



# Sustainability Report 2024

# Contents

<b>Introduction</b>	<b>3</b>	<b>Strategy and Governance</b>	<b>18</b>	<b>Protect the Planet</b>	<b>32</b>	<b>Transform Life</b>	<b>58</b>
▶ About the Report	3	▶ Şişecam CareforNext Sustainability Strategy	19	▶ Environmental Management	33	▶ Sustainability Across the Value Chain	59
▶ Chairperson's Message	4	▶ Sustainability Governance and Targets	20	▶ Combating Climate Change	35	▶ Digitalized Value Chain	62
▶ CEO's Message	6	▶ Sustainability Journey	23	▶ Water Use	39	▶ Sustainable Products	66
		▶ Sustainability Priorities	25	▶ Circular Production	40	▶ Value-Added Collaborations and Partnerships	68
<b>Corporate Profile</b>	<b>8</b>	▶ Stakeholder Engagement	26	<b>Empower Society</b>	<b>41</b>	<b>Annexes</b>	<b>70</b>
▶ About Şişecam	9	▶ Global Initiatives and Sustainability Performance	30	▶ Equality, Diversity, and Inclusion	42	▶ Corporate Memberships	71
▶ Highlights of 2024	14	▶ Business Ethics, Compliance, and Regulatory Framework	31	▶ Talent Acquisition, Management, and Development	44	▶ Quality and Compliance Certification	75
				▶ Employee Experience and Engagement	49	▶ Performance Tables	79
				▶ Occupational Health and Safety	51	▶ Reporting Principles	92
				▶ Corporate Heritage	54	▶ Reporting Guide	104
				▶ Contribution to Social Development	55	▶ Independent Assurance Statement	105
						▶ GRI Content Index	108
						▶ Contact	114

# About the Report

As Türkiye Şişe ve Cam Fabrikaları A.Ş. (Şişecam), we transparently share our economic, environmental, and social impacts with our stakeholders through the 12<sup>th</sup> edition of our Sustainability Report, prepared in line with our sustainability approach. In this report, we detail our sustainability strategy, our contribution to the United Nations (UN) Sustainable Development Goals (SDGs), and our performance in achieving our sustainability targets.

## Reporting Framework and Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The report includes our disclosures aligned with the requirements of the Task Force on Climate-Related Financial Disclosures (TCFD) and reflects our commitments under the United Nations Global Compact (UNGC) and Women's Empowerment Principles (WEPs), of which we are signatories.

## Scope and Reporting Period

This report covers the period from January 1, 2024, to December 31, 2024, and includes data on our operations in architectural glass, industrial glass, glass packaging, glassware, chemicals, energy, and other business units. All information included in this report pertains to all legal entities of Şişecam in Türkiye and in other countries where it operates.

\*It encompasses companies operating in imports, exports, mining, recycling of glass, recycling of packaging waste, and non-hazardous waste; production and sales of cast AZS refractory blocks for glass production; holding company activities; as well as insurance brokerage services.

## Independent Assurance and Verification

To enhance transparency and accountability, certain environmental and social parameters related to the environmental and social metrics included in our report have undergone an independent assurance process. Our performance regarding these parameters is indicated with a mark in the [Performance Tables](#) section, and you can access the details from the [Reporting Guide](#) and [Independent Assurance Statement](#) section.

## Access to the TSRS-compliant Report

You can access our first TSRS-compliant report, prepared in accordance with the Türkiye Sustainability Reporting Standards (TSRS) by [clicking here](#).

## Feedback and Contact

You can share any comments and suggestions regarding our sustainability efforts and report content with us at [carefornext@sisecam.com](mailto:carefornext@sisecam.com).



To access our sustainability reports from previous years, please [click here](#).



# Chairperson's Message



**Adnan Bali**  
Chairperson of the Board

Dear Stakeholders,

The year 2024 made environmental and economic imbalances at the global level even more visible. Technological advancements, rising population, and increasing consumption have significantly increased the pressure on natural resources. As a result, the impacts of climate change became more evident through tangible indicators such as drought, extreme weather events, and biodiversity loss. These developments highlighted that fragilities are experienced not only environmentally, but also economically and socially.

Ongoing geopolitical tensions worldwide continued to create a multi-dimensional environment of uncertainty for industries by placing pressure on energy supply security, raw material procurement, and trade flows.

