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |
| 2024 | The White Lid Film with Recycled Content Compatible with PP Containers project received the WorldStar Award in the Packaging Materials and Components category. | A next-generation sustainable lid film, fully aligned with recyclability and circular economy principles, has been produced. | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION |

By the end of 2024, a total of 15 R&D projects had been successfully completed.

Business Model

Innovation and Digitalization

Digital Transformation

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



Super Film is transforming its operations into a data-driven, integrated, and AI-supported structure in line with its 2020–2027 digital transformation roadmap. Within the scope of Phase 1, which was completed in 2023, infrastructure projects such as SAP MII, SCADA, Power BI, eBA, Salesforce CRM, and SAP MDG were started, enabling integrated management of corporate data, enhanced operational efficiency, and stronger decision-support mechanisms.

In 2024, the company moved into Phase 2 of its roadmap and launched SANKOGPT as the first transformative innovation of this period. This AI-based reporting and decision-support system accelerates the analysis of operational data and contributes to more accurate and timely management decisions.

Information security and digital infrastructure investments are carried out in coordination with Sanko Holding's IT Coordination Office, ensuring uninterrupted business continuity through a secure access infrastructure

supported by Aruba controller and data domain backup systems. The integration of SAP MDG has established data standardization and centralized control for customer, supplier, and product information, while Salesforce CRM has transformed customer relationship management into a data-driven structure.

Digital transformation projects contribute not only to efficiency but also to the company's sustainability objectives. Paperless process management, energy optimization, and data-driven business models help reduce the company's carbon footprint.

In the next phase of the program, the continuation of Phase 2 will include the integration of UiPath Process Mining to enhance end-to-end digital traceability, expansion of SANKOGPT integration across other business functions, and deployment of AI-based predictive analytics tools across the entire value chain — from production to customer relations.



Business Model

Sustainable Supply Chain Management

Super Film manages its supply chain with a holistic and long-term approach aligned with its sustainability goals. The Supply Chain Directorate, which consolidates purchasing, inventory management, planning, logistics, and foreign exchange operations under one roof, has established an integrated and traceable structure.

The Supplier Monitoring Platform, which will start operations in 2025, will enable transparent and systematic evaluation of our suppliers' environmental and social performance. Sustainability questionnaires received from customers are conducted via independent platforms, and their results are carefully analyzed to ensure traceability of Scope 3 emissions. Through the EcoVadis process, our global customers can view our sustainability performance in line with international standards, and the results of these assessments are shared with stakeholders upon request via the platform. Before any collaboration begins, environmental and social compliance, performance, and risk profile criteria are considered, and no activity is initiated until all required documentation is complete.

Super Film integrates sustainability criteria into supplier performance evaluations. Priority is given to suppliers with strong environmental and social compliance, while improvement plans are implemented for those that do not yet meet the necessary criteria. With the Supplier Monitoring Platform starting operations in 2025, these evaluations will become more transparent, traceable, and systematic.

| Sustainable Procurement | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Percentage of suppliers that have signed the sustainable supplier code of conduct | - | 82% | 85% | 88% |
| Percentage of suppliers with contracts that include provisions related to environmental, labor, and human rights requirements | - | - | 15% | 100% |
| Percentage of suppliers assessed for sustainability through surveys | 50% | 90% | 95% | 95% |
| Percentage of suppliers audited on-site for sustainability | - | - | 15% | 25% |
| Percentage of procurement employees trained on sustainable sourcing | - | 75% | 85% | 90% |

Super Film has developed alternative supplier relationships across various procurement categories to manage potential supply chain risks. This ensures supply chain continuity even in the event of regional crises or supply disruptions. Regular audits conducted in collaboration with the Risk Compliance Department ensure that all processes are continuously reviewed through a sustainability lens.

The key policies and tools guiding sustainable supply chain processes are summarized in the table below:

| | Description |
|---|--|
| Supplier Approval and Evaluation Procedure | Defines the roles, responsibilities, and methods to be used in procurement processes. |
| Supplier Information Form | Evaluates whether suppliers hold ISO-certified management systems and risk management practices, and assesses compliance with standards such as REACH, SDS, TDS, and Food Contact regulations. |
| Supplier Risk Analysis | Assesses suppliers' performance and environmental and social risk profiles to determine collaboration priorities. |
| Sustainable Supply Chain Policy | Serves as a roadmap addressing economic, environmental, and social sustainability holistically, enabling supplier monitoring through KPIs. |
| Super Film Supplier Code of Ethics | Provides clear principles to suppliers on human rights, labor rights, environmental protection, and ethical conduct. It is shared at the start of cooperation to ensure mutual expectations are clearly defined. |
| ISCC Plus Certification | Ensures traceability throughout the supply chain and documents greenhouse gas emissions and social sustainability commitments. |
| Membership in the Supplier Ethical Data Exchange (SEDEX) Platform | Enables systematic monitoring, evaluation, and continuous improvement of ethical standards in supply chain management. |

Super Film operates a secure complaint mechanism not only for its own employees but also for its suppliers and their employees. In this context, our "Whistleblower Procedure" covers suppliers, subcontractors, and business partners, allowing all reports related to unethical, illegal, or human rights-related violations to be submitted safely. Reports are sent directly to the Ethics Committee via etik@superfilm.com and are reviewed based on principles of confidentiality and anonymity.

The procedure guarantees the protection of the whistleblower's identity and ensures that they are not subjected to retaliation. Thus, supplier employees or other rights holders within the supply chain can safely share issues related to working conditions, remuneration, or human rights. All reports are recorded, investigations are conducted under the coordination of the Ethics Committee, and the results are communicated transparently to the relevant parties.

Business Model

Sustainable Supply Chain Management

In 2024, the Supply Chain Department developed the **“Digital Supplier Evaluation and Risk Monitoring Platform”** project

| | |
|----------------------------|--|
| Project Name | Digital Supplier Evaluation and Risk Monitoring Platform |
| Location and Date | Supply Chain Department – 2024 |
| Purpose and Actions | <p>The project aims to ensure that supplier relationships are monitored and managed holistically in a digital environment based on sustainability, quality, and corporate risk criteria, while making evaluation processes more transparent, comparable, and data-driven.</p> <p>A platform has been developed to consolidate all supplier data on financial stability, ESG performance, occupational safety practices, ethical compliance status, and certification structure, enabling real-time and periodic evaluations.</p> |
| Results | This marks the first step toward a systematic process in supply chain traceability. |
| Future Plans | The company plans to increase the proportion of suppliers evaluated within the scope of the platform. |



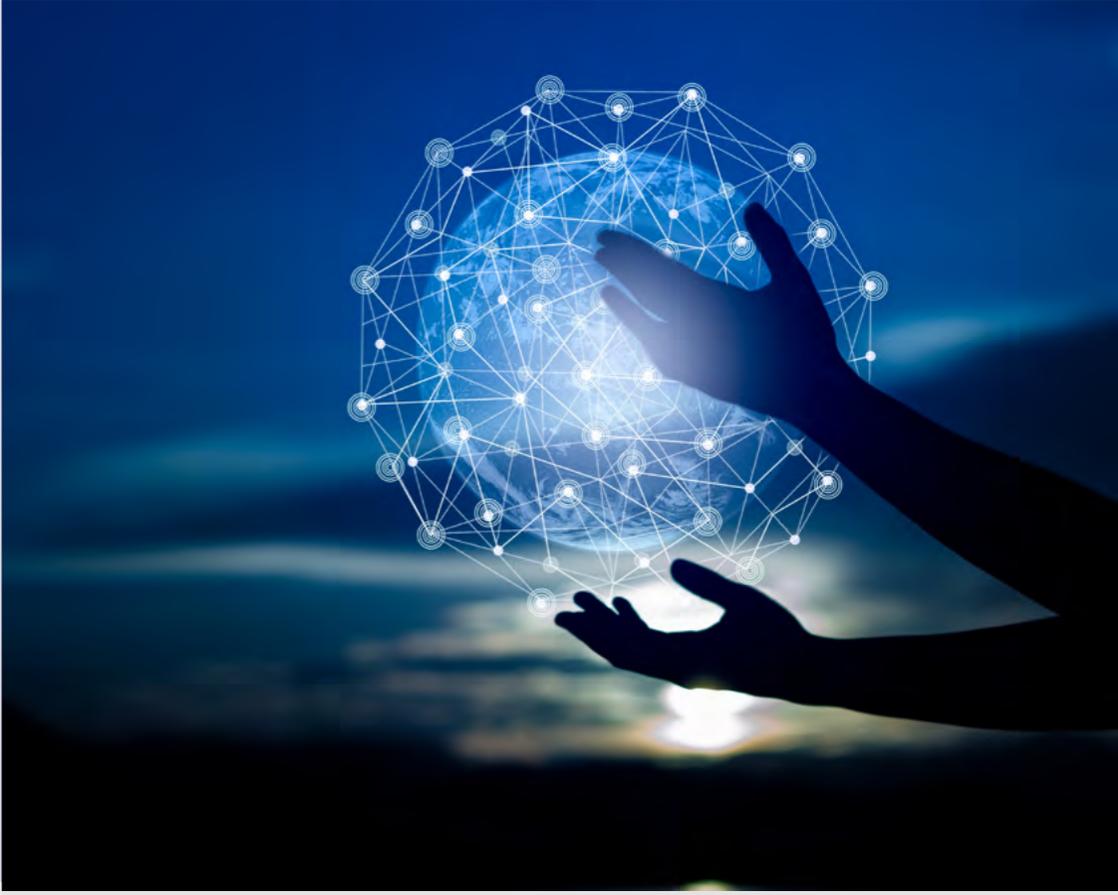
Super Film has not yet implemented direct environmental or social policy training for suppliers or contractors. However, this need has been defined within the ESG Action Plan, and starting from 2025, annual training programs are planned to raise awareness among suppliers—particularly regarding gender-based violence (GBV), exploitation, unethical behavior, and human rights violations.

This holistic approach to the supply chain has also been extended internally. Dedicated sustainable procurement training sessions have been organized for employees in the Procurement and Sales & Marketing departments to enhance internal awareness and competencies.

Resource Use and Waste Reduction

Through the Safety Stock Practice implemented in the management of consumables and raw materials, unnecessary stock accumulation has been prevented, and supply times have been optimized. This has reduced storage costs and prevented material waste. The application contributes to the sustainability of the supply chain while improving resource efficiency.

| | |
|----------------------------|---|
| Project Name | Safety Stock Practice for Consumables and Raw Materials |
| Location and Date | Planning Department – Effective from January 1, 2025, for raw materials, and from April 1, 2025, for consumables |
| Purpose and Actions | Safety stock levels have been calculated using a mathematical model incorporating artificial intelligence and software algorithms that consider risk assessment criteria. |
| Results | In raw material management, inventory levels have been reduced by 30% while maintaining operational efficiency. |
| Future Plans | With the integration of the system for consumables, a 20% stock reduction is targeted by the end of the third quarter of 2025. |



**Product Safety
and Quality**

Super Film operates with a strong awareness of the high responsibility that comes with producing flexible packaging products designed for direct food contact. Within the scope of the Integrated Management Systems Policy, all theoretical, practical, and physical requirements of product safety processes are fully met.

The company's packaging solutions help preserve the freshness and nutritional value of food products, extending their shelf life. Accordingly, product quality is maintained while contributing to the prevention of food waste. Prioritizing product safety and consumer health, the company ensures full compliance of its products and production processes with national and international regulations. The table below provides information about these regulations:

| Certificate / Regulation | Description | Scope of Application |
|---------------------------------------|---|-------------------------|
| BRCGS Packaging Materials | An international standard ensuring quality, hygiene, and safety in packaging production. | International |
| FDA Title 21 CFR | Regulation covering plastics intended for food contact. | United States |
| EU Regulation No. 10/2011 | EU regulation governing the safety of plastics intended for food contact. | European Union |
| REACH Regulation | Regulation concerning the registration, evaluation, and restriction of chemical substances. | European Union |
| Declaration of Food Compliance | Legal declaration of compliance for food-contact materials. | Türkiye / International |
| Halal Declaration | Certifies product compliance with Islamic requirements. | International |
| Safety Data Sheets (SDS) | Contains health and safety information on chemical content. | International |

Super Film has been audited under the BRCGS Packaging Materials standard since 2008. In the most recent unannounced audit conducted in 2024, the company was certified with an AA Grade. All of the company's products are also covered by a legal declaration of food compliance.

Under Super Film's product safety management system, external analyses and migration tests are performed to verify product safety, while internal audits assess and record potential risks. Physical and chemical risk sources identified within the product safety management system are continuously monitored and controlled. In addition, pest and rodent control is maintained in production areas.

Additionally, under the current Food Defense Plan, potential threats to food safety and customer health (e.g., sabotage, intentional contamination, or potential supply chain vulnerabilities) are identified, preventive controls are defined, and these controls are regularly verified. Within this plan, critical control points, monitoring methods, and emergency scenarios are documented and regularly updated by the responsible teams.

The company systematically reviews product safety by conducting regular inspections under its HACCP Plans to identify potential health and safety risks. In the risk analyses carried out in 2024, no findings posing a threat to human health were identified. In the event of a potential product recall, incident management and corrective actions are implemented in accordance with the HACCP System Verification and Evaluation Form.

Risk assessments related to product safety and customer health are continuously reviewed through external laboratory analyses, migration tests, pest control reports, and an SAP-based traceability system. This ensures not only compliance with regulations but also the early identification and prevention of potential risks to customer safety.

The following departments at Super Film are responsible for carrying out product safety-related tasks and responsibilities:

- **Quality Development Department:** Responsible for defining critical limits related to raw material procurement, in collaboration with R&D and Procurement.
- **Product Safety Team:** Establishes, implements, and continuously improves the product safety management system together with Quality Management.
- **R&D and Procurement:** Contribute to defining critical limits in new raw material development, supplier selection, and audits.

The systematic approach to product safety is fully aligned with Super Film's sustainability focus, reflecting its corporate commitment to regulatory compliance, consumer health, and reducing environmental impact.

**Business Ethics
and Compliance**

Super Film, adopts a transparent and responsible corporate structure grounded in ethical principles across all areas of operation.

This approach extends beyond internal operations to cover all links within the supply chain. Fundamental values such as human rights, integrity, fairness, and accountability are upheld across internal processes and business partnerships to ensure a trustworthy and equitable work environment for all stakeholders.

In this context, the Code of Ethics Guide has been distributed to all employees, who have acknowledged receipt by signature. This ensures that all employees have formally acknowledged and accepted the company's ethical standards. In addition, the company aims to ensure that employees, subcontractors, and suppliers fully understand and adopt the Super Film Code of Ethics Guide.

During the 2024 reporting period, a total of 772 employees completed the online Ethics and Code of Conduct training through the digital portal. The training content covered topics such as integrity, anti-corruption, anti-harassment policy, conflict of interest, and reporting mechanisms. Following the training, participants' comprehension was evaluated through knowledge assessments. Ethical awareness has been reinforced not only among office employees but also through information sessions for contractors and key suppliers, along with the inclusion of ethical commitment clauses in contracts.

Super Film enforces a zero-tolerance policy against sexual harassment and other unethical behavior in the workplace. Managed jointly by the Human Resources and Risk & Compliance departments, this process includes specialized training for managers on ethical conduct, complaint handling, and victim-centered approaches in sensitive cases. Reports can be submitted anonymously, and all violations are handled with strict confidentiality. All procedures are conducted in accordance with international standards and structured around the principle of protecting the victim.

To promote ethical conduct and prevent potential violations, the Ethics Line established within the company serves as a reporting mechanism accessible to all employees, suppliers, and communities. Reports submitted via internal mailboxes or through etik@superfilm.com are reviewed confidentially by the Ethics Principles Committee. Providing swift, constructive, and deterrent responses to reports reflects Super Film's commitment to upholding its ethical integrity.

Awareness of the complaint mechanism is being increased among communities. Accordingly, awareness initiatives are conducted through meetings with local stakeholders, informative brochures, and the company's website. This ensures that not only employees but also all individuals potentially affected by the company's activities have access to a communication channel where they can feel safe.





Conflicts of Interest

As a core element of its corporate governance approach, Super Film aims to prevent conflicts of interest and ensure transparency. Accordingly, processes related to the management of conflicts of interest are coordinated by the Risk and Audit Committee.

The company's approach to managing conflicts of interest is based on the following principles:

- All directors and employees are required to promptly report any actual or potential conflict of interest to the Chair of the Board. This reporting process also covers relatives up to the second degree by blood or marriage.
- Board members may not participate in meetings or votes concerning matters in which they have a conflict of interest.
- The Risk and Audit Committee is responsible for identifying, assessing, and taking necessary actions regarding conflicts of interest, and carries out these processes in line with the principle of independence.
- In relationships with individuals or entities, no benefit, discount, or privilege that could be perceived as inappropriate is offered or accepted.
- Clear approval mechanisms are implemented for gifts, travel, or hospitality, and these processes are managed in accordance with the Code of Ethics Guide and relevant procedures.
- To prevent unethical interactions, employees are required to act transparently and impartially in their relationships with suppliers, customers, and third parties.

These principles ensure that the company's governing bodies address conflicts of interest effectively and comprehensively, reinforcing transparency as a fundamental part of the corporate culture.

Anti-Corruption

Super Film considers the fight against corruption a fundamental corporate responsibility across all regions where it operates and adopts a transparent, accountable, and legally compliant way of doing business.

The company's ethical principles are built on the rule of law, respect for human rights, integrity, and long-term value creation. A zero-tolerance policy is enforced against bribery, corruption, and conflicts of interest, with all relevant processes carried out in full alignment with ethical standards.

Risk assessment activities conducted under the anti-corruption framework aim to systematically identify potential and existing risks that may arise from the company's business processes. Within this scope:

- The Code of Ethics Guide is delivered as a training to all employees, providing guidance on how to act in case of suspected misconduct.
- Full compliance with the Turkish Penal Code and other anti-corruption laws is maintained, and all interactions with public institutions are conducted with transparency.
- The Compliance Risk Inventory prepared for corruption-related risks defines risks, controls, action targets, and responsible parties in line with the company's risk appetite, and these are monitored as Key Risk Indicators (KRIs).
- Regular training sessions on competition and ethics are planned and implemented, particularly for the Sales, Procurement, and Finance departments.
- As part of anti-corruption efforts, due diligence is carried out in all commercial relations with third parties, and no engagement is established with entities posing ethical risks.
- The Risk and Audit Committee monitors the effectiveness of implemented measures and submits improvement recommendations to the Board of Directors for approval.
- High-risk areas have been identified based on historical data and expert opinions.
- Internal and third-party auditors have been engaged to evaluate existing controls and compliance programs.
- Risk awareness has been assessed through employee interviews and anonymous surveys.
- Procurement and supplier management processes, particularly in overseas operations, have been analyzed in detail.

As a result of these efforts, internal control structures have been reinforced, and preventive action plans have been developed to address identified areas of weakness.

Business Model

Business Ethics and Compliance

Anti-Corruption

As part of anti-corruption efforts, ESG assessment surveys are sent to key groups such as raw material and consumable suppliers. These surveys inquire whether suppliers have an anti-corruption policy or procedure in place; if not, suppliers are informed and guided to take necessary actions in this regard. Accordingly, transparency and a risk-based approach are maintained in collaborations with third parties, and supplier compliance is systematically monitored through regular data collection and benchmarking.

Super Film's commitment to anti-corruption is reinforced through its corporate policies and procedures. These include:

- Anti-Bribery and Anti-Corruption Policy
- Competition Law Compliance Policy
- Social Responsibility Policy
- Supplier Code of Ethics Guide

These policies are binding for all employees and business partners.

As part of its anti-corruption framework, the company operates an active internal ethics hotline. Through the Internal Audit Department, which ensures continuous oversight, the company guarantees that all processes are conducted transparently and in compliance with regulations. In addition, under the Anti-Money Laundering (AML) program, the company systematically monitors its commercial relationships with respect to issues such as terrorist financing, sanctions list checks, and the legality of ownership structures. All these practices aim not only to reduce corruption risks but also to ensure sustained legal compliance across all stakeholder interactions. To ensure compliance with ethical principles in commercial relationships with third parties, the company conducts anti-corruption due diligence.

Under the coordination of the Risk and Audit Committee, the effectiveness of implemented measures is regularly monitored and evaluated. Risk analyses are carried out to systematically assess corruption-related threats, evaluate the effectiveness of training programs, and implement risk-based audit structures within the internal control and internal audit functions. Internal audit processes are initiated with the approval of the Board of Directors and are conducted systematically to ensure compliance with company policies and procedures.

During the 2024 reporting period, no confirmed incidents of corruption were identified within the company.

| | |
|----------------------------|--|
| Project Name | Compliance Catalyst: Data-Driven Compliance and Risk Management Platform |
| Location and Date | 2024 The platform aims to make third-party (customer, supplier, etc.) risk assessment processes more data-driven, scalable, and efficient, enabling more effective compliance management. Key actions implemented within the project include: |
| Purpose and Actions | <ul style="list-style-type: none"> ➤ Automation of customer onboarding and customer due diligence (CDD) processes, ➤ Digitalization of Know Your Customer (KYC), Anti-Money Laundering (AML), and Anti-Bribery and Anti-Corruption (ABAC) screening, ➤ Integration of the Grid risk database (adverse media, sanctions, watchlists, and PEPs) with the Orbis company database, ➤ Development of customizable risk analysis modules for users, ➤ Integration of the company's internal data into the system for inclusion in analysis, ➤ Integration of ESG risk indicators into the assessment module. |
| Results | <ul style="list-style-type: none"> ➤ Early identification of high-risk individuals and entities became possible. ➤ Cross-analysis using sanctions, PEPs, and adverse media data is now achievable. ➤ Legal compliance and operational transparency have been enhanced. |
| Future Plans | Regular updates are planned as part of the company's ongoing improvement efforts. |

Business Ethics and Compliance

Anti-Competitive Practices

Super Film adopts a policy that ensures full compliance with competition laws and conducts all its business activities accordingly. Under the Competition Compliance Policy, the company assesses the economic, environmental, and human rights impacts of its operations and regularly reviews business partnerships and processes to uphold high ethical standards.

The Competition Law Compliance Policy, implemented alongside the Code of Ethics Guide, is shared with both employees and suppliers and sets out clear rules to prevent potential risks. Accordingly, since 2022, comprehensive training sessions have been provided to all employees working in the procurement and sales departments. These trainings are regularly repeated for new employees, potential cases are documented, and reported complaints are monitored.

The effectiveness of the implemented measures is evaluated through monitoring mechanisms carried out by the internal audit, compliance, and risk management units. Training participation is tracked, and the integrity of the processes is regularly audited.



Business Ethics and Compliance

Data Privacy and Security

Super Film regards information security, data privacy, and full compliance with legal regulations as integral components of its business conduct. The company's practices in this area are based on the following principles:

| Category | Practices and Policies |
|-----------------------------------|---|
| Information Security Management | <ul style="list-style-type: none"> ➤ The ISO 27001 standard and the Information Security Management System (ISMS) Manual guidelines are implemented. ➤ Within the Compliance Risk Inventory, risks are identified according to the company's risk appetite; responsible parties and controls are defined, action plans are established, and these are monitored through Key Risk Indicators (KRIs). ➤ Records of all information security processes are maintained systematically. ➤ VERBIS (Data Controllers Registry Information System) registration has been completed. |
| Personal Data Protection | <ul style="list-style-type: none"> ➤ The KVKK (Personal Data Protection Law) Crisis Response Procedure has started operations. ➤ Data processing, sharing, and storage activities are legally safeguarded through bilateral Non-Disclosure Agreements (NDAs) and the Company Letterhead Confidentiality Agreement. |
| Third-Party Assurances | <ul style="list-style-type: none"> ➤ Security and confidentiality audits are conducted in information exchanges with third parties. ➤ Supplier surveys and SEDEX assessments are conducted to evaluate information security and ethical compliance. |
| Awareness and Training | <ul style="list-style-type: none"> ➤ Regular training sessions are provided on information security and ethics. ➤ Training participation is monitored, and effectiveness evaluations are performed. |
| Reporting and Complaint Mechanism | <ul style="list-style-type: none"> ➤ All employees have the right to report ethical or information security violations to the Ethics Principles Committee. |
| Risk Management | <ul style="list-style-type: none"> ➤ Under the Information Security Risk Management Procedure, identified risks are analyzed in the Risk Analysis Table, and preventive measures are planned. |

Transparency

Super Film approaches social sustainability through a holistic perspective encompassing employees, customers, and society. Guided by its commitment to valuing people, Super Film manages its relationships with employees in line with ethical principles based on integrity, transparency, and fairness.

The principles of transparency, accountability, and ethical conduct—core elements of the company's governance structure—ensure that all activities are carried out sustainably. Within this framework, the company continues to be a trusted and respected business partner, creating long-term value for all stakeholders—from customers and shareholders to employees and society.

Super Film clearly defines its commitments to responsible business conduct within its corporate policies and shares these commitments transparently. In line with the same principles, all stakeholders are expected to act with integrity, honesty, fairness, and transparency.

To ensure the effectiveness of business processes and the continuity of principle-based practices, regular monitoring and evaluation activities are conducted through key performance indicators (KPIs) and various survey mechanisms.





Environment

- **Energy and Greenhouse Gas Emissions Management**
 - Climate Adaptation
- **Water and Wastewater Management**
- **Circular and Sustainable Design**
- **Operational Waste Management**
- **Biodiversity**



Environment

Environmental Goals – 2024 Performance Summary

| Target | Base Year | Target Year | 2024 Status | Status Summary |
|---------------------------------|-----------|-------------|-------------|---|
| Reducing Carbon Emissions | 2020 | 2030 | ● | Significant emission reductions have been achieved, and efforts are being accelerated to reach the target. |
| Using Sustainable Raw Materials | 2020 | 2030 | ● | The ratio continues to increase steadily each year, progressing in line with the target. |
| Reducing Water Consumption | - | 2030 | ● | Continuous improvement in water consumption has been achieved, and the reduction trend is being maintained. |

Our Environmental Responsibility from the Perspective of Our Employees

| Topic | Description | Employee Survey Assessment | Uncertain / No Opinion |
|---|--|----------------------------|------------------------|
| Biodiversity | Practices aimed at protecting natural habitats and minimizing ecosystem impacts to reduce the environmental footprint of facility operations. | 75% | 4% |
| Water and Wastewater Management | Efficient use of water resources and the effectiveness of sustainable water management processes, including safe wastewater disposal and recovery. | 80% | 7% |
| Energy and Greenhouse Gas Emission Management | Energy management practices supported by technological monitoring systems to enhance energy efficiency, reduce the carbon footprint, and control greenhouse gas emissions. | 81% | 2% |
| Operational Waste Management | Strategies aimed at improving resource efficiency through the reduction, segregation, and recycling of operational waste generated during production. | 78% | 2% |
| Circular and Sustainable Design | Incorporation of circular economy principles in product design by prioritizing recyclable materials, reuse, and waste reduction. | 78% | 7% |

Energy and Greenhouse Gas Emissions Management

The world is approaching a critical and potentially irreversible threshold in terms of energy resources and climate systems. In this context, energy and emission management have become not just the responsibility of the sustainability department but an integral part of the overall business strategy. At Super Film, we are fully aware of this transformation; every step we take is planned and implemented with this awareness.

Energy Management

In line with the ISO 50001 Energy Management System, Super Film optimizes its energy use and aims to reduce its energy intensity per unit of production by 8% by 2030. The energy efficiency projects and digitalization initiatives launched in 2021 to support this goal have yielded tangible and measurable benefits by 2024.

In addition, the development of clean energy procurement processes is included among the company's 2024 investment plans. This initiative aims to increase the share of renewable energy use and further reduce Scope 2 emissions.

Energy efficiency initiatives demonstrate their impact not only at the procurement level but also throughout production processes. One such initiative, the waste heat recovery system started operations on the BOPP 3 line, reuses heat from TDO furnaces and delivers annual thermal energy savings of 2.5 million kWh. This system enhances energy efficiency while supporting sustainability in resource use.

GZT

| Energy Indicators (kWh) | 2021 | 2022 | 2023 | 2024 |
|--|-------------|-------------|-------------|-------------|
| Total Energy Consumption | 173,060,450 | 166,493,998 | 149,100,345 | 147,173,790 |
| Renewable Energy Consumption | - | 8,050,641 | 9,314,762 | 9,039,378 |
| Savings Achieved Through Energy Efficiency | 1,514,244 | 1,082,728 | 403,200 | 704,542 |

LLB
 **Total Energy Consumption**
32,632,252

Between 2021 and 2024, total energy consumption decreased by 15%, while the share of renewable energy reached 6.1% of total consumption in 2024.



Environment

Energy and Greenhouse Gas Emissions Management

Evaluating energy performance based solely on total consumption would be insufficient. The true impact is measured by how efficiently these resources are distributed across the organization, workforce, and physical infrastructure. The energy intensity indicators below clearly demonstrate how efficiency improvements have translated across the organization:

GZT

| Energy Intensity Indicators | 2021 | 2022 | 2023 | 2024 | Değişim |
|---|------|------|------|------|---------|
| Electricity Consumption per Employee (GJ) | 681 | 610 | 548 | 441 | -35% |
| Electricity Consumption per Area (GJ/m ²) | 1.94 | 1.83 | 1.64 | 1.64 | -15% |
| Natural Gas Consumption per Area (GJ/m ²) | 0.05 | 0.06 | 0.02 | 0.13 | |

LLB

| | |
|---|-------|
| Energy Intensity | 2024 |
| Electricity Consumption per Employee (GJ/Employee) | 521 |
| Electricity Consumption per Area (GJ/m ²) | 0.77 |
| Natural Gas Consumption per Area (GJ/m ²) | 0.357 |

The main initiatives that made these results possible include the use of energy-efficient equipment in production lines, digital monitoring systems, waste heat recovery, and renewable energy investments.



As of 2024, the 6.8 MWp solar power plant installed at our Gaziantep facility generated 9,200 MWh of electricity annually, preventing approximately 4,288 tons of CO₂ emissions.

In addition, **energy-efficient chiller units, IE4-IE5 motors, and new waste heat systems** have been planned for our Lüleburgaz facility, where **rooftop solar panels are expected to supply 10% of total electricity needs from renewable sources.**

The Lüleburgaz facility has also been **certified with a LEED Gold** rating. This certification covers criteria such as energy efficiency, low carbon emissions, water management, use of recyclable materials, and employee well-being—formally recognizing the facility’s sustainability approach at an international level. As a result, these investments have not only improved operational efficiency but also become an integral part of the company’s long-term strategy to reduce its carbon footprint and minimize environmental impact.

The Energy Management System (EnMS) Team, which plays a critical role in ensuring effective company-wide energy management, evaluates all related processes during monthly meetings. These meetings, coordinated by the EnMS Representative, serve as a platform to monitor energy performance, progress toward targets, and action plans.



Environment

Energy and Greenhouse Gas Emissions Management

Various training and communication activities are also carried out to raise corporate awareness of energy management:

- **EnMS Awareness Training:** Provides knowledge on the energy management system and encourages employees to actively engage in the process.
- **Home Energy Efficiency Training:** Supports employees in adopting energy-saving habits in their daily lives.
- Digital training content and visual communication materials from **Sanko Academy** help promote an energy-conscious culture across the company.

In 2024, a new project focused on improving production efficiency started operations:

| Project Name | Production Efficiency |
|---------------------|---|
| Location and Date | Production – 2024 |
| Purpose and Actions | ABC analyses were conducted for all film types, leading to simplification efforts based on performance prioritization. Remaining materials were planned to be routed to the production lines where they perform most efficiently. |
| Results | As the implementation has only recently started operations, the results are still in the testing phase and definitive data are not yet available. |
| Gelecek Planları | The project aims to focus on more profitable products following process simplification. By producing these products on the most efficient production lines, the goal is to reduce scrap rates and improve profitability. |

As of 2025, energy investment plans are as follows:

Purchase of a New Dryer (Auxiliary Facilities):

The existing compressed air dryer is planned to be replaced with a new, energy-efficient model with lower power consumption. This investment is expected to achieve **annual energy savings of approximately 28,000 kWh** and a **reduction of 12,040 kg of CO₂ equivalent emissions**.

Conversion to a Frequency-Controlled Pump (SAACKE Boiler):

The fixed-speed pump used in the hot oil circulation system is **planned** to be replaced with an energy-efficient model equipped with a frequency control unit. This investment is expected to yield **annual energy savings of 84,354 kWh** and a **reduction of 36,272 kg of CO₂ equivalent emissions** through a pump that operates in line with system requirements. Additionally, by preventing the pump from running continuously at full speed, the project is expected to **extend equipment lifespan, reduce maintenance costs, and enhance operational efficiency**.

These projects offer not only energy efficiency but also long-term benefits such as reduced maintenance costs and extended equipment lifespan.



Environment

Energy and Greenhouse Gas Emissions Management

Emission Management

Super Film calculates all its emissions in accordance with the **ISO 14064 standard** and **GHG Protocol**, using emission factors sourced from internationally recognized authorities such as **DEFRA** and the **IPCC**. Scope 1 and 2 emissions are calculated on a location-based basis, while Scope 3 emissions are calculated using a detailed methodology that covers purchased materials, upstream transportation, product use, and end-of-life stages. All calculations are conducted in line with the company's operational control principle, and verification is carried out by accredited organizations.

Gaziantep Facility

| Emission Data (tCO ₂ e) | 2021 | 2022 | 2023 | 2024 |
|------------------------------------|---------|---------|---------|------------|
| Scope 1 | 19,725 | 21,801 | 15,853 | 15,809.78 |
| Scope 2 | 48,725 | 41,950 | 37,327 | 37,439 |
| Scope 3 | 444,498 | 333,561 | 300,802 | 492,526.78 |

Lüleburgaz Facility

| Emission Data (tCO ₂ e) | 2024 |
|------------------------------------|------------|
| Scope 1 | 2,216.50 |
| Scope 2 | 9,863 |
| Scope 3 | 137,723.14 |

According to these data, the Gaziantep Facility;

- Reduced its **Scope 1** emissions by 19.93% compared to 2021,
- Achieved a 23.16% reduction in **Scope 2** emissions, and
- Since all items were included in **Scope 3** without conducting a materiality analysis for purchased materials,
- **Scope 3** emissions increased by 8.31%

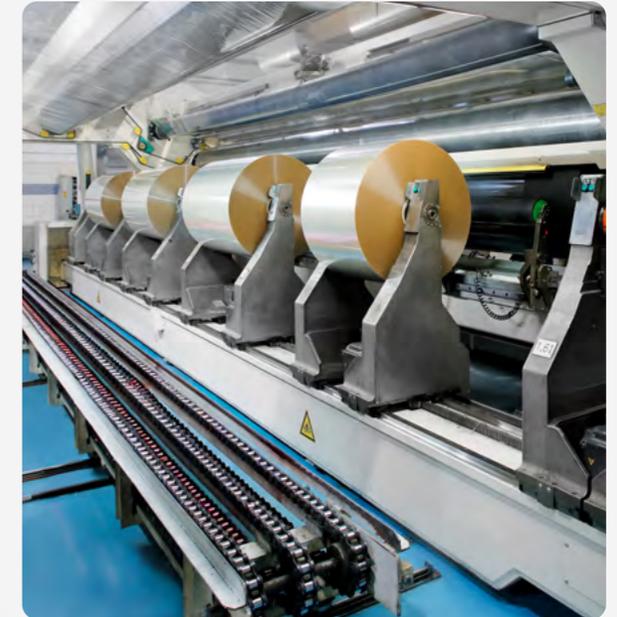
Scope 3 Emission Categories

As part of its emission reduction efforts, the company reports data for 15 categories included in its Scope 3 calculations:

- Services
- Business Travel (Air Transport)
- Transport of Raw Materials
- Transport of Waste
- Capital Goods
- Electricity Transmission and Distribution
- Transport of Capital Goods
- Waste
- Leased Assets
- Transport of Products
- WTT (Well-to-Tank) Fuels
- Water Treatment
- End-of-Life Treatment of Products
- Raw Material Emissions

Scope 3 emissions, calculated at 300,802 tCO₂e for the Gaziantep location in 2023, increased to 492,526.78 tCO₂e in 2024. In addition, Scope 3 emissions for the Lüleburgaz location were calculated for the first time in 2024, amounting to 137,723.14 tCO₂e.

The main reason for this increase is that all items were included in the scope without prioritization. This approach is critically important for the company as it provides a realistic and transparent carbon footprint by considering the entire value chain, enhancing reliability in supplier management, risk analysis, and meeting customer expectations.