These dynamics bring not only risks, but also new transformation-oriented opportunities for strategic industries such as glass. Technological progress, accelerating urbanisation, changing consumer habits, circular economy principles, and the growing demand for sustainable products further reinforce glass as the "material of the future." In this context, the global glass industry reached a market size of approximately USD 290 billion in 2024\*. Türkiye maintained its position among Europe's and the world's leading production hubs in flat glass, glassware, and glass packaging. With its employment opportunities, export potential, and advanced technology investments, the glass industry continues to function as a strategic lever for the national economy. Operating globally with an integrated structure and leading strategic investments, Şişecam is further strengthening its position as one of the key players shaping the industry's transformation journey.

At Şişecam, we conduct all our activities based on data-driven analyses that identify risks in advance and with decision-making mechanisms aligned with both regulations and global trends. Guided by our [CareforNext Sustainability Strategy](#) – which encompasses concrete commitments for 2030 – we advance decisively toward the goals we have set in the areas of environment and society, building a system that is adaptable, stakeholder-oriented, and focused on creating sustainable value.

While global geopolitical developments, tightening monetary policies, and supply chain risks increasingly complicate decision-making processes, the climate crisis underscores the necessity of structural transformation with its long-term impacts. In high-energy sectors such as glass and chemicals, reducing greenhouse gas emissions is no longer only an environmental responsibility but has also become a strategic imperative to maintain competitiveness. In this regard, we continue our efforts to transform our energy infrastructure into a more sustainable model. The steps we are taking to increase the use of carbon-free resources are aligned with our goal of reducing environmental impacts, and we regard this progress as a key component of our long-term sustainability strategy.

The future of industry is being shaped by multi-dimensional dynamics such as environmental sensitivity, digitalisation, and social impact. In this transformation process, we prioritise creating value through science-based solutions and strong partnerships. By integrating our research, development, and technology investments with our sustainability vision, we take steps that generate lasting impact in our sectors.

“ Guided by our CareforNext Sustainability Strategy, we advance decisively toward the goals we have set in the areas of environment and society, **building a system that is adaptable, stakeholder-oriented, and focused on creating sustainable value.** ”

\*[Global Market Insights](#)

Our corporate sustainability approach encompasses a broad perspective that also includes social inclusivity. Practices that support diversity and promote equal opportunity contribute to the development of our corporate culture while creating spaces that help to unlock the potential of our employees. We regard our approach to empowering women in business life with stronger and equal participation as an inseparable part of our corporate development.

The year 2024 also marked the introduction of the Türkiye Sustainability Reporting Standards (TSRS) in sustainability-related financial reporting. Based on the International Financial

Reporting Standards (IFRS) – IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures – TSRS 1: General Requirements for Disclosure of Sustainability-related Financial Information and TSRS 2: Climate-related Disclosures require companies to disclose governance structures, risk management processes, performance metrics, and targets linked to their sustainability strategies, as well as information on climate-related risks and greenhouse gas emissions in a clear, comparable, and auditable manner. As one of the companies within this scope, we disclosed our first TSRS-compliant report to the public.

Throughout 2024, while advancing our sustainability vision through concrete steps, we shared the collective success and value of this journey with all our stakeholders. As we celebrate our 90<sup>th</sup> anniversary in 2025, we will continue to generate long-term value with a deep sense of responsibility to our planet, society, and stakeholders. I extend my sincere gratitude and respect to all our colleagues, business partners, customers, suppliers, and investors who are walking this transformation journey with us.

**Adnan Bali**

Chairperson of the Board

# CEO's Message



**Can Yücel**  
CEO

“ In our 90<sup>th</sup> year, we will continue to advance our sustainability strategy, shaped by collective wisdom, and implement projects that create lasting impact for **our planet, society, and stakeholders.** ”

Dear Stakeholders,

The fragilities in the global economy, geopolitical uncertainties, and tightening financial conditions in 2024 further underlined the importance of resilience and adaptability for institutions. At Şişecam, we navigated this volatile environment by keeping sustainability at the core of our strategic priorities, advancing with agility, a data-driven approach, and our integrated management model without deviating from our long-term goals.

As a company operating in energy-intensive industries, we focus on creating tangible value in areas such as combating the climate crisis, resource efficiency, circularity, and social impact. We manage our operations across four continents and 14 countries, not only through economic performance but also with environmental and social responsibility awareness. With this approach, we continue to invest in technology, people, and partnerships to shape the future of sustainable glass and chemicals industries today.

Despite the ongoing global uncertainties, 2024 was a year in which we balanced risks through controlled investment and effective cost management policies, while focusing on cost savings and operational excellence. By prioritising optimisation throughout our processes, we achieved consolidated net sales of TRY 185.6 billion. Revenues from international sales accounted for 59% of our consolidated sales.