Environment

Energy and Greenhouse Gas Emissions Management

Emission Management

Key initiatives implemented as part of our emission reduction strategy include:

Transition to Electric Forklifts:

uper Film replaced 16 diesel forklifts with electric models, **improving indoor air quality**. This transition **prevented 170 tons of CO₂** emissions from being released.

Emission Reduction Through Rail Transport:

By preferring rail over road transport for raw material logistics from Mersin, İskenderun, and Adana to Gaziantep, Super Film has significantly reduced carbon emissions. However, the practice has been temporarily suspended due to post-earthquake repairs on the railway.

Emission Reduction Through Packaging Improvements:

Super Film optimized its packaging design, reducing unnecessary material use and switching to recyclable materials. As a result, the carbon footprint associated with packaging production and transportation has been reduced. Moreover, **automation investments in stretch film production have reduced material consumption by more than 50%**, significantly lowering environmental impact.

Accordingly, the company has reduced its carbon footprint associated with packaging production and transportation.

Emission Reduction and Air Quality Monitoring:

Super Film improved its filtration systems to reduce volatile organic compound (VOC) emissions in production and contributed to lower greenhouse gas emissions through enhanced energy efficiency.

To monitor air quality, emission measurements are conducted every two years on boiler and plant chimneys. According to measurement results from 2021 and 2023, all emission values—including CO, NO₂, NO, SO₂, dust, and VOCs—remained within legal limits. Electrostatic filters, in particular, ensure effective capture of dust particles, helping emission levels remain well below regulatory thresholds.

Reduction of Carbon Emissions Through the Lüleburgaz Facility and Technological Improvements

In 2024, Lüleburgaz facility started operations, significantly reducing emissions from road transport. The new location offers **time, cost, and emission advantages** for domestic and European shipments.

The port distance is only 60 km in Lüleburgaz, compared to 200 km in Gaziantep, creating a significant advantage in raw material and product transportation. This investment has prevented approximately 2,400 tons of CO₂ equivalent emissions.

Additionally, the process heat requirement at the Lüleburgaz facility is met **by using natural gas directly, which is a more environmentally friendly and efficient method than the hot oil system used in Gaziantep.**

Climate Adaptation

The climate crisis has become one of the most critical global threats reshaping the business world. Super Film views combating this crisis both as an environmental responsibility and as a strategic priority for corporate resilience and long-term value creation. With this understanding, managing climate risks and building resilience against them have been placed at the core of the company's sustainability strategy.

In this context:

- **Climate risk analyses are conducted annually**, and the findings are integrated into the **Climate Change Risk Inventory** to develop proactive measures.
- **In 2024, Super Film officially joined the Science Based Targets initiative (SBTi)** to align its operations with global climate goals and began defining science-based emission reduction targets.

Super Film's climate targets, based on the 2020 baseline year, are fully aligned with the Paris Agreement's 1.5°C scenario:

- **Scope 1 and Scope 2 emissions are targeted for a 30% reduction by 2030.**

The energy and emission management projects developed in line with these targets clearly demonstrate that Super Film is not merely fulfilling regulatory requirements but is assuming climate leadership through science-based decisions, developing proactive risk solutions, and driving sustainable transformation.

Water and Wastewater Management

The deepening global water crisis has made the protection and efficient use of resources a strategic priority for organizations of all sizes. Super Film approaches this responsibility with a strategy designed to minimize environmental impact, enhance operational efficiency, and ensure the preservation of water resources for future generations.

In this context, water management practices are monitored at the site level, covering water withdrawal, consumption, and discharge. Accordingly, comprehensive transformation has been achieved in digitalization, water recovery, monitoring capacity, and regulatory compliance. As a result of this transformation, water is no longer viewed merely as an input for production but as a fundamental component of the company's sustainability strategy.

The steps we take are measurable, transparent, and focused on environmental impact:

- All initiatives are carried out under the ISO 14001 Environmental Management System, which is used to monitor environmental performance.
- The resource conservation commitments defined within the Water Policy are shared transparently with all stakeholders.
- Water consumption and recovery performance are regularly measured through KPIs.
- Water treated through the reverse osmosis system* is reintroduced into the process, reducing consumption and ensuring a closed-loop recovery cycle.
- The closed-loop system installed for the chill roll** process has completely eliminated wastewater discharge originating from the process.
- Recovery applications in cooling systems have been improved, optimizing process water use and reducing water consumption per unit of production.
- Wastewater is discharged into the Organized Industrial Zone (OIZ) sewer system and treated in accordance with environmental regulations.
- Regular inspections by the Gaziantep Water and Sewerage Administration (GASKİ) confirm that all parameters remain within legal limits.

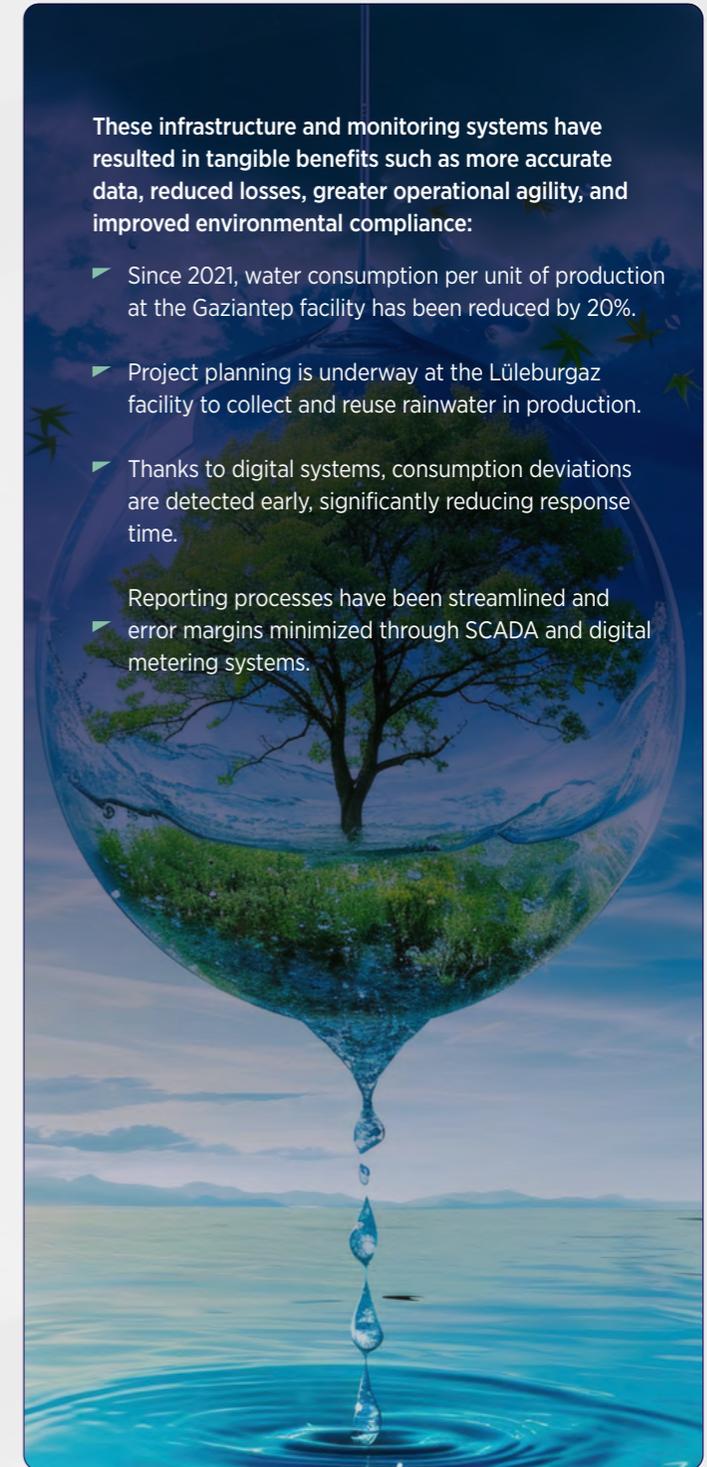
- Throughout 2024, no legal limit exceedances were recorded during monitoring activities, and no corrective or preventive actions were required.
- Water stress analyses are conducted based on World Resources Institute (WRI) data, and the results are integrated into operational planning.
- High-capacity reserve water tanks are maintained at all facilities to ensure operational continuity in the event of potential water interruptions.

The accuracy of monitoring and control systems is crucial to ensure the effective operation and continuous improvement of these practices. Accordingly, technical infrastructure has been strengthened, and traceability has been enhanced through digital systems:

- Analog meters have been replaced with digital meters, enabling real-time water consumption monitoring and improving data accuracy.
- Underground pipelines are being renewed and repositioned above ground, allowing immediate detection of water leaks and reducing response time.
- The sewer infrastructure is inspected annually using pipeline imaging systems, minimizing the risks of collapse, deformation, and leakage.
- The SCADA*** system remains operational, enabling digital tracking of all water movements and providing early intervention through automated alerts in case of losses or malfunctions.
- Water footprint measurements have been conducted regularly since 2021. In 2024, these measurements were verified through an external assurance process.
- In 2024, water footprint calculations included GZT data, allowing analysis not only by quantity but also by quality-based environmental impact.
- In 2023, regional water stress analyses were conducted at the Gaziantep facility, leading to the development of risk-based strategic action plans.

These infrastructure and monitoring systems have resulted in tangible benefits such as more accurate data, reduced losses, greater operational agility, and improved environmental compliance:

- Since 2021, water consumption per unit of production at the Gaziantep facility has been reduced by 20%.
- Project planning is underway at the Lüleburgaz facility to collect and reuse rainwater in production.
- Thanks to digital systems, consumption deviations are detected early, significantly reducing response time.
- Reporting processes have been streamlined and error margins minimized through SCADA and digital metering systems.



*The reverse osmosis (RO) system is an advanced purification technology in which water is forced under high pressure through a semi-permeable membrane, removing dissolved salts, minerals, microorganisms, and other impurities. It is widely used in industrial water recovery as an effective and sustainable method.

**A chill roll is a cooling cylinder used in film production to solidify molten raw material at the desired thickness and surface quality. The process requires continuous water circulation to achieve rapid temperature reduction. With the closed-loop system, the same water is reused, minimizing both water consumption and wastewater generation.

***Supervisory Control and Data Acquisition (SCADA) is a digital monitoring and data collection system that enables the supervision, control, and automation of infrastructure systems in industrial facilities. The use of SCADA in water management provides significant operational benefits through real-time monitoring, early alerts, data analysis, and enhanced resource efficiency.

Environment

Water and Wastewater Management

The most tangible example of this progress in 2024 is the digital meter transition project implemented across the facility. Through this systemic transformation, data quality has improved, operational agility has increased, and water management has become more strategic in structure:

| | |
|-----------------------------|---|
| Project Name | Transition to a Digital Metering System and Improvement of Monitoring Efficiency in Water Consumption |
| Location and Date | All Facilities - 2024 |
| Purpose and Actions | <ul style="list-style-type: none"> ➤ All analog meters were replaced with digital systems. ➤ Water consumption became trackable in real time and through a centralized system. ➤ Water losses were reduced and monitoring quality improved. ➤ The reporting process became faster and more accurate. |
| Results | <ul style="list-style-type: none"> ➤ Water consumption can now be monitored instantly, regularly, and in detail. ➤ Consumption deviations are detected immediately, reducing response times. ➤ Water loss and leakage rates were significantly reduced. ➤ Reporting processes were simplified and error margins minimized. ➤ Water management has evolved into a data-driven strategic system. |
| Gelecek için Planlar | New digitalization projects will be implemented to further enhance monitoring efficiency. |

Super Film's 2024 water and wastewater management practices improved resource efficiency, minimized environmental impacts, enhanced traceability, and reinforced the digital sustainability infrastructure for the future. This transformation represents a measurable, transparent, and responsible reflection of the value we place on every drop of water.



Circular and Sustainable Design

Super Film systematically implements initiatives that contribute to the circular economy by managing the environmental and economic impacts of the raw and intermediate materials used in its production processes.

The raw materials used define the performance and quality characteristics of the company's product portfolio, which includes BOPP, BOPET, CPP, cast barrier, metallized, specialty coated, and adhesive tape films. In this context, intermediate materials such as packaging materials, oils, process chemicals, and spare parts form the essential components of production. These inputs hold strategic importance for improving product quality, ensuring production efficiency, and differentiating the company within the industry.

*As of 2024, Super Film has been carrying out projects focused on **reducing, reusing, and recycling** process material consumption in these inputs.*

Sustainability certifications such as ISCC PLUS4 are obtained for raw materials, and certified traceability and compliance audits are carried out across the supply chain.

As of 2024, the company documents this process through Recycled Content Verification (RCV) and ISCC certifications. Additionally, the Business Development Department monitors the company's compliance with European Union regulations. Furthermore, monitoring KPIs and metrics related to sustainable raw materials provides a foundation for measuring environmental responsibility and supporting continuous improvement processes.



***ISCC PLUS:** A voluntary certification system that documents the traceability and compliance of sustainable raw materials used in the agriculture, food, feed, chemical, and energy sectors. It provides traceability across the entire supply chain, from production to consumption, to verify the sustainability of materials sourced from non-fossil origins.

Environment

Circular and Sustainable Design

Sustainable Product Design

Super Film integrates the circular economy approach into its product design, offering mono-material structures, recycled content, and high-performance, environmentally friendly solutions.

| Product Group | Features and Environmental Contribution |
|--|--|
| Mono Structures as Alternatives to Multi-Layer Packaging Designs | Super Film develops mono-material packaging applications that simplify recycling after lamination and strengthen the overall recycling chain. Heat-resistant, high-barrier, single-layer structures are designed on BOPP and BOPET films to help users reduce their environmental footprint by using a single material type |
| Single Structures for Lidding Applications | Lidding films used for fresh produce and ready-to-eat foods offer high barrier properties suited for single-use and lamination. These films enable more sustainable packaging designs by reducing material diversity. |
| Metal-Free Structures | Developed specifically for oxygen barrier needs, these transparent, recyclable films with high barrier performance support both food safety and environmental sustainability. The elimination of metal use enhances recyclability and reduces the overall carbon footprint. |
| Biopolymer-Based Films | By reducing dependence on fossil-based raw materials, these films offer a lower carbon profile. The hybrid BOPP film developed with an algae-based biopolymer received a WorldStar Award. |
| Renewable Resource-Based Films | Films made from plant-based waste help reduce fossil resource dependency and lower carbon emissions. |
| Post-Consumer Recyclable Films | BOPET and BOPP films produced using post-consumer materials support environmentally responsible production practices. |

Through these innovative product groups, Super Film not only minimizes its environmental impact but also gains a competitive advantage in meeting **customer expectations, regulatory compliance, and international standards.**

Product Life Cycle

Super Film systematically conducts Life Cycle Assessment (LCA) analyses to minimize environmental impact throughout the product life cycle, evaluating all operations from raw material extraction to waste management.

In 2024 analyses, the SUPEX 2011 20µ BOPP film showed a potential impact of 3.20 kg CO₂ per 1 kg of product, while the PETLAIN BT 1011 12µ BOPET film showed 3.90 kg CO₂ equivalent.

These LCA studies were conducted in accordance with ISO 14044-44 and ISO 14067 standards, providing cradle-to-gate5 data for carbon footprint assessment. This method enables Super Film to report its product-level environmental performance within a transparent and scientifically robust framework. The scope of the LCA analyses has been expanded to include not only BOPP and BOPET groups but also metallized product categories.

Super Film’s environmental impact reduction strategy is supported not only by data-driven reporting processes but also by practical actions in packaging design and material selection. To minimize the environmental impact of its packaging throughout its lifecycle, the company adopts the following approaches:

- Reducing the amount of packaging,
- Enhancing the recyclability of packaging materials,
- Increasing the use of recycled content,
- Promoting innovation-focused packaging and product design, and
- Implementing circular supply chain management practices.

Beşikten kapiya (cradle-to-gate): An environmental assessment approach that covers the stages in a product’s life cycle **from raw material extraction to the completion of the manufacturing process.** This scope excludes the product’s use and disposal phases and focuses solely on analyzing the **environmental impacts up to the point the product leaves the factory.** It is commonly used in carbon footprint and life cycle assessment (LCA) studies.

3R Approach

Super Film has systematized the circular economy principle through its 3R strategy focused on “Reduce, Reuse, Recycle.” This strategy extends beyond production processes to include the entire supply chain, packaging design, raw material use, and operational practices.

Reduce

Super Film works to reduce its environmental impact by directly decreasing material use, thereby optimizing the thickness of raw materials used in packaging.

- **Film Thickness Optimization:**
Process improvements in BOPP and BOPET film groups have reduced film thickness while maintaining mechanical and optical performance. These optimizations have achieved efficiency gains of up to 35% across 15 different products.
- **Energy and Material Savings:**
Reduced thickness in products allow greater output with less raw material, improving energy efficiency throughout production.
- **Stretch Film Optimization:**
Measurement and packaging projects launched in 2023 reduced stretch film consumption, resulting in both material and energy savings.
- **Weight Reduction in Wood Usage:**
In traditional transportation systems, the weight of wood used has been reduced through changes in material and dimensions. This has optimized transportation, indirectly reducing environmental impact and carbon emissions

Environment

Circular and Sustainable Design

Reuse

Super Film promotes reusable systems in both production and logistics to extend material life cycles and reduce waste generation.

- **Pallet Practices:**
 - Plastic and wooden pallets are systematically collected after shipment, repaired if damaged, and reused.
 - Plastic pallet caps used in international shipments are also tracked through invoicing and recovery documentation.
- **Use of Plastic Endboards:**

To eliminate waste from wooden endboards, a longer-lasting plastic endboard system has been adopted. These components are collected from customers, cleaned, and reused.

Recycle

Under its recycling strategy, Super Film reprocesses materials generated from production errors through internal circular systems and industrial collaborations to **minimize waste generation**.

- **Product Recovery:**

Production scraps and defective products are reintroduced into the production cycle through regranulation, preventing raw material waste.
- **Wooden Pallet Recovery:**

Wooden pallets that have reached the end of their service life are sent to recycling facilities instead of disposal, enabling material recovery.

These practices demonstrate that Super Film applies circularity principles not only in its products but also **across its entire logistics operations**.

Operational Waste Management

At Super Film, waste management processes are carried out systematically and in full compliance with both our Management Systems Policy and internal procedures. In addition, all our production facilities are certified under **ISO 14001**.

Every stage of the waste lifecycle, from generation to disposal, is managed through a structured, traceable, and continuously improvable system. Our waste management strategy focuses on identifying environmental risks before they occur, minimizing them, and increasing recycling capacity. The key actions we have implemented within this framework include:

- ✔ **Risk-based approach:** Preventive measures are identified through regular risk analyses.
- ✔ **Consulting support:** Professional environmental consultancy ensures regulatory compliance and process development.
- ✔ **Site inspections:** Occupational Health and Safety (OHS) experts conduct inspections to ensure process safety and continuity.
- ✔ **Waste accountability:** Qualified and authorized waste management officers are assigned across all operations.
- ✔ **Segregation and tracking:** Waste is sorted at the source, classified by code, and monitored throughout the process.
- ✔ **Hazardous waste management:** Hazardous waste is securely stored in isolated areas in compliance with legal regulations.
- ✔ **Recycling-focused model:** Recycling, reuse, and energy recovery are prioritized before disposal.
- ✔ **Circular raw material use:** Priority is given to renewable and sustainable raw materials.
- ✔ **Digital transparency through MOTAT:** All waste declarations are regularly recorded in the Ministry of Environment's digital system.

In 2022, our company established the Zero Waste Management System and was awarded the Zero Waste Certificate, valid until 2027.

Super Film also holds an approved Industrial Waste Management Plan (EAYP), under which specialized treatment and safe disposal of hazardous materials are ensured.



Environment

Operational Waste Management

A System Strengthened by Performance Data

As of 2024, Super Film demonstrates both process quality and impact through measurable data:

- The total amount of hazardous waste decreased by 28%, from 304,870 kg in 2023 to **220,264 kg in 2024**. This achievement was realized despite increased production capacity following the start of operations at the **Lüleburgaz facility** in 2024. The reduction of hazardous waste alongside operational expansion clearly demonstrates the effectiveness of Super Film's integrated waste management strategy.
- The total weight of recycled input materials increased by 123%, from 6,274,920 kg in 2023 to **14,002,084 kg** in 2024.
- The **percentage of recyclable products** remained high at 98.47% in 2024.
- The **number of accidental waste spills recorded** was zero in both 2023 and 2024 — a clear indicator of the success of the company's control and prevention systems.
- Under the Zero Waste framework, no waste was sent for disposal — all was directed into recovery processes.

Waste Management Plan and Implementation Details

Super Film's approved Waste Management Plan provides a detailed framework for classifying, coding, temporarily storing, tracking legal retention periods, and transferring waste to licensed facilities according to type.

- Hazardous waste is stored in dedicated warehouses equipped with leak-prevention systems.
- Storage areas feature spill containment trays and epoxy floor coatings to ensure impermeability.
- Emergency response equipment is readily available.
- Chemicals are stored according to a dedicated storage matrix.
- Foam-based automatic fire suppression systems are installed in chemical areas, while CO₂ systems are used for hazardous chemical machinery.
- Storage areas are accessible only to authorized personnel.
- Employees receive regular training on segregation, spill management, and emergency response for these systems.

2024 Waste Data by Location

| Waste Type | Annual Amount | Storage and Handling Method | Recycling Method |
|----------------------------|---------------|--|------------------|
| Hazardous - GZT | 220,264 kg | Temporary storage within legal period (max. 6 months) | Recycling |
| Non-hazardous - GZT | 13,781,820 kg | Temporary storage within legal period (max. 12 months) | Recycling |
| Hazardous - LLB | 0 kg | - | - |
| Non-hazardous - LLB | 691,350 kg | Temporary storage within legal period (max. 12 months) | Recycling |

No non-compliance findings were identified during Ministry of Environment inspections in either 2023 or 2024.

As of 2025, Super Film aims to enhance its sustainability performance not only in production processes but also in logistics operations. Within this framework, the **European Plastic Pallet Shipment Expansion Project** serves as a flagship initiative that directly applies the circular economy approach in practice.

- Recyclable plastic pallets are preferred over wooden ones, and pallets shipped with products are collected and reused at warehouses across Europe.
- The system is further supported by the use of plastic endboards.
- After the third reuse cycle, plastic pallets become more cost-effective than wooden ones and eliminate quality issues such as breakage, mold, and deterioration.
- The project will first launch in the United Kingdom and subsequently expand across Europe.
- The project's goal is to establish a more stable, economical, and environmentally friendly logistics infrastructure across Europe.



Environment

Operational Waste Management

Conscious Team, Strong System

We never lose sight of the human factor in achieving sustainable success. Super Film reinforces its entire system through comprehensive environmental management training for employees:

- Training on waste reduction, segregation, and hazardous material response
- **Zero Waste** training to enhance employee awareness
- Technical development on water, energy, waste, and environmental compliance
- **Training programs are planned and delivered annually under the guidance of environmental consultants.**
- **The Business Development Department regularly monitors European recycling regulations and compliance.**

We take ownership of the entire waste lifecycle, from generation to final processing. Reducing, segregating, monitoring, and recovering waste are not merely environmental policies for us; they are integral to our production discipline. The waste management approach adopted in 2024 has resulted in less hazardous waste, higher recycling rates, and zero loss. Our future plans focus not only on maintaining this system but on continuously improving it.

► Environment



Environment

Biodiversity

At Super Film, we conduct all our operations guided by the principle of protecting natural life and ensuring the sustainability of ecosystems. In this context, biodiversity conservation lies at the heart of our environmental policies, and all our production decisions are shaped by this awareness.

Nature-Conscious Facility Planning

The company does not establish facilities in or near areas that are sensitive in terms of biodiversity. When selecting operational regions, the company carefully considers habitats of rare or endangered species and prioritizes areas with minimal environmental risk that will not disrupt the natural ecosystem.

In line with this approach,

Potential impacts on the local ecosystem, flora, and fauna were thoroughly analyzed during the site selection process for the Lüleburgaz facility. As a result, a location was selected that meets sustainability criteria and does not pose a threat to biodiversity.

Combating Microplastic Pollution Through the OCS Program

As of 2024, Super Film obtained the Operation Clean Sweep (OCS) certification, formally joining this global environmental program. OCS is an international initiative aimed at preventing the release of plastic **granules, pellets, and powders** into the environment during production and transport.

Within the scope of this program, Super Film commits to:

- Implementing systems to prevent microplastic loss in production and logistics,
- Eliminating plastic leaks that threaten natural habitats, and
- Enhancing environmental awareness among employees through training and awareness programs.

This step demonstrates that Super Film goes beyond meeting legal requirements and adopts a voluntary and proactive approach to protecting ecosystems.

Regulatory Compliance and Ecosystem Sensitivity

Super Film conducts all environmental permitting and licensing processes in full collaboration with the relevant authorities. All legal obligations related to land use, infrastructure, transportation, and other areas of environmental impact are fully met.

Through this comprehensive approach, the company actively contributes to the protection of natural life. Every new facility and project at Super Film is implemented with the goal of building a sustainable future without disrupting ecological balance or harming habitats. For us, biodiversity is not merely a natural asset—it is a vital guarantee of life that must be protected. We produce with this mindset, grow by this principle, and invest in the future with this responsibility.



IV

People

- Human Rights
- Diversity and Inclusion
- Occupational Health and Safety
- Employee Engagement, Development, and Satisfaction
- Customer Satisfaction
- Social Responsibility



People

Social Targets – 2024 Performance Summary

| Target Title | Base Year | Target Year | 2024 Status | Status Summary |
|--------------------------------|-----------|-------------|-------------|--|
| Increasing Employment of Women | 2022 | 2030 | ● | The proportion of women employees increased to 14%, showing steady progress toward the target. |
| Employee Training Duration | 2022 | 2030 | ● | Average training hours continued to increase, indicating progress toward the goal. |
| Accident Rate (LTIR) | - | 2030 | ● | The accident rate remains above the desired level; improvement initiatives are ongoing. |
| Young Talent Acquisition | 2024 | 2030 | ● | Initial steps have been taken, and progress is being made in attracting young talent. |

Our People-Centered Approach from the Perspective of Our Employees

| Topic Title | Description | Employee Survey Assessment | Uncertain / No Opinion |
|--|--|----------------------------|------------------------|
| Occupational Health and Safety | Systematic assessment of all risks that may affect employee health and safety, implementation of necessary preventive measures, and continuous improvement. | 80% | 4% |
| Human Rights | Effective implementation of policies, training, and monitoring mechanisms to protect human rights within company operations and across the supply chain. | 69% | 4% |
| Employee Engagement, Development, and Satisfaction | Inclusion of employee perspectives in decision-making processes, provision of fair career development opportunities, and comprehensive support for workplace satisfaction. | 61% | 0% |
| Social Responsibility | Institutional encouragement of employee participation in social responsibility and volunteering projects, fostering engagement with local communities. | 68% | 7% |
| Diversity and Inclusion | Corporate practices aimed at creating an inclusive and equitable workplace that embraces diversity and upholds the principle of equal opportunity. | 64% | 4% |
| Customer Satisfaction | Systematic evaluation of customer feedback and integration of these insights into quality processes to enhance service performance. | 81% | 2% |

► Appendices

Human Rights

At Super Film, we base all our human rights practices on preventing discrimination, providing equal opportunities in the workplace, ensuring employee participation, and establishing a safe working environment. We position our human rights approach as a fundamental element of our business model.

In 2024, we updated our **Human Rights Policy** and implemented it in alignment with our Social Responsibility Policy and Code of Ethics. **During recruitment**, our Human Resources department provides an onboarding presentation that introduces new employees to our corporate structure, company rules, ethical procedures, and Human Rights Policy. As part of this briefing, we establish a disciplinary procedure grounded in respect for human rights, integrity, trust, compliance with laws, and ethical values. We communicate behaviors requiring disciplinary action and related corporate procedures transparently to our employees.

Our Disciplinary Regulation outlines the actions to be taken in cases of discrimination or harassment and sets forth principles related to information security violations. This document also reflects our company's institutional stance against all unethical human rights violations. All employees are expected to be familiar with this regulation and act in accordance with its principles.

We systematically identify and assess human rights risks and take action in line with our **zero-tolerance** principle toward any violations. We have implemented robust policies and procedures to prevent violations such as forced labor, child labor, discrimination, and harassment. These issues are clearly defined in both our Human Rights Policy and our Code of Ethics. To identify potential violations, we conduct ethical assessments, factory inspections, and independent

audits. A transparent reporting mechanism has also been established for our employees and stakeholders, with all reports reviewed under strict confidentiality and protection against retaliation. In the event of a suspected violation, procedures are initiated to ensure proportionate disciplinary actions, provide necessary medical, psychological, or social support for victims, and regularly monitor the effectiveness of corrective measures.

In 2024, two factory inspections and one audit were conducted, during which no cases of forced labor or child labor were identified, and no human rights violations were found in relation to allegations of harassment or psychological abuse.

Safe and fair reporting mechanisms are among our most effective tools for preventing human rights violations.

Ethics Hotline: etik@superfilm.com

Reports submitted through this channel are reviewed by three department managers in line with the principles of confidentiality, impartiality, and zero tolerance for retaliation. Reports may be submitted anonymously or with identification, and all processes are conducted by the Ethics Committee in full alignment with our Code of Ethics.

People

Human Rights

In 2024, we completed the “Business and Human Rights” program, in which we began participating in 2023, under the United Nations Global Compact, achieving significant progress in human rights management. Through the program, we enhanced our corporate capacity to identify human rights risks, assess their impacts, and implement appropriate preventive measures.

We continue to operate in full compliance with national and international human rights standards. Our approach goes beyond the commitments outlined in our policies, embedding human rights principles as an integral part of our corporate culture. This stance is a clear reflection of both our respect for employees and our commitment to ethical values.

We regularly monitor the implementation of our social sustainability policies. The team responsible for tracking policy implementation reports its findings to the Board of Directors and presents recommendations aligned with stakeholder expectations.

Social Dialogue

Since the recruitment and onboarding stages, we have fostered open, participatory, and trust-based communication with our employees, forming the foundation of our social dialogue approach. At Super Film, we focus on building a structure that not only listens to but also shapes its policies based on employee input and contributions.

We view employees' rights to unionize and engage in collective bargaining as fundamental human rights. Under our collective bargaining agreement:

- ▶ 631 blue-collar employees are covered by the collective bargaining agreement.
- ▶ 4 union representatives and 3 employee representatives actively serve in their respective roles.
- ▶ Our employees can provide feedback to management through democratic representation mechanisms.



Employee Rights

We aim to strengthen employee motivation and satisfaction by identifying their strengths and areas for development and supporting their growth through structured feedback mechanisms. By encouraging **effective communication between managers and employees**, we collect feedback on their work and foster a two-way communication environment.

Throughout 2024, we provided training to a total of 772 employees, averaging 29 hours per employee. Beginning in 2024, we transitioned our previously in-person human rights and social responsibility training to the ETS online learning and webinar platform, enabling broader accessibility. These training programs covered topics such as women’s rights, wages and working hours, freedom of association, employment contracts, child labor, forced labor, discrimination, discipline, retaliation, harassment and abuse, anti-corruption, and conflict of interest.

All our employees are evaluated within a system based on competence and merit, ensuring equal opportunities for everyone. The annual **performance indicators (KPIs)** defined in our performance management system apply to all employees, including senior management. Through this system, we manage processes such as talent management, succession planning, promotion, reassignment, transfer, rotation, development planning, compensation, and contract termination using data-driven decision-making.



People

Diversity and Inclusion

At Super Film, we view diversity as a strength and inclusion as one of the key pillars of our corporate resilience. Our Human Resources Policy is built on the principle that **all employees must be treated fairly and with respect, without any discrimination based on language, race, gender, religion, creed, sexual orientation, family responsibilities, disability, age, health status, or union membership.** We select all employees based on fairness and equality, assigning them to roles that match their competencies.

Through our blind recruitment practice, we are working to reduce bias throughout our hiring processes. In this regard, we aim to complete the impact assessment of our blind recruitment program by December 2025. **We adopt an inclusive employment approach that ensures equal opportunities for candidates from diverse backgrounds, including different ages, genders, ethnicities, and disability statuses.**

Our recruitment, promotion, and evaluation processes are carried out within a system based on transparency:

- ▶ **Equality and Fairness:** Equal opportunities are provided to all candidates and employees.
- ▶ **Merit-Based Principle:** Promotions and appointments are determined solely by competence and performance.
- ▶ **Data-Driven Decision-Making:** Evaluations based on KPIs bring objectivity to all our processes.

This framework ensures that our core processes—such as performance management, talent planning, promotions, and rotations—are conducted within an integrated system guided by equality, objectivity, and measurability.

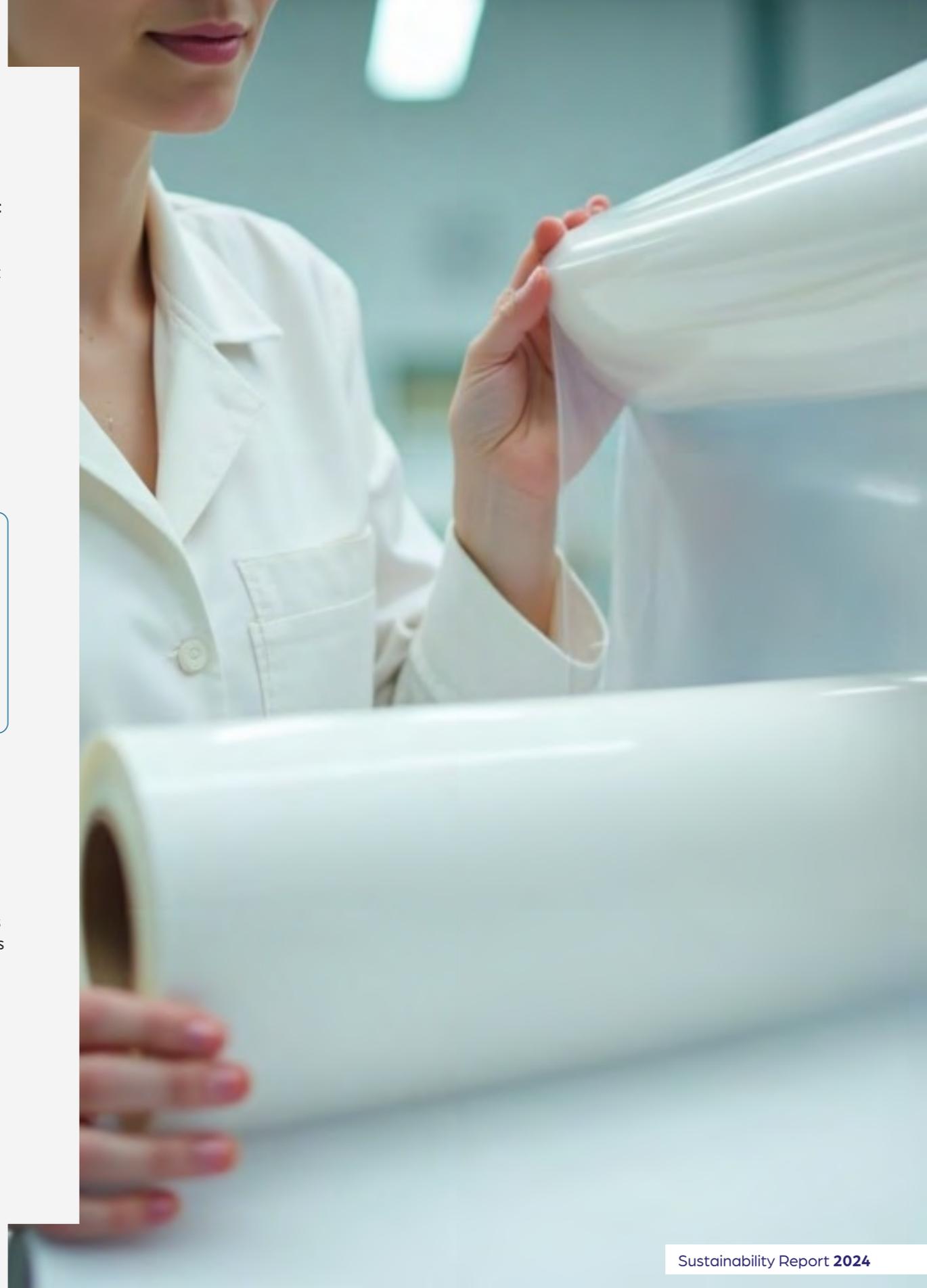
Our compensation approach is grounded in the principle of “equal pay for equal work.” We offer fair compensation packages to all employees, regardless of gender. Pay ratios between women and men are monitored through real-time data collection and tracking via our SAP system. Analyses show no pay gap between women and men who started in the same period and possess comparable qualifications, experience, and skills. As of 2024, our total workforce of 772 employees includes 94 women and 674 men.