In 2024, we produced 5.6 million tons of glass, 4.6 million tons of soda ash, and 3.8 million tons of industrial raw materials. With our strong production infrastructure, digital capabilities, and integrated management approach, we further strengthened the foundations that support our steady growth.

In line with our operational excellence approach, we laid the foundation of an important collaboration through our investment in the Turkish technology company ICRON. This partnership aims to enhance our capabilities in advanced analytics and decision-support systems, enabling us to build a stronger structure in strategic planning and operational efficiency.

Believing that sustainability is not a choice but a responsibility-based imperative, we continued to shape our activities in 2024 within the framework of our CareforNext Sustainability Strategy. With the responsibility of building the future world today, we implemented concrete projects in many areas such as combating climate change, efficient use of resources, innovative technologies, and low-carbon production practices.

In line with our carbon-neutral target, we are taking steps to transform our production processes into low-emission models. Through our decarbonization roadmap and low-carbon production, we focus on areas such as energy and technology transformation, alternative fuels, and process efficiency to prepare for a sustainable transition.

We translate our commitment to energy transformation into concrete steps through investments in renewable resources. In 2024, we achieved a production capacity of 10 MWp through our solar energy-based investments. In addition, we completed the technical compliance process for 117 MW of ground-mounted solar power plant projects. With solar investments launched at our Ankara and Eskişehir facilities, we continue to increase the share of renewable resources in our production.

As of 2024, thanks to consumption of electricity generated from renewable sources, we prevented nearly 5,000 tons of CO<sub>2</sub> emissions annually from being released into the atmosphere.

Energy efficiency and resource optimisation are among the fundamental elements of our production approach. We continue our efforts to produce soda ash – a critical raw material for renewable energy and environmental technologies – with lower environmental impacts. In our natural soda ash operations in Wyoming, USA, we reduce energy and water consumption while contributing to strategic needs in this area. In 2024, we reduced the energy intensity of our total soda production by 7% and water intensity by 3.8%.

Within our circular economy approach, we prioritise reintegrating raw materials and products into the production cycle. With the goal of creating more value with less resources, we prioritise recyclable raw materials and reintroduce glass waste into internal and external recycling processes. In 2024, we recycled 202,367 tons of glass. We continue to strengthen our recycling infrastructure to achieve our target of 35% external cullet use in glass packaging by 2030.

With our digital transformation focus, we are reshaping our business processes into an integrated, data-driven, and predictive structure. Through advanced analytics, artificial intelligence, and machine learning applications, we continuously improve our operational efficiency while redesigning our core business functions with digital solutions under the [Roots and Wings Digital Transformation Program](#). A key milestone in this journey was the successful completion of our [S4 Hana Wave 2 Transformation Project](#), which significantly increased our speed in strategic decision-making and enhanced corporate agility.

One of the most important strategic steps of 2024 was the [Plant of the Future](#) platform, which forms the basis of our next-generation production approach, integrating digitalisation and sustainability. We are designing this platform not only to enhance our operational capabilities but also to support innovation, collaboration, and sustainable transformation in the glass industry. By focusing on glass packaging and flat glass production processes, we carefully manage the selection of new technologies and business partners, pilot application areas, and digital infrastructure design.

People and society, one of the core focuses of our CareforNext strategy, continues to be a top priority for Şişecam across all geographies where we operate. We are taking important steps toward becoming an employer of choice that attracts young talent. In the Realta survey conducted with over 91,000 students, we ranked 8<sup>th</sup> among the most preferred companies. The awards we received from platforms such as the Youth Awards and the Türkiye IMSAD Investment in the Future Awards demonstrate the strong impact of our talent development programs.

We consider the development of employee competencies and the establishment of a continuous learning culture as fundamental elements of our corporate structure. In this regard, under the umbrella of [Şişecam Academy](#), we offer comprehensive training programs that support professional and technical development. In 2024, we delivered a total of 474,265 hours of training, with an average of 35.34 hours of training per employee.

By developing product solutions with low environmental impact and resource efficiency, we continue to strengthen our sustainable portfolio. As a reflection of this approach, the share of sustainable products in our total turnover reached 16%. We are deepening our product-oriented transformation in alignment with our long-term sustainability goals. We announced

investments in three new coated glass lines in Türkiye, Italy, and Bulgaria with a total capacity of nearly 20 million square meters, and in an additional line in Mersin that will increase our total net energy glass production capacity to 26.6 million square meters. With these investments, which aim to increase our value-added production capabilities and volumes in the glass sector, we contribute to energy efficiency in buildings and support energy transformation.