**674
Men**



**94
Women**



People

Diversity and Inclusion

The number of women working in field operations increased nearly sixfold—from 8 in 2023 to 55 in 2024. This progress serves as tangible evidence of our human resources policies supporting gender equality.

At Super Film, we also apply the principles of diversity and inclusion at the management level. Women currently make up 28% of our Board of Directors. With two women among our seven board members, we have taken an important step toward strengthening women’s representation in decision-making processes. This change reflects our corporate equality approach at a strategic level. We track and record this progress under our employee profile performance indicators.



We continue to **develop a range of initiatives** aimed at **increasing women’s employment.**

Through our **“Candidate Referral Process”** platform, which allows employees to recommend women they know who are seeking employment, we are strengthening women’s participation in the workforce. To promote women’s representation in technical fields, we encourage young women candidates through an internship program carried out in collaboration with Naci Topçuoğlu Vocational School.



In line with our goal of creating a family-friendly and supportive work environment, we have established dedicated nursing rooms at our facilities to help new mothers transition smoothly back to work. These spaces are designed to allow mothers to nurse or pump milk in a safe, hygienic, and private environment.



In addition, we continue to offer flexible work arrangements, where feasible, for employees with caregiving responsibilities. Depending on role suitability, we provide opportunities for remote work, part-time schedules, flexible hours, and job sharing. These practices help our employees maintain a healthy balance between their professional and personal lives.

All these initiatives form part of our social policy approach based on work-life balance, employee well-being, and gender sensitivity. Our goal is to ensure that women who balance both family and career feel supported and valued at every stage of their professional journey.

At Super Film, we regard gender equality not only as a goal but also as a corporate responsibility.

In this context, we became a signatory of the United Nations Women’s Empowerment Principles (WEPs).

Through this commitment, we formally affirm our dedication to advancing gender equality in the workplace, the marketplace, and the community.

In line with our goal of fostering a positive work environment for all, we currently employ 25 people with disabilities within our workforce. We are implementing structural and cultural adjustments to enhance workplace accessibility and ensure the smooth integration of employees with disabilities into our organization.

We view age diversity as an essential dimension of inclusion and actively promote the participation of talent from different age groups in our workforce.



Occupational Health and Safety

At Super Film, we act on the belief that all our employees have the right to work in a healthy, safe, and respectful environment. For our company, occupational health and safety is more than a legal obligation; it is an integral part of our people-focused culture and our ethical responsibility. In line with this approach, we structure all our processes with employee well-being as a priority and value their active participation in these processes.

In line with our **Integrated Management Systems Policy**, we provide all our employees with safe and healthy working conditions while aligning our OHS practices with international standards. Accordingly, all our facilities are certified with the **ISO 45001 Occupational Health and Safety Management System**.



In addition, changes in the following regulations are regularly monitored and integrated into our processes:

- Law No. 6331 on Occupational Health and Safety
- Labor Law No. 4857
- Social Insurance and General Health Insurance Law No. 5510

We reinforce our commitment to OHS management and legal obligations through our OHS Committee, establishing a structured corporate framework. The purpose of the Committee is to ensure that occupational health and safety practices are carried out and implemented effectively across all locations. The committee is composed of the employer's representative, an OHS specialist, workplace physician, process supervisors, employee representative, union representative, and, when necessary, other relevant personnel. Under normal operations, the committee convenes regularly every two months, while in extraordinary situations such as a serious work accident, it holds an emergency meeting on the same day.

As part of its responsibilities, the committee undertakes the following:

- Emergency management,
- Preparedness for natural disasters,
- Preparation of the OHS training plan,
- Compliance with legal regulations,
- OHS inspections, and
- Monitoring OHS practices, investigating accidents, and carrying out other OHS activities.

The committee carries out its work based on data analyses that are updated monthly. It encourages employee participation through **reward practices aimed at embedding a culture of prevention**. Preventive action plans are regularly updated with monthly reports prepared by the risk management unit. For managing new risks that may arise from operational changes, approval is obtained from the Risk and Audit Committee and the Board of Directors.

At Super Film, we recognize the critical importance of occupational health and safety in the flexible packaging sector in which we operate. Within the framework of the **OHS and Environmental Activities Instruction**, we systematically define and implement our activities in this area.

We classify our OHS risks in line with the **Environmental and OHS Risk Assessment / Environmental Aspects Procedure**, according to physical, chemical, biological, and psychosocial hazards. In this context, we regularly analyze risks arising from both routine operations and operational changes. Through the risk assessment tables and maps we have developed, we prioritize high-risk areas and take preventive measures accordingly. We structure our emergency management based on these analyses and the Emergency Preparedness Procedure, ensuring that groups requiring special policies (pregnant employees, nursing mothers, interns, and employees with disabilities) are included in our processes.

The Emergency Preparedness Procedure covers various emergencies identified by the OHS and environmental committees. For example, the procedure also includes natural emergencies such as natural disasters. Emergency plans are prepared in accordance with legal regulations and the procedure, and they have been communicated to all Super Film employees. These plans clearly define possible emergencies, the actions to be taken during an emergency, and the individuals responsible.

The teams established within the scope of emergency management are responsible for firefighting, protection, first aid, power shutdown, and rescue operations. These teams regularly participate in both announced and unannounced drills. Following the drills, the condition of the equipment, the level of operational readiness, and employee awareness are evaluated. For example, as a precaution against emergencies such as fires that may occur in units, fire extinguishers ready for immediate use are placed at critical points, and these extinguishers undergo regular periodic inspections. In addition, separate escort and evacuation teams have been formed for employees under special policies (for example, pregnant and nursing women, employees with disabilities, and interns). If any nonconformities are identified based on the findings of the drills, corrective actions are planned and monitored.

At our Gaziantep facility, existing emergency action plans are updated quarterly and communicated to employees during entry and exit procedures. At our Lüleburgaz facility, risk assessments are conducted in emergency action plans to ensure health, safety, and business continuity.

Construction and building works are carried out under the coordination of **occupational safety specialists** within our group company, and necessary improvement steps are planned in coordination with the company. This structure enables the development of more practical and concrete solutions.

At Super Film, we consider **preventing occupational accidents** as one of the core elements of our occupational health and safety management. In this context, the use of **personal protective equipment (PPE)** provided to all employees who may be exposed to hazards is mandatory. The rules for PPE use are communicated to relevant personnel before they start work, and hazard warning signs and boards are installed in the respective work areas. The regular inspection and maintenance of equipment and materials are ensured.

In addition to the basic OHS training provided at recruitment, on-the-job training, technical training supported by operator certificates specific to machinery and equipment, and information sessions on near-miss incidents are conducted. Through this multi-layered training approach, employees' knowledge levels on occupational health and safety are continuously updated.

Occupational Health and Safety

Training activities under occupational health and safety are carried out in line with the annual plan. In 2024, a total of 10,565 man-hours of training was provided to our employees at Super Film, covering comprehensive occupational health and safety training for employees and contractors/visitors, including OHS committee training, lifting operations, chemical spill management, emergency team training, onboarding orientation, and periodic OHS training.

Our occupational health and safety policy not only prevents accidents but also contributes to enhancing **employee motivation, productivity, and workforce continuity**. By properly managing risks, disruptions in business processes and related costs are reduced, thereby safeguarding operational efficiency and production continuity.

The steps to be followed in the event of a workplace accident are defined in the relevant procedures. An incident investigation is conducted to identify the causes of the accident, after which a **corrective action report** is prepared with the aim of preventing similar incidents, and necessary measures are determined, prioritizing collective protection measures through appropriate engineering approaches. In addition, special training is planned for employees returning to work after an accident, with the goal of preventing recurring incidents.

Our OHS Practices

Within the framework of our Integrated Management Systems Policy and OHS approach:



- Personal protective equipment is provided to all employees without discrimination, and regular maintenance is ensured.
- Periodic health checks, hearing tests, and respiratory tests are carried out.
- Fire safety, machine safety, access to hygienic facilities, and emergency response capabilities are made accessible in all areas.
- Safety awareness is encouraged across all processes to foster OHS as a part of the corporate culture.

The procurement unit ensures the provision of Turkish-language versions of the material safety data sheets for the chemicals used. Topics such as classification of personal protective equipment, provision of suitable equipment for employees, and frequency of replacement are also regulated within the framework of the **OHS and Environmental Activities Directive**.



OHS guidelines are delivered to subcontractor companies upon entry to the facility, and their legal insurance documents and OHS certificates are checked. Afterwards, the relevant personnel are provided with the necessary information.

Employee health is one of the core components of our OHS approach. With the private health insurance renewed annually, we provide all our employees with additional health coverage, and we cover the initial medical examinations and necessary expenses of our new employees. In addition, in accordance with **Law No. 6331 on Occupational Health and Safety**, we conduct regular health check-ups for all our employees every three years.

Our workplace health team consists of a part-time doctor and a full-time healthcare professional, and they carry out the periodic health checks of our employees.

We regularly monitor the personal health of our employees and the safety of their working environment. In this context, based on the high values identified in our regular hygiene measurements, maintenance of air conditioning systems, workplace cleaning, and necessary technical improvements are implemented. In addition, a heat stress procedure has been established across the holding. Within this framework, the Human Resources Department, Sustainability Department, and Occupational Health and Safety (OHS) Department work together to develop supportive practices such as rest periods, break areas, and similar measures for employees.

Various environmental and physical measures are implemented to enhance employee health, safety, and comfort:

- ✓ Additional rest breaks are provided during hot periods to reduce heat stress.
- ✓ Fans and air conditioning systems are used to balance ambient temperature and ensure air circulation.
- ✓ Cold drinking water is made available at easily accessible points to encourage regular water consumption by employees.
- ✓ Protective work clothing suitable for weather conditions (such as cooling vests and thermal garments) is provided.
- ✓ Lighting equipment is regularly inspected, and maintenance work ensures adequate lighting levels.
- ✓ Humidity levels are continuously monitored to maintain indoor air quality, with humidifiers or dehumidifiers used when necessary.
- ✓ Special noise cabins have been installed inside the facility to reduce noise at its source, preventing sound emission and improving workplace comfort.

Periodic inspections are also carried out on equipment such as pressure vessels, lifting and conveying equipment, fire installations, industrial rack systems, ventilation systems, electrical systems, water samples, grounding and lightning protection systems, fire detection systems, and industrial doors used in the facility.

With AI-supported camera systems, defined areas on the site are monitored 24/7, and any violations of rules are instantly detected and recorded through the system. This digital monitoring infrastructure serves as a critical support mechanism for the early detection of OHS risks and rapid response.

People

Occupational Health and Safety

As part of the 2024 field practices, the “**OHS-E Captains Program**” was launched to raise awareness in occupational health, safety, and environment.

| | |
|-----------------------------|--|
| Project Name | OHS-E Captains Program: Enhancing Awareness in Occupational Health, Safety and Environment |
| Location and Date | Field Application Areas - 2024 |
| Purpose and Actions | <p>The aim is to maximize awareness of occupational safety and environmental issues, prevent near-miss incidents, workplace accidents, and occupational diseases, and promote environmental awareness across the company through effective implementation of the waste management system.</p> <p><i>Key actions implemented under the project:</i></p> <ul style="list-style-type: none"> ➤ Creating a more favorable working environment in terms of occupational health and safety, ➤ Supporting cultural transformation by encouraging the involvement of all employees in the process, and ➤ Ensuring control over the effectiveness of waste management in the field and achieving continuous improvement. |
| Results | <ul style="list-style-type: none"> ➤ With the early detection of risks in the field, preventive actions were taken quickly, ➤ OHS-E awareness among employees was strengthened and a decrease in the number of nonconformities in the field was observed, ➤ Measurable improvement was achieved in waste management practices, and ➤ A safer, more sustainable, and environmentally responsible workplace culture was established across the company. |
| Plans for the Future | In addition to strengthening the role of captains through continuous training, the enhancement of efficiency in processes with digital monitoring and reporting systems is planned. |

OHS Audit Activities

We conduct regular audits to ensure that OHS practices are effectively implemented on site. For hazardous conditions identified during audits, we prepare corrective and preventive action reports for the relevant departments; for employee-related unsafe acts, we apply a written warning mechanism. In this process, which is carried out through the **QDMS** system, nonconformities are shared with responsible personnel together with images. Then, in line with the root cause analysis and improvement report prepared by the relevant department managers, the necessary corrections are made according to the defined due dates and submitted for the approval of the OHS unit. For nonconformities that are not addressed within the due date, the system sends automatic reminder emails every morning at 08:00.

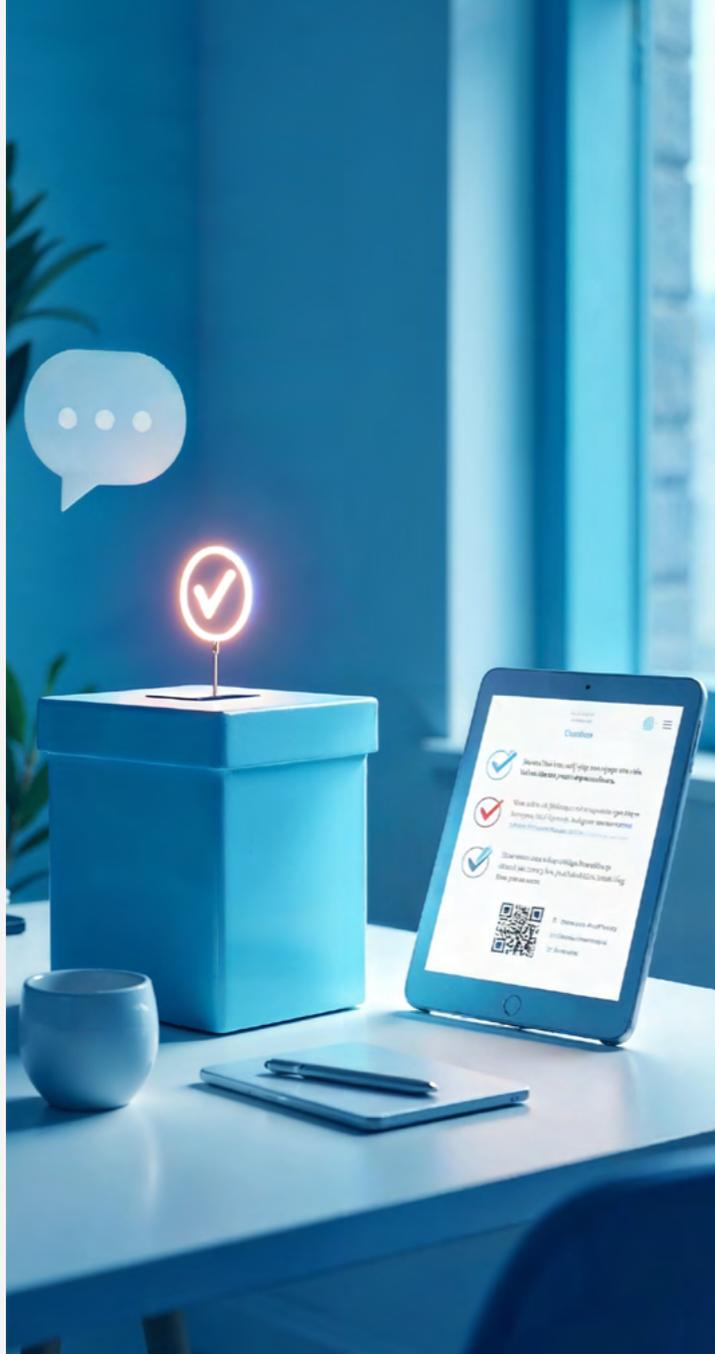
At Super Film, we make use of various internal and external mechanisms to identify and manage occupational health and safety risks. In this context, based on the **Fine Kinney Risk Assessment** methodology, we identify risks through hazardous environment measurements, field inspections, employee notifications, near-miss records, and AI-supported observation tools, and we develop preventive actions according to the analysis results.

To take our commitment to OHS one step further, in 2024 we launched the **third-party audit process** to carefully evaluate our current practices. The **KARNE® OHS Audit System** measures institutions' OHS performance with a comprehensive checklist of about 350 questions, covering four main areas: OHS Management and Leadership, Basic Legal Requirements, Hazard Management, and Training and Employee Participation. As part of the KARNE evaluation, we scored 75 out of 100, confirming that we demonstrate strong performance in OHS management while still having opportunities for improvement in certain areas. This evaluation process, in which we identified both our strengths and areas for development in OHS practices, represents the first step in creating an effective action plan.



Occupational Health and Safety

Participation and Improvement



Employees' opinions and suggestions regarding OHS practices are communicated through suggestion boxes, employee representatives, the company website, or directly via the OHS unit. Employee representatives attend the OHS committee meetings, held every two months, to convey this feedback to committee members, and notifications from the field are also thoroughly assessed through regular meetings held with the representatives.

In addition to weekly meetings held with white-collar employees, special meetings focusing solely on occupational safety are organized each month with blue-collar employees selected from different departments. These structures support employee participation and the continuity of feedback mechanisms.

To ensure that all OHS-related reports can be communicated to us transparently, we maintain our website isg.superfilm.com, supporting the participation of all stakeholders in the process. The fact that no negative reports were made on these platforms during the reporting period demonstrates the effectiveness of the OHS systems and the success of our corporate approach.

At Super Film, we have an inclusive **OHS reporting infrastructure** that covers all employees, subcontractors, and visitors. In this context, we use a digital QR code system to report **hazardous conditions and near-miss incidents** occurring on the company premises. All notifications made through this system are evaluated by the OHS unit and shared with the relevant departments. For employees who cannot use the QR system, written forms are available to ensure that all employees have access to the process.

The declarations of subcontractors and visitors entering the facility, confirming that they accept **OHS and hygiene rules**, are also obtained through the QR-coded Visitor Information Form. Nonconformities resolved during the process are communicated directly to the reporters or through the managers responsible.

To promote an OHS culture, employees who submit the highest number of near-miss reports each month are recognized as the **"Near-Miss Reporting Champion of the Month,"** announced to all employees via bulletin boards and corporate email channels, and awarded with a plaque.

We continuously monitor occupational health and safety data. We have an Environmental and Social (E&S) improvement plan which is prepared in line with our ESG targets and is regularly reviewed and improved across the company. These targets and related performance indicators are presented in the appendix of the report as a demonstration of our commitment to continuous improvement and transparency.

People

Employee Engagement, Development, and Satisfaction

At Super Film, we systematically evaluate the performance of our employees and support their development with a holistic approach. Through our Success Factors-HR UP ERP system, we conduct annual performance evaluations for all employees based on goals and competencies. Regular feedback is provided through interim evaluations conducted three times a year.

When creating development plans based on performance results, we assess technical knowledge and competency development. If competencies are measured through exams, we consider exam results; otherwise, we evaluate based on the added value of training provided during the year.

We work with independent consulting firms to reveal the potential of our employees and to plan their careers. In this process, carried out by our Human Resources Department, we create individual development plans for each employee and implement practices covering promotion, assignment, transfer, and rotation.

For employees identified for key roles, we plan and update competency development steps under the responsibility of our managers in line with our specially developed "Career Directive." Accordingly, we prepare our employees for their future roles.

At Super Film, we evaluate not only the performance of our employees but also that of our Board of Directors at least once a year. As part of this evaluation, we review the structure of the Board, its level of competence, and the effectiveness of its activities. In addition, our Board of Directors evaluates the performance and effectiveness of our managers at least once a year, thereby supporting corporate development.

At Super Film, we support employee development with a continuous learning approach, offering comprehensive, planned, and needs-based training programs. We inform our employees on topics such as personal development, energy management system awareness, energy efficiency at home, sustainable procurement, business ethics, and competition.

Training programs are provided each year through the Sanko Academy Portal and are also included in the orientation program. As of 2024, we delivered a total of 29.83 hours of training per person through the Sanko Academy Portal and in person.

With more than 1,500 training materials, e-books, and resources available on the portal, we support our employees' access to knowledge. In 2024, employees and contractors participated in the "Environmental, Social and Occupational Health & Safety Awareness Training," which aims to build the capacity, knowledge, and skills necessary for the effective implementation of the environmental, social, and health & safety management system and its related plans and procedures. In addition, by carrying out all training plans on an annual basis, from OHS training to technical development topics, we systematically meet all training needs of our employees.

Since 2021, we have been reinforcing our commitment to development by increasing our training budget. In 2024, through the sustainability training we provided to our Board of Directors and senior executives, we elevated this approach to the level of corporate decision-making. The training focused on topics such as the history of sustainability, the impacts of the climate crisis, and the United Nations Sustainable Development Goals.

We include the training needs identified by our Human Resources department in our annual plans with the approval of senior management. Depending on the training content, we adopt either in-person or online learning methods.

Throughout 2024, we organized training on OHS fundamentals, employee development, communication skills, and various technical topics. In addition, we conducted online webinars on emissions trading to enhance knowledge in the field of sustainability.

 Personality Inventories

 General Aptitude Tests

 Organizational Suitability Interviews

 English Proficiency Tests



► Appendices

People

Employee Engagement, Development, and Satisfaction

Employee Satisfaction

At Super Film, we prioritize the rights and satisfaction of our employees, aiming to strengthen their sense of belonging and enhance job satisfaction.

Our management approach is built on a structure that enables employees to share their ideas and suggestions and contribute to decision-making processes. In this context, all suggestions submitted through our Suggestion Evaluation Procedure are reviewed, and every opinion is considered.

We regularly conduct satisfaction surveys to measure employee satisfaction and improve their overall work experience. These surveys analyze data on overall satisfaction, corporate values, managerial approach, job content, career opportunities, training systems, social activities, employee relations, and service processes; action plans are developed based on the results.

Topics Covered in Employee Satisfaction Surveys:

- Overall satisfaction
- Corporate values
- Managerial approach
- Social activities
- Job content and nature of work
- Career opportunities
- Training systems

With the post-interview evaluation survey we introduced in 2024, we have been gaining valuable feedback to strengthen fair and inclusive practices in our recruitment processes. In this context in 2024, we continued the accommodation and basic needs support that we launched in 2023 for external candidates as part of our evaluation process. We maintain this practice as part of our commitment to fair recruitment, with human rights at its core.

At Super Film, we organize “Welcome to Sanko Meetings” to support the adaptation of our new employees and strengthen employee engagement. Held with the participation of the Board of Directors and senior management since 2022, these events promote interaction among employees across the holding.

In addition, to recognize employees who contribute to our company’s values, we present “Valuable Years Plaques” to those celebrating their 10th, 15th, 20th, 25th, 30th, and 35th anniversaries.

Through the exit interview surveys conducted with departing employees, we record their reasons for leaving and their feedback, and we share the results of the analysis with senior management.

At Super Film, we adopt a fair, supportive, and inclusive approach to working conditions, prioritizing the social and economic well-being of our employees.

As part of our human resources policy, we ensure equal rights for all employees and account for the mealtimes, transportation, and social needs of our shift workers. Practices such as flexible working models, private health insurance, shuttle service, and meal benefits apply equally to both blue-collar and white-collar employees.

We provide bonus payments to our employees during holiday periods. In addition, under our performance-based system, we implement annual performance bonuses. We also offer social assistance to employees who get married, have children, or experience the loss of a loved one.



People

Employee Engagement, Development, and Satisfaction

Employee Satisfaction

Within the company, personnel from service providers, who support us in technical areas such as construction and repair work, mechanical applications, and climate control services, are provided with access to social benefits such as cafeteria use and food assistance, similar to those offered to our own employees. We also ensure that all insurance procedures for these personnel are fully and properly completed. In addition, we extend various rights to the personnel of our security service provider in line with our areas of responsibility and encourage their participation in training programs that support their professional development.

We support our commitment to youth employment through social responsibility projects and quality training opportunities. Our internship program accepts students from high schools, vocational schools, and universities; it contributes to local employment and supports our goal of bringing qualified individuals into the labor market. Throughout their internship period, our interns benefit from various fringe benefits and are evaluated for suitable positions after completing their internships, with the opportunity to join our organization. This approach supports the professional development of young people while also contributing to the strengthening of our long-term talent pool.

In collaboration with the Sani Konukoğlu Foundation, we provide scholarship opportunities to university students, giving priority to the children of Super Film employees. Our employees also benefit from discounted services offered under the Sanko Holding umbrella, including healthcare at Sani Konukoğlu Hospital and education at Private Sanko Schools.

Some of our social support practices for 2024:



30% employee discount
at Sani Konukoğlu Hospital



25% scholarship support
at Private Sanko Schools



In addition, as of the 2024 reporting period, we provide accommodation for seven employees across two separate campuses in Lüleburgaz. These facilities have been selected based on proximity to the workplace, security, hygiene, and comfort criteria, and offer fully equipped living spaces that are regularly maintained.

Furthermore, under our Whistleblower Procedure, we provide a transparent grievance mechanism for our employees and stakeholders to safely report any issues related to working conditions. All reports submitted through our ethics hotline (etik@superfilm.com) are reviewed by the Ethics Committee and assessed based on the principles of confidentiality and anonymity. We ensure that no retaliation is taken against those who report concerns, and all violations are recorded and monitored.

Employee Engagement, Development, and Satisfaction

Remuneration



We shape our wage policy based on legal regulations and the living standards of our employees. In line with our **Social Responsibility Policy**, all remuneration processes are evaluated on the basis of the legal minimum wage. We implement adjustments throughout the year to protect employee welfare, considering job evaluations and market analyses conducted by independent organizations. This process helps ensure that our employees' right to fair compensation is fully safeguarded.

In line with the EcoVadis assessment results, we have incorporated ESG performance indicators into our **Remuneration Policy** as of 2024.

We determine our working hours in accordance with the **Labor Law No. 4857**, the relevant provisions of the Constitution, ILO Conventions, and, where applicable, the requirements of collective labor agreements. Overtime payments are made in full compliance with legal regulations. Our employees can access all details of their payments through documents such as payrolls and salary statements.

We employ newly hired blue-collar workers at a wage that is 25% above the minimum wage, and we make adjustments for existing employees in line with mid-year increases in the minimum wage. Within the standards set according to the evaluation results of each position, we implement a **remuneration system based on potential and performance**. In addition, we update our pay scale every year according to tenure and job description to ensure a fair and balanced structure.

We updated our fair living wage study, which we conducted in Gaziantep in 2023, using 2024 data. As a result of this update, it has been confirmed that wages remain above the regional fair living wage level determined by TÜİK data.

At Super Film, we continuously monitor employee welfare and fair remuneration practices. In this context, based on the results of a living wage survey conducted with the participation of 40 employees, it was verified that the wages paid are above the reference living wage levels. The findings of this study were shared with all 772 employees along with a statement of assurance, officially confirming our compliance with living wage standards.

To determine the fair living wage in the Gaziantep region, we conduct annual surveys among our employees, collecting data on household expenses related to food, water, transportation, clothing, housing, healthcare, and general household needs. We compare this data with TÜİK statistics, inflation rates, cost of living increases, and sector averages to carry out a comprehensive assessment. We also regularly review our wage levels, monitoring the alignment of our employees' salaries with both fair living wage standards and market conditions through payroll analyses and internal comparisons.

As of 2024, we provide all our employees with a fair living wage that exceeds the living wage level set by IDH for the Gaziantep region. This practice applies to everyone within our company. For 2025 and beyond, we aim to ensure that 100% of our employees continue to earn wages above the fair living wage level. Each year, we repeat our wage assessment process based on inflation and economic data, monitor sector benchmarks, and continuously update our remuneration policies. Through this approach, we guarantee the protection and sustainable improvement of our employees' living standards.

For our company, the importance of a living wage extends beyond employee satisfaction; it represents a key indicator of our sustainable human resources policy.

In the coming period, we aim to expand this scope and increase the proportion of employees earning wages that meet the living wage criteria. Through this quantitative and measurable goal, we seek to enhance employee well-being across a broader base.

Our remuneration process is shared transparently with all employees. Payroll information is regularly communicated to employees each month, allowing them to easily access all details regarding their salaries, benefits, and deductions. In addition, any employee may request their personal salary information and detailed payroll statement from the Human Resources department. This practice ensures that our remuneration processes remain open and accessible.

The Compensation Policy for Super Film Board Members covers the principles, rules, conditions, and practices related to the remuneration of board members. This policy has been established in alignment with the company's ethical values, internal balance, and strategic objectives.

The remuneration process is carried out by the Nomination, Remuneration and Corporate Governance Committee and coordinated with Sanko Holding practices. The main reference guiding this process is the relevant legal regulation. As of 2023, ESG (environmental, social, and governance) criteria have also become one of the key reference points considered in Board remuneration.

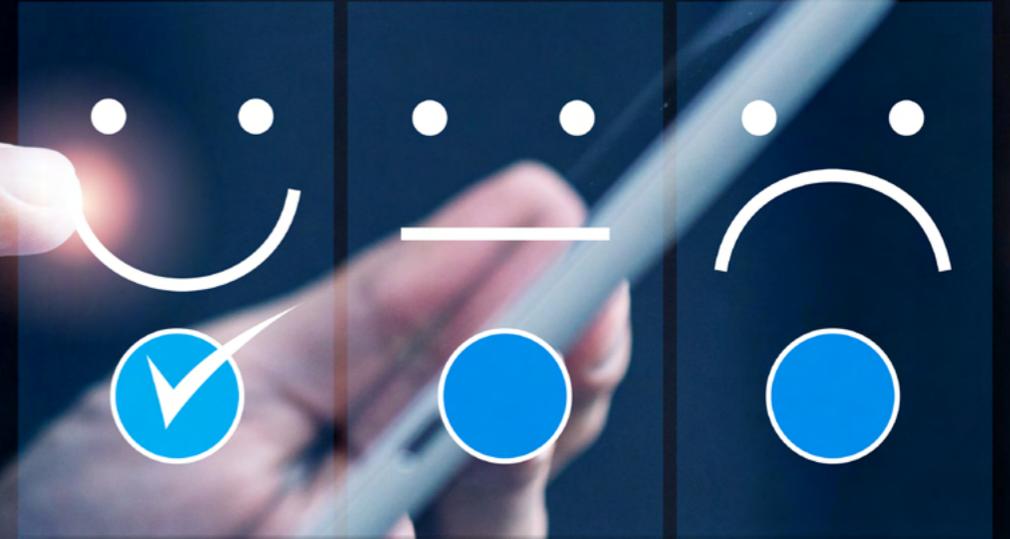
People

Customer Satisfaction

At Super Film, in line with our service approach that prioritizes customer satisfaction, we aim to build long-term business relationships based on loyalty. Providing our customers with fast, reliable, and sustainable service is among our core principles.

Eighty-five percent of our customer portfolio consists of printing and lamination companies, while the remaining portion includes wholesalers, end-users, and consumers. Our customer retention rate of over 90% for the past five years is built on our principle of price stability and long-term relationships. While we fulfill our customers' needs by adhering to our committed sales terms, the innovative solutions we offer form the foundation of our sustainable customer satisfaction approach.

Through our strategies, we develop solutions tailored to our customers' expectations and establish long-term partnerships supported by after-sales services that enhance profitability.



As a result of these initiatives, a significant increase has been observed in customer satisfaction levels. In the 2024 customer satisfaction surveys, the **average satisfaction score was measured at 4.1 on a 5-point scale.**

People

Customer Satisfaction

Practices implemented to systematically enhance customer satisfaction:

- ✓ Increasing quality levels through regular quality meetings
- ✓ Introducing new films and developments to customers through regular meetings
- ✓ Developing joint projects and new products
- ✓ Creating plans based on customer expectations
- ✓ Shortening delivery times and increasing on-time delivery rates
- ✓ Increasing technical service speed and response rates

To enhance customer service quality and provide transparent, real-time information throughout the order process, a customer portal was designed in 2024 to operate through our corporate website.

| | |
|-----------------------------|--|
| Project Name | Customer Portal |
| Location and Date | Website - 2024 |
| Purpose and Actions | The project aims to enable our customers to transparently track their orders in real time through the open internet service portal available on our website. |
| Results | The portal has not yet been launched for customer use and will be made available to customers on July 15, 2025. |
| Plans for the Future | The goal is to integrate an AI-powered chatbot and a "Where Is My Order" system providing real-time logistics tracking, allowing customers to access the information they need without human intervention. |

At Super Film, we believe that service performance and customer satisfaction are directly linked throughout the product development process. After receiving customer requests, we conduct a project approval process and then manage the entire process end-to-end with our R&D and Business Development teams.

During pilot production and industrial-scale applications, we optimize our production planning by considering customer feedback. Accordingly, we ensure high customer satisfaction by developing products that meet customer demands.

We systematically evaluate customer feedback and complaints within the framework of our Customer Complaint Procedure and Customer Relationship Management Procedure. In this process, we prioritize customer satisfaction and product safety, analyze complaints through a multidimensional structure, and then direct them to the relevant departments to plan necessary corrective and preventive actions.

Complaints are reviewed jointly with the Risk and Audit Committee, the Product Safety Committee, and senior management representatives. When deemed necessary, the Board of Directors is also informed. At Super Film, to ensure customer safety, we also monitor and report feedback related to health and safety issues.

Each evaluation conducted after a complaint helps guide our future customer satisfaction processes and enables us to continuously improve our service quality.



Social Responsibility

In addition to fulfilling our ethical responsibilities in our business processes, we also prioritize social responsibility projects that directly create social value.

Under the Sanko Holding umbrella, projects aimed at enhancing social welfare in the fields of education, healthcare, and culture are carried out by the Sani Konukoğlu Foundation, which has been operating since 1989 with the philosophy of "Sharing is Happiness." By supporting these projects, we contribute to strengthening social impact.

Within this scope, we have implemented:

- University and vocational school scholarship programs,
- Provision of medical equipment,
- Support for the procurement of devices,
- Provision of shelter and hygiene facilities in the event of disasters such as earthquakes,
- Post-earthquake response plans addressing the needs of our employees, and
- Social support programs for children and students.

In addition, exam preparation support was provided through the SebitVCloud platform for employees' children attending 8th and 12th grades.

At Super Film, through career events conducted in collaboration with Türkiye's leading universities, we aim to inspire future leaders, prepare them for professional life, and ensure that our social contribution has a lasting impact.

As of 2024, we have implemented:

- Recycling-themed primary school programs,
- Educational content designed to foster environmental awareness among students,
- Coastal cleanup and marine conservation activities, and
- Scholarship and support projects that contribute directly to education.

These initiatives demonstrate that Super Film's sustainability focus extends beyond environmental and economic performance, reflecting an approach centered on social contribution.

Our responsibility to society extends beyond education and culture, encompassing preparedness processes for disaster situations as well. To institutionalize our disaster preparedness efforts, we have established **Sanko Disaster Response Teams**. During the 2023 earthquake, we implemented response plans addressing the needs of all employees and introduced various measures, including psychological support.



V

Appendices

- Social Performance Indicators
- Environmental Performance Indicators
- Reporting Guidelines
- Independent Assurance Statement
- Greenhouse Gas Verification Statement
- Sustainable Development Goal (SDG) Index
- GRI Content Index



Appendices

Social Performance Indicators

All Facilities

| Employment Data | 2021 | 2022 | 2023 | 2024 |
|---|-------|-------|-------|---------|
| Total Number and Ratio of Employees | 588 | 618 | 713 | 772 |
| Women | 27 | 32 | 41 | 94 |
| Men | 561 | 586 | 672 | 678 |
| Percent of Women Employees | 4.59% | 5.18% | 5.75% | ✓ 12.8% |
| Employees – by Employment Type | | | | |
| White-Collar | 123 | 125 | 135 | 139 |
| Blue-Collar | 455 | 463 | 578 | 633 |
| Number of Employees with Disabilities | | | | |
| Number of White-Collar Employees with Disabilities | 1 | 1 | 1 | 2 |
| Number of Blue-Collar Employees with Disabilities | 17 | 17 | 19 | 23 |
| Employees – by Category | | | | |
| Women – Office Employees | 22 | 25 | 33 | 32 |
| Men – Office Employees | 55 | 53 | 55 | 51 |
| Women – Field Employees | 5 | 7 | 8 | 63 |
| Men – Field Employees | 506 | 533 | 617 | 626 |
| Employees – by Education Level | | | | |
| Primary Education | 84 | 173 | 90 | 175 |
| High School | 353 | 290 | 432 | 385 |
| Vocational School (Associate Degree) | 40 | 43 | 61 | 79 |
| University and Above | 111 | 112 | 130 | 133 |

All Facilities

| Parental Leave | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Number of women employees entitled to parental leave | 2 | 1 | 0 | 3 |
| Number of men employees entitled to parental leave | 45 | 30 | 31 | 30 |
| Number of women employees who took parental leave | 2 | 1 | 0 | 3 |
| Number of men employees who took parental leave | 45 | 30 | 31 | 30 |
| Number of women employees who returned from parental leave | 2 | 1 | 0 | 0 |
| Number of men employees who returned from parental leave | 45 | 30 | 31 | 30 |
| Number of women employees still employed 12 months after returning from parental leave | 2 | 1 | 0 | 0 |
| Number of men employees still employed 12 months after returning from parental leave | 45 | 30 | 31 | 30 |

All Facilities

| Management Structure | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Number of Women | 0 | 1 | 2 | 2 |
| Number of Men | 4 | 4 | 5 | 5 |
| Percentage of Women Employees | - | 20% | 29% | 29% |
| Age 30 and Under | 0 | 0 | 0 | 0 |
| Ages 31-50 | 1 | 2 | 2 | 2 |
| Age 50 and Over | 3 | 3 | 5 | 5 |
| Senior Management – Women (excluding Board) (%) | 18% | 19% | 17% | 7% |

Appendices

Social Performance Indicators

All Facilities

| Employee Turnover | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Newly Hired Employees - Total | 59 | 81 | 129 | 313 |
| Number of Women Employees | 4 | 9 | 17 | 100 |
| Number of Men Employees | 55 | 72 | 112 | 213 |
| Employees Who Left the Company - Total | 45 | 36 | 96 | 263 |
| Number of Women Employees | 1 | 1 | 10 | 46 |
| Number of Men Employees | 44 | 35 | 86 | 217 |
| <30 | 53 | 73 | 91 | 112 |
| 30-50 | 5 | 8 | 36 | 132 |
| >50 | 1 | 0 | 2 | 19 |

All Facilities

| Total Voluntary and Involuntary Turnover | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Voluntary Turnover - Men | - | - | 63 | 129 |
| Voluntary Turnover - Women | - | - | 8 | 26 |
| Involuntary Turnover - Men | 3 | 2 | 21 | 88 |
| Involuntary Turnover - Women | - | - | 2 | 20 |

All Facilities

| Other Social Metrics | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|---------|
| Employee Satisfaction Rate | 75% | 71% | 71% | |
| Average Gender Pay Gap | 0 | 0 | 0 | 0 |
| Ratio of the Annual Total Compensation of the Highest-Paid Employee to the Median of the Annual Total Compensation of All Employees (All Facilities) | - | - | 7 | ✓ 6.8 |
| Percentage of Direct Employees Covered in the Living Wage Comparison Analysis (Gaziantep) | - | - | | ✓ 6.56% |
| Percentage of Employees Earning Above the Defined Fair Living Wage | - | - | 100% | 100% |
| Percentage of Total Workforce Receiving Environmental Training Across All Locations | 55% | 62% | 79% | 82% |

All Facilities

| Working Conditions and Social Dialogue | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Number of Employees Covered by Health Services | 588 | 618 | 713 | 772 |
| Number of Employees Covered by Employee Representatives | 463 | 484 | 578 | 633 |

Appendices

Social Performance Indicators

All Facilities

| Career Management and Training | 2021 | 2022 | 2023 | 2024 |
|--|--------|--------|--------|--------|
| Number of Women Employees Trained | 27 | 32 | 41 | 94 |
| Total Training Hours Provided to Women Employees | 621 | 800 | 941 | 2,249 |
| Number of Men Employees Trained | 561 | 586 | 672 | 674 |
| Total Training Hours Provided to Men Employees | 12,903 | 14,650 | 14,745 | 16,128 |
| Number of White-Collar Employees Trained | 125 | 134 | 135 | 137 |
| Number of Blue-Collar Employees Trained | 463 | 484 | 578 | 631 |
| Average Training Hours per Employee (All Facilities) | 22 | 25 | 22 | 29,83 |
| Training Hours Dedicated to Employees' Personal Development | 3528 | 3652 | 3458 | 3072 |
| Total Number of Employees Receiving Performance and Career Development Evaluations Across All Locations | 588 | 631 | 713 | 772 |
| Percentage of Total Workforce Undergoing Regular Performance and Career Development Evaluations Across All Locations | 100% | 100% | 100% | 100% |
| Percentage of Total Workforce Receiving Career or Skills-Related Training | 38% | 40% | 43% | 32% |
| Percentage of Total Workforce Receiving Environmental Training | 55% | 62% | 79% | 78% |

All Facilities

| Percentage of Employees Receiving Performance Evaluations | 2021 | 2022 | 2023 | 2024 |
|--|-------|-------|------|------|
| Women | 100% | 100% | 100% | 100% |
| Men | 100% | 100% | 100% | 100% |
| Mid-Level Management | 100% | 100% | 100% | 100% |
| Senior Management | 100% | 100% | 100% | 100% |
| Number of Skill Development Trainings Provided | 21 | 22 | 25 | 30 |
| Number of Employees with a Personal Development Plan | 125 | 134 | 135 | 137 |
| Percentage of Employees Who Left the Company Due to Involuntary Turnover | 7.80% | 6.10% | 15% | 14% |

All Facilities

| Child Labor and Forced Labor | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Number of Reported Cases of Child Labor and Forced Labor | 0 | 0 | 0 | 0 |
| Number of Annual Audits Conducted to Inspect Factories for Child Labor and Forced Labor | 2 | 2 | 2 | 2 |
| Number of Audits Conducted on Company Operations Regarding Child Labor, Forced Labor, or Compulsory Labor | 1 | 1 | 1 | 1 |

All Facilities

| Customer Health and Safety | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Number of Customer Health and Safety Incidents | 0 | 0 | 0 | 0 |
| Customer Satisfaction Rate in the Customer Satisfaction Survey | - | - | 86% | 82% |

Appendices

Social Performance Indicators

All Facilities

| Business Ethics | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Percentage of Workforce Trained on Business Ethics | 0 | 0 | 100% | 100% |
| Percentage of Total Workforce Trained on Diversity, Discrimination, and/or Harassment | 0 | 0 | 100% | 100% |
| Number of Members of Governance Bodies Informed About Anti-Corruption Policies and Procedures | - | - | 7 | ✓ 7 |
| Number of Confirmed Corruption Incidents | 0 | 0 | 0 | 0 |
| Number of Reports Submitted Through the Ethics Procedure (Whistleblowing Procedure) | 0 | 0 | 0 | 0 |
| Number of Confirmed Information Security Incidents | 0 | 0 | 0 | 0 |
| Number of Reported Cases of Discrimination or Physical, Psychological, and Verbal Harassment, and/or Number of Preventive Measures Implemented | 0 | 0 | 0 | 0 |
| Number of Employees Trained on Discrimination and Harassment | 0 | 0 | 0 | 20% |
| Percentage of Workers from Minority Groups Employed in Company-Related Operations | - | - | - | - |
| Percentage of Senior Management Employees from Minority Groups (Excluding Board of Directors) | - | - | - | - |
| Percentage of Employees in Sales and Procurement Departments Trained on Competition Practices | 0 | 100% | 100% | 100% |
| Percentage of Operational Facilities Subject to Human Rights Reviews or Human Rights Impact Assessments | 100% | 100% | 100% | 100% |
| Percentage of Operational Facilities with a Certified Anti-Corruption Management System | 100% | 100% | 100% | 100% |
| Percentage of All Business Operations with an Information Security System Certified Under ISO 27000 | 100% | 100% | 100% | 100% |
| Percentage of Operational Facilities Where Internal Audits or Risk Assessments Have Been Conducted on Business Ethics Issues | 0 | 100% | 100% | 100% |
| Percentage of Operational Facilities That Have Conducted Environmental Risk Assessments | 100% | 100% | 100% | 100% |

All Facilities

| Sustainable Procurement | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Percentage of Suppliers Who Have Signed the Sustainable Supplier Code of Conduct | - | 82% | 85% | 95% |
| Percentage of Suppliers with Contracts Containing Provisions Related to Environmental, Labor, and Human Rights Requirements | - | - | 15% | 100% |
| Percentage of Suppliers Assessed for Sustainability Through Surveys | 50% | 90% | 95% | 95% |
| Percentage of Suppliers Undergoing On-Site Sustainability Audits | - | - | 15% | 25% |
| Percentage of Procurement Employees Trained on Sustainable Procurement | - | 75% | 85% | 90% |

All Facilities

| Occupational Health and Safety | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| OHS Management System - Percentage of Certified Facilities | 100% | 100% | 100% | 100% |
| OHS Management System - Percentage of Employees Covered | 100% | 100% | 100% | 100% |
| Percentage of Employees Represented on OHS Committees | 100% | 100% | 100% | 100% |
| Number of OHS Site Inspections | 72 | 72 | 192 | 198 |

Appendices

Social Performance Indicators

Gaziantep Facility

| Occupational Health and Safety Management – Number of Lost-Time Injuries | 2021 | 2022 | 2023 | 2024 |
|--|------|-------|-------|---------|
| Women | 0 | 0 | 0 | 0 |
| Men | 15 | 19 | 15 | 16 |
| Blue-Collar | 15 | 19 | 15 | 16 |
| White-Collar | 0 | 0 | 0 | 0 |
| Ages 18-30 | 8 | 11 | 13 | 11 |
| Ages 31-44 | 6 | 6 | 2 | 5 |
| Ages 45-59 | 1 | 2 | 0 | 0 |
| Full-Time | 14 | 19 | 14 | 16 |
| Temporary/Fixed-Term | 1 | 0 | 1 | 0 |
| All Employees | 15 | 19 | 15 | 16 |
| Lost-Time Injury Frequency Rate (GAZIANTEP) | 12.2 | 15.02 | 11.41 | ✓ 11.53 |

Lüleburgaz Facility

| Occupational Health and Safety Management – Number of Lost-Time Injuries | 2024 |
|--|---------|
| Women | 21 |
| Men | 33 |
| Blue-Collar | 54 |
| White-Collar | 0 |
| Ages 18-30 | 23 |
| Ages 31-44 | 28 |
| Ages 45-59 | 3 |
| Full-Time | 54 |
| Temporary/Fixed-Term | 0 |
| All Employees | 54 |
| Lost-Time Injury Frequency Rate (All Employees) | ✓ 75.18 |

Gaziantep Facility

| Occupational Health and Safety Management – Number of Lost Workdays | 2021 | 2022 | 2023 | 2024 |
|---|------|-------|--------|----------|
| Women | 0 | 0 | 0 | 0 |
| Men | 258 | 321 | 329 | 320 |
| Blue-Collar | 258 | 321 | 329 | 320 |
| White-Collar | 0 | 0 | 0 | 0 |
| Ages 18-30 | 180 | 149 | 267 | 260 |
| Ages 31-44 | 60 | 152 | 54 | 60 |
| Ages 45-59 | 18 | 20 | 0 | 0 |
| Full-Time | 252 | 321 | 318 | 320 |
| Temporary/Fixed-Term | 6 | 0 | 3 | 0 |
| All Employees | 258 | 321 | 321 | 320 |
| Lost-Time Injury (LTI) Frequency Rate for Direct Workforce | 12.2 | 15.02 | 14.7 | 11.59 |
| Lost-Time Injury (LTI) Severity Rate for Direct Workforce | 203 | 254 | 244.21 | 230 |
| Number of Near Misses | - | - | 9 | 333 |
| Accident Severity Rate – Gaziantep | 203 | 253.7 | 244.7 | ✓ 230.54 |
| Number of Work-Related Serious Injuries (Excluding Fatalities) | 31 | 38 | | 39 |

Appendices

Social Performance Indicators

Lüleburgaz Facility

| Occupational Health and Safety Management – Number of Lost Workdays | LLB |
|--|----------|
| Women | 163 |
| Men | 299 |
| Blue-Collar | 462 |
| White-Collar | 0 |
| Ages 18-30 | 116 |
| Ages 31-44 | 346 |
| Ages 45-59 | 0 |
| Full-Time | 462 |
| Temporary/Fixed-Term | 0 |
| All Employees | 462 |
| Occupational Health and Safety Management – Lost-Time Injury Severity Rate (All Employees) | ✓ 1362.2 |

Gaziantep Facility

| Occupational Health and Safety Management – Number of Recordable Injuries | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Women | 0 | 0 | 0 | 0 |
| Men | 31 | 38 | 33 | 33 |
| Blue-Collar | 30 | 38 | 33 | 33 |
| White-Collar | 1 | 0 | 0 | 0 |
| Ages 18-30 | 19 | 22 | 21 | 24 |
| Ages 31-44 | 10 | 12 | 7 | 13 |
| Ages 45-59 | 2 | 4 | 3 | 0 |
| Full-Time | 29 | 35 | 31 | 39 |
| Temporary/Fixed-Term | 2 | 3 | 2 | 0 |
| All Employees | 31 | 38 | 33 | 39 |

All Facilities

| OHS Trainings Provided | 2021 | 2022 | 2023 | 2024 |
|---|-------|--------|-------|--------|
| Number of Employees Who Received OHS Training | 8,181 | 12,205 | 3,556 | 10,565 |
| Number of Employees Trained on Health and Safety Topics | 588 | 618 | 713 | 772 |

All Facilities

| Other OHS Metrics | 2021 | 2022 | 2023 | 2024 |
|---|------|-----------------------------------|-----------------------------------|-----------------------------------|
| Number of Physiological and Psychological Incidents Arising from Company Operations | 0 | 0 | 0 | 0 |
| Percentage of Operational Facilities Where Employee Health and Safety Risk Assessments Have Been Conducted | 100% | 100% | 100% | 100% |
| Percentage of Total Workforce Represented in Occupational Health and Safety Committees Under Formal Joint Governance | 100% | 100% | 100% | 100% |
| Percentage of Total Workforce Covered by Formal Collective Bargaining Agreements on Working Conditions Across All Locations | 0 | 78% (100% of blue-collar workers) | 81% (100% of blue-collar workers) | 82% (100% of blue-collar workers) |
| Percentage of Total Workforce Represented by Officially Elected Employee Representatives Across All Locations | 0 | 100% | 100% | 100% |
| Total Number of Employees Covered by the OHS Management System (Including Company and Non-Company Workers) | 588 | 618 | 713 | 772 |
| Percentage of Employees Covered by the OHS Management System | 100% | 100% | 100% | 100% |
| Number of Employees Represented by Employee Representatives | 463 | 484 | 578 | 633 |

All Facilities

| Employees Under the OHS Management System Audited Internally / Externally | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Total Number of Employees Audited | - | - | 713 | 772 |
| Percentage of Employees Audited | - | - | 100% | 100% |

Appendices

Environmental Performance Indicators

Gaziantep Facility

| Energy Consumption (kWh) | 2021 | 2022 | 2023 | 2024 |
|---|-------------|------------|------------|------------|
| Direct total energy consumption, Scope 1 | 61,837,207 | 61,841,181 | 54,996,380 | 53,032,903 |
| Indirect total energy consumption (Electricity), Scope 2 | 111,299,920 | 104,652,81 | 94,103,966 | 94,140,887 |
| Total energy consumption | 173,060,450 | 166,493,99 | 149,100,34 | 147,173,79 |
| Total renewable energy consumption* | - | 8.050,641 | 9,314,762 | 9,039,378 |
| Amount of energy consumption reduction achieved as a direct result of conservation and efficiency initiatives | 1,514,244 | 1,082,728 | 403,200 | 704,542 |

Lüleburgaz Facility

| Energy Consumption (kWh) | 2024 |
|--|---------------|
| Direct total energy consumption, Scope 1 | 10,316,064 |
| Indirect total energy consumption (Electricity), Scope 2 | 22,316,187.50 |
| Total energy consumption | 32,632,252 |

Gaziantep Facility

| Energy Intensity | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Electricity Consumption per Employee (GJ/Employee) | 681 | 610 | 548 | 441 |
| Electricity Consumption per Area (GJ/m ²) | 1.94 | 1.83 | 1.64 | 1.64 |
| Natural Gas Consumption per Area (GJ/m ²) | 0.05 | 0.06 | 0.02 | 0.13 |

Lüleburgaz Facility

| Energy Intensity | 2024 |
|---|-------|
| Electricity Consumption per Employee (GJ/Employee) | 521 |
| Electricity Consumption per Area (GJ/m ²) | 0.77 |
| Natural Gas Consumption per Area (GJ/m ²) | 0.357 |

Gaziantep Facility

| Air Emissions (kg/hour) | 2021 | 2022 | 2023 | 2024 |
|---------------------------|-------|------|------|--------|
| SO _x Emissions | 5.28 | - | 3.76 | 0.2601 |
| NO _x Emissions | 0.12 | - | 6.21 | 9.1299 |
| VOC Emissions | 0.002 | - | 0.39 | 1.8460 |
| PM eEmissions | 0 | - | 0.41 | 0.3934 |

Lüleburgaz Facility

| Air Emissions (kg/hour) | 2024 |
|---------------------------|---------|
| SO _x Emissions | 0.3 |
| NO _x Emissions | 0.85 |
| VOC Emissions | <0.0076 |
| PM Emissions | 0.02769 |

Gaziantep Facility

| Water Management (m ³) | 2021 | 2022 | 2023 | 2024 |
|---|---------|---------|-----------|--------------------------|
| Total Water Withdrawal | 249,934 | 254,170 | 179,050 | 198,835.00 |
| Groundwater | - | - | 55,595 | 67,865.00 |
| Water Discharged | - | - | 37,962 | 79,664.00 |
| Water Withdrawn from the Mains | - | - | 123,455 | ✓ 102,894.98 |
| Total Weight of Pollutants Discharged into Water (kg) | - | 6,394 | 30,303.60 | 31,594.27 |
| Water Consumption | - | - | - | 95,940.02 m ³ |

Lüleburgaz Facility

| Water Management (m ³) | 2024 |
|---|--------------------------|
| Total Water Withdrawal | 48,000 |
| Groundwater | 48,000 |
| Water Discharged | 33,621.43 |
| Water Withdrawn from the Mains | 0 |
| Total Weight of Pollutants Discharged into Water (kg) | 20,172.86 |
| Water Consumption | 14,378.57 m ³ |

Appendices

Environmental Performance Indicators

Gaziantep Facility

| Greenhouse Gas Emissions (tCO ₂ e) | 2021 | 2022 | 2023 | 2024 |
|--|------------|------------|------------|--------------|
| Total Scope 1 GHG Emissions | 19,725.00 | 21,801.00 | 15,853.69 | ✓ 15,809.78 |
| Total Scope 2 GHG Emissions | 48,725.00 | 41,950.30 | 37,327.32 | ✓ 37,439 |
| Total Gross Scope 3 GHG Emissions | 444,498.00 | 333,561.41 | 300,802.28 | ✓ 495,526.78 |
| Total Gross GHG Emissions from Early Stages of the Value Chain (Upstream) | 388,501.00 | 283,330.94 | 274,851.32 | 458,886 |
| Total Gross GHG Emissions from Later Stages of the Value Chain (Downstream) | 55,997.00 | 31,609.69 | 20,812.22 | 36,640 |
| Absolute Scope 1 Reduction Percentage – Base Year 2020 (16,252.97) | 21% | 34% | -2.46% | -2.73% |
| Absolute Scope 2 Reduction Percentage – Base Year 2020 (48,253.12) | -0.9% | 13% | 23% | 22% |
| Absolute Scope 3 Reduction Percentage – Base Year 2021 (444,619) | - | -24.9% | -32.33% | 11.46% |
| Scope 1–2 (Production) Product (Ton-Dispatch) Emission Intensity Change (%) – Base Year 2020 | - | 2.54% | -0.25% | 11.25% |

Lüleburgaz Facility

| Greenhouse Gas Emissions (tCO ₂ e) | 2024 |
|---|--------------|
| Total Scope 1 GHG Emissions | ✓ 2,216.51 |
| Total Scope 2 GHG Emissions | 9,863.75 |
| Total Gross Scope 3 GHG Emissions | ✓ 137,231.14 |
| Total Gross GHG Emissions from Early Stages of the Value Chain (Upstream) | 131,910.64 |
| Total Gross GHG Emissions from Later Stages of the Value Chain (Downstream) | 5,320.51 |

Gaziantep Facility

| Waste (kg) | 2021 | 2022 | 2023 | 2024 |
|---|------------|------------|-----------|------------|
| Total Hazardous Waste | 803,582 | 206,519 | 304,870 | 220,264 |
| Total Non-Hazardous Waste | 9,231,565 | 9,999,070 | 5,970,050 | 13,781,820 |
| Total Waste Generated | 10,035,147 | 10,205,589 | 6,274,920 | 14,002,084 |
| Percentage of Recycled Input Materials | 100% | 100% | 100% | 100% |
| Total Number of Recorded Significant Accidental Spills | 0 | 0 | 0 | 0 |
| Percentage of Recyclable Products (%) | 99.20% | 98% | 98.60% | 98.47% |
| Percentage of Operational Facilities Certified with ISO 14001 | 1 | 1 | 2 | 2 |

Lüleburgaz Facility

| Waste (kg) | 2024 |
|--|---------|
| Total Hazardous Waste | 0 |
| Total Non-Hazardous Waste | 691,350 |
| Total Waste Generated | 691,350 |
| Percentage of Recycled Input Materials | 691,350 |
| Total Number of Recorded Significant Accidental Spills | 0 |
| Percentage of Recyclable Products (%) | 100% |

Reporting Guidelines

Limited Assurance Report

Selected Information

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

Environmental Indicators

- Scope 1, 2, and 3 Greenhouse Gas Emissions (tons CO₂e)
- Water Consumption (m³)
- Waste Management (amount of hazardous and non-hazardous waste)

Social Indicators

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

Criteria

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

Calculation Methods

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

Company Responsibilities

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

Limitations

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

Verification Results

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

Conclusion

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

INDEPENDENT ASSURANCE REPORT

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



Introduction and Objectives of the Work:

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

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

Scope of Work:

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

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

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

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



Assessment Standard

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

Reporting Principles

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

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

Limitations and Exclusions:

The work is limited to SÜPER FİLM AMBALAJ SANAYİ VE TİCARET A.Ş.'s Türkiye locations and "selected information" defined in the scope.

The reliability of the reported data depends on the accuracy of the location-level data collection and monitoring arrangements that are considered as part of this assurance.

Excluded from the scope of our work is the following:

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

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

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

Responsibilities:

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

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



Independent Assurance Statement

Methodology:

As part of our independent assurance, our work included:

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

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

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

Limited Assurance Conclusion

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

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

Statement of Independence, Impartiality and Competence

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

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

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

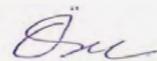
The assurance team has extensive experience in conducting assurance over carbon and water information, systems and processes, has many experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Limited Assurance.

BUREAU VERITAS CERTIFICATION

Gürhan Uzun
Responsible Verifier
23/09/2025

S.Ozge Gokmen Sahinkaya
Responsible Verifier
23/09/2025

Ibrahim Tagay,
Certification Manager
23/09/2025



BUREAU VERITAS



Page 3 of 3

Greenhouse Gas Verification Statement



Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

SÜPER FİLM AMBALAJ SANAYİ VE TİC. A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

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

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

GHG PROTOCOL

| | | |
|---|-------------------|----------------------------|
| Scope 1- Direct emissions / Doğrudan emisyonlar | 18.026,29 | t CO ₂ eq |
| Scope 2- Location based purchased energy emissions / Lokasyon bazlı satın alınan enerji emisyonlar | 47.303,28 | t CO ₂ eq |
| Scope 3- Other indirect emissions / Diğer dolaylı emisyonlar | 632.757,92 | t CO ₂ eq |
| Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar | 698.087,49 | t CO₂ eq |
| Total Market Based Emissions / Toplam Market Bazlı Emisyonlar | - | t CO₂ eq |
| Biogenic Emissions / Biyojenik Emisyonlar | - | t CO ₂ eq |
| Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı | - | t CO ₂ eq |
| Scope 2- Market based purchased energy emissions / Market bazlı satın alınan enerji emisyonlar | - | t CO₂ eq |
| Renewable energy references / Yenilenebilir enerji referansları: | | |
| Credits from GHG Scheme / Satın alınan krediler | - | t CO ₂ eq |
| Credits references / Kredi referansları | | |

Level of Assurance : Reasonable / Makul Verification Report Date : 11.09.2025
Reporting Period : 01.01. 2024 – 31.12. 2024 Statement No : SG-GNL-158 / 2024

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür



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Beytepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya – Ankara
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

PRO-15F15-GHGREV/04/25.03.2025



ANNEX I / EK I

Reporting Boundaries / Raporlama Sınırları

LOCATION SPESIFIC EMISSIONS

| Categori / Location | Scope 1 (tCO ₂ e) | Scope 2 (tCO ₂ e) | Scope 3 (tCO ₂ e) |
|---------------------|------------------------------|------------------------------|------------------------------|
| Merkez Fabrika | 15.809,78 | 37.439,52 | 495.526,78 |
| Lüleburgaz Şubesi | 2.216,51 | 9.863,76 | 137.231,14 |
| Total | 18.026,29 | 47.303,28 | 632.757,92 |

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
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Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

Sustainable Development Goals (SDG) Index

Sustainable Development Goals Index

| SDG's | TOPIC TITLE | PAGE NUMBER |
|--|--|------------------|
|  3 Good Health and Well-being | Product Safety and Quality, Occupational Health and Safety | 36, 60-63 |
|  4 Quality Education | Employee Engagement, Development, and Satisfaction; Social Responsibility | 64-67, 68-69 |
|  5 Gender Equality | Diversity and Inclusion | 58-59 |
|  6 Clean Water and Sanitation | Water and Wastewater Management | 48-49 |
|  7 Affordable and Clean Energy | Energy and Greenhouse Gas Emissions Management | 43-47 |
|  8 Decent Work and Economic Growth | Long-Term Commercial Growth , Occupational Health and Safety | 28-30, 60-63 |
|  9 Industry, Innovation and Infrastructure | Innovation and Digitalization | 31-33 |
|  10 Reduced Inequality | Human Rights | 56-57 |
|  12 Responsible Consumption and Production | Sustainable Supply Chain Management, Product Safety and Quality, Environment | 34-35, 36, 43-54 |
|  13 Climate Action | Energy and Greenhouse Gas Emissions Management | 43-47 |
|  17 Partnerships to achieve the Goal | Our Sectoral Partnerships, Super Film's Sustainability Journey | 12, 19 |

GRI Content Index

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

Statement of use

Süper Film Ambalaj San ve Tic. A.Ş. has reported in accordance with the GRI Standards for the period January 1 – December 31, 2024



GRI 1 Used

GRI 1: Foundation 2021

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|--|--|---|--|--|
| GENERAL DISCLOSURES | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | About the Report, Super Film at a Glance | 3, 8-9 | |
| | 2-2 Entities included in the organization's sustainability reporting | About the Report | 3 | |
| | 2-3 Reporting period, frequency and contact point | About the Report | 3 | |
| | 2-4 Restatements of information | | | No information has been rephrased or modified. |
| | 2-5 External assurance | Independent Assurance Statement | 81 | |
| | 2-6 Activities, value chain and other business relationships | About Super Film | 7- 16 | |
| | 2-7 Employees | Human Rights, Diversity and Inclusion | 57, 58 | |
| | 2-8 Workers who are not employees | Human Rights | 57 | |
| | 2-9 Governance structure and composition | Corporate Governance and Board of Directors | 14-15 | |
| | 2-10 Nomination and selection of the highest governance body | Corporate Governance and Board of Directors | 14-15 | |
| | 2-11 Chair of the highest governance body | Corporate Governance and Board of Directors | 14-15 | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Sustainability Governance and Committee | 20-21 | |
| | 2-13 Delegation of responsibility for managing impacts | Sustainability Governance and Committee | 20-21 | |
| | 2-14 Role of the highest governance body in sustainability reporting | Sustainability Governance and Committee | 20-21 | |

GRI Content Index

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|--|---|---|--|---|
| GENERAL DISCLOSURES | | | | |
| GRI 2: General Disclosures 2021 | 2-15 Conflicts of interest | Business Ethics and Compliance | 38 | |
| | 2-16 Communication of critical concerns | Sustainability Governance and Committee, Business Ethics and Compliance | 20-21, 37 | |
| | 2-17 Collective knowledge of the highest governance body | Sustainability Governance and Committee | 20-21 | |
| | 2-18 Evaluation of the performance of the highest governance body | Sustainability Governance and Committee | 20-21 | |
| | 2-19 Remuneration policies | Employee Engagement, Development, and Satisfaction | 67 | |
| | 2-20 Process to determine remuneration | Employee Engagement, Development, and Satisfaction | 67 | |
| | 2-21 Annual total compensation ratio | Employee Engagement, Development, and Satisfaction | 67 | |
| | 2-22 Statement on sustainable development strategy | Messages from the General Manager and Group Chair | 4-5 | |
| | 2-23 Policy commitments | Super Film's Sustainability Journey, Business Ethics and Compliance | 18-20, 37 | |
| | 2-24 Embedding policy commitments | Super Film's Sustainability Journey, Business Ethics and Compliance | 18-20, 37 | |
| | 2-25 Processes to remediate negative impacts | Super Film's Sustainability Journey, Business Ethics and Compliance | 18-20, 37-41 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Business Ethics and Compliance | 37 | |
| | 2-27 Compliance with laws and regulations | Business Ethics and Compliance | 37 | |
| | 2-28 Membership associations | Our Sectoral Partnerships and Awards, Super Film's Sustainability Journey | 12, 19 | |
| | 2-29 Approach to stakeholder engagement | Effective Stakeholder Engagement | 25 | |
| 2-30 Collective bargaining agreements | Human Rights | 57 | | |

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|--|--|---|--|---|
| MATERIAL TOPICS | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Materiality Analysis | 26 | |
| | 3-2 List of material topics | Our Material Topics | 26 | |
| Long-Term Commercial Growth | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Long-Term Commercial Growth | 28-30 | |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | Employee Engagement, Development, and Satisfaction; Social Performance Indicators | 67, 73 | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Long-Term Commercial Growth | 28-30 | |
| | 203-2 Significant indirect economic impacts | Long-Term Commercial Growth | 28-30 | |
| Sustainable Supply Chain Management | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Sustainable Supply Chain Management | 34-35 | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | Sustainable Supply Chain Management, Social Performance Indicators | 34, 75 | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Sustainable Supply Chain Management | 34-35 | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | Sustainable Supply Chain Management, Social Performance Indicators | 34, 75 | |
| | 414-2 Negative social impacts in the supply chain and actions taken | Sustainable Supply Chain Management | 34-35 | |

GRI Content Index

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|--|---|--|--|---|
| Business Ethics and Compliance | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Business Ethics and Compliance | 37-41 | |
| | 205-1 Operations assessed for risks related to corruption | Business Ethics and Compliance | 39 | |
| GRI 205: Yolsuzlukla Mücadele 2016 | 205-2 Communication and training about anti-corruption policies and procedures | Business Ethics and Compliance, Social Performance Indicators | 37, 75 | |
| | 205-3 Confirmed incidents of corruption and actions taken | Business Ethics and Compliance, Social Performance Indicators | 38-39, 75 | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Business Ethics and Compliance | 40 | |
| Circular and Sustainable Design | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Circular and Sustainable Design | 50-51 | |
| | 301-1 Materials used by weight or volume | Environmental Performance Indicators | 79 | |
| GRI 301: Materials 2016 | 301-2 Recycled input materials used | Circular and Sustainable Design, Environmental Performance Indicators | 50-51, 79 | |
| | 301-3 Reclaimed products and their packaging materials | Circular and Sustainable Design, Environmental Performance Indicators | 50-51, 79 | |
| Energy | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Energy and Greenhouse Gas Emissions Management | 43-47 | |
| | 302-1 Energy consumption within the organization | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 43-45, 78 | |
| | 302-2 Energy consumption outside of the organization | Environmental Performance Indicators | 78 | |
| GRI 302: Energy 2016 | 302-3 Energy intensity | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 43-45, 78 | |
| | 302-4 Reduction of energy consumption | Energy and Greenhouse Gas Emissions Management | 43-45 | |
| | 302-5 Reductions in energy requirements of products and services | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 43-45, 78 | |

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|--|---|---|--|---|
| Energy | | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 46,79 | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 46,79 | |
| | 305-3 Other indirect (Scope 3) GHG emissions | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 46,79 | |
| | 305-4 GHG emissions intensity | Environmental Performance Indicators | 79 | |
| | 305-5 Reduction of GHG emissions | Energy and Greenhouse Gas Emissions Management, Environmental Performance Indicators | 47, 79 | |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Environmental Performance Indicators | 78 | |
| Water and Wastewater Management | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Water and Wastewater Management | 48-49 | |
| | 303-1 Interactions with water as a shared resource | Water and Wastewater Management | 48-49 | |
| GRI 303: Su ve Atık Su 2018 | 303-3 Water withdrawal | Sustainability Targets, Water and Wastewater Management, Environmental Performance Indicators | 23, 48, 78 | |
| | 303-4 Water discharge | Environmental Performance Indicators | 78 | |
| | 303-5 Water consumption | Water and Wastewater Management, Environmental Performance Indicators | 48-49, 78 | |
| Biodiversity | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Biodiversity | 51-53 | |
| GRI 304: Biodiversity 2016 | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Biodiversity | 54 | |

GRI Content Index

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|---|--|--|--|---|
| Operational Waste Management | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Operational Waste Management | 51-53 | |
| | 306-1 Waste generation and significant waste-related impacts | Operational Waste Management | 51-53 | |
| | 306-2 Management of significant waste-related impacts | Operational Waste Management | 51-53 | |
| GRI 306: Waste 2020 | 306-3 Waste generated | Operational Waste Management, Environmental Performance Indicators | 52, 79 | |
| | 306-4 Waste diverted from disposal | Operational Waste Management, Environmental Performance Indicators | 51-53, 79 | |
| | 306-5 Waste directed to disposal | Operational Waste Management, Environmental Performance Indicators | 51-53, 79 | |
| Human Rights | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Human Rights | 56-57 | |
| | 401-1 New employee hires and employee turnover | Social Performance Indicators | 73 | |
| GRI 401: Employment 2016 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employee Engagement, Development, and Satisfaction | 65-66 | |
| | 401-3 Parental leave | Social Performance Indicators | 72 | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Human Rights, Social Performance Indicators | 56-57, 75 | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Human Rights | 57 | |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | Human Rights, Social Performance Indicators | 56-57, 74 | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human Rights, Social Performance Indicators | 56-57, 74 | |

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|---|---|---|--|---|
| Occupational Health and Safety | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Occupational Health and Safety | 60-63 | |
| | 403-1 Occupational health and safety management system | Occupational Health and Safety | 60-63 | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Occupational Health and Safety | 60-63 | |
| | 403-3 Occupational health services | Occupational Health and Safety | 60-63 | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Occupational Health and Safety, Social Performance Indicators | 60-63, 77 | |
| GRI 403: Occupational Health and Safety 2018 | 403-5 Worker training on occupational health and safety | Occupational Health and Safety, Social Performance Indicators | 60-63, 77 | |
| | 403-6 Promotion of worker health | Occupational Health and Safety | 60-63 | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Occupational Health and Safety | 60-63 | |
| | 403-8 Workers covered by an occupational health and safety management system | Social Performance Indicators | 75 | |
| | 403-9 Work-related injuries | Social Performance Indicators | 76 | |
| Employee Engagement, Development, and Satisfaction | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Employee Engagement, Development, and Satisfaction | 64-67 | |
| | 404-1 Average hours of training per year per employee | Social Performance Indicators | 74 | |
| GRI 404: Training and Education 2016 | 404-2 Programs for upgrading employee skills and transition assistance programs | Employee Engagement, Development, and Satisfaction | 64-65 | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Social Performance Indicators | 74 | |

| GRI STANDARD | DISCLOSURE | SUBJECT HEADING | PAGE NUMBER, SOURCES AND/OR DIRECT ANSWERS | ADDITIONAL INFORMATION/ REASONS OF OMISSION |
|---|---|---|--|---|
| Diversity and Inclusion | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Diversity and Inclusion | 58-59 | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Diversity and Inclusion, Social Performance Indicators | 58-59, 72 | |
| | 405-2 Ratio of basic salary and remuneration of women to men | Social Performance Indicators | 73 | |
| Product Safety and Quality | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Product Safety and Quality | 36 | |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | Product Safety and Quality | 36 | |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Product Safety and Quality, Social Performance Indicators | 36, 74 | |
| Customer Satisfaction | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Customer Satisfaction | 68-69 | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Customer Satisfaction | 69 | |
| Corporate Governance | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Corporate Governance and Board of Directors | 14-15 | |
| Innovation and Digitalization | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Innovation and Digitalization | 31-33 | |
| Social Responsibility | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Social Responsibility | 68-69 | |

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