In line with our sustainable procurement approach, we continue to integrate environmental and social responsibility criteria into our purchasing processes. In this context, we completed the first phase of the [Supplier Sustainability Development Program](#). The findings obtained from the sustainability maturity level assessment and verification audits conducted with our priority suppliers were defined as one of the key criteria in supplier performance evaluation.

The year 2024 was one in which we further reinforced our commitment to generating environmental, social, and economic value throughout our sustainability journey. Together with all our stakeholders, we worked to build a future that uses resources more efficiently, manages risks more prudently, and creates long-term value.

In our 90<sup>th</sup> year, we will continue to advance our sustainability strategy, shaped by collective wisdom, and implement projects that create lasting impact for our planet, society, and stakeholders. I extend my sincere gratitude to all our colleagues, customers, suppliers, business partners, and investors who accompany us on this journey.

Sincerely,  
**Can Yücel**  
CEO



# Corporate Profile

About Şişecam

9

Highlights of 2024

14



# About Şişecam

Founded in 1935 by Türkiye İş Bankası under the visionary leadership and signature of Mustafa Kemal Atatürk, we were established to develop Türkiye's glass industry. Starting as a local initiative, we have evolved over the years into a global player in the glass and chemicals industries.

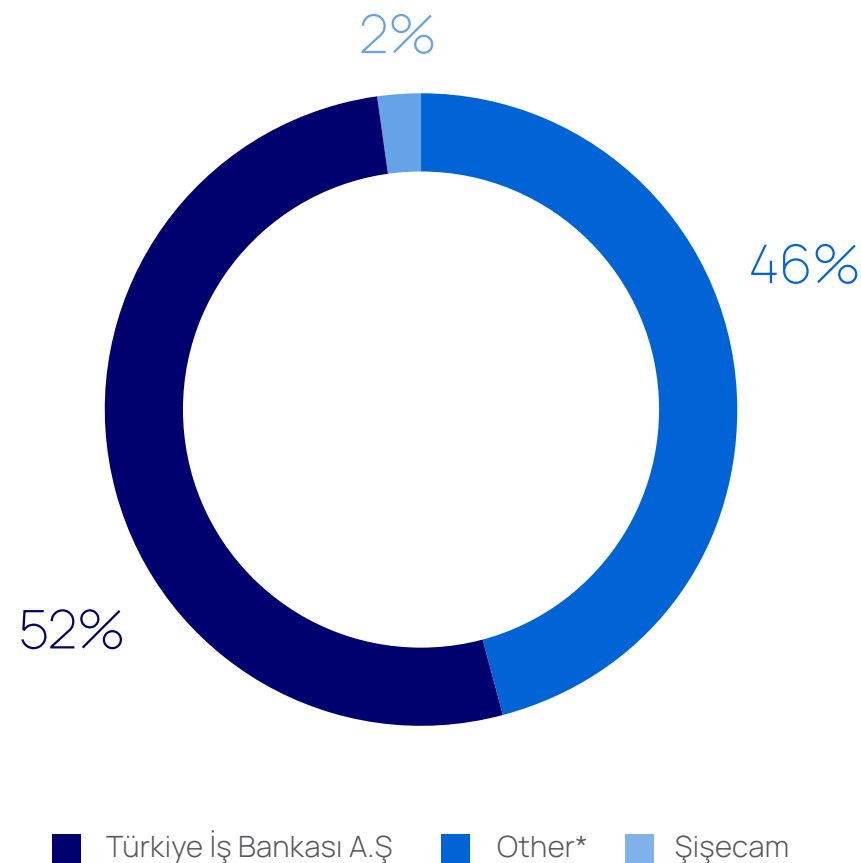
As the only global company operating across all core areas of glass, we are today the global leader in glassware and chromium chemicals. We rank among the top five manufacturers of flat glass and glass packaging, and are one of the top three soda ash producers worldwide.

We have production facilities in 14 countries across four continents, including Türkiye, Germany, Italy, Bulgaria, Romania, Slovakia, Hungary, Bosnia and Herzegovina, Russia, Georgia, Ukraine, Egypt, India, and the United States. We play a leading role in the flat glass, glassware, glass packaging, chemicals, automotive glass, glass fiber, mining, energy, and recycling sectors. By placing innovation and technology at the core of our business, and leveraging our competent supply chain, we deliver our products to customers in over 150 countries.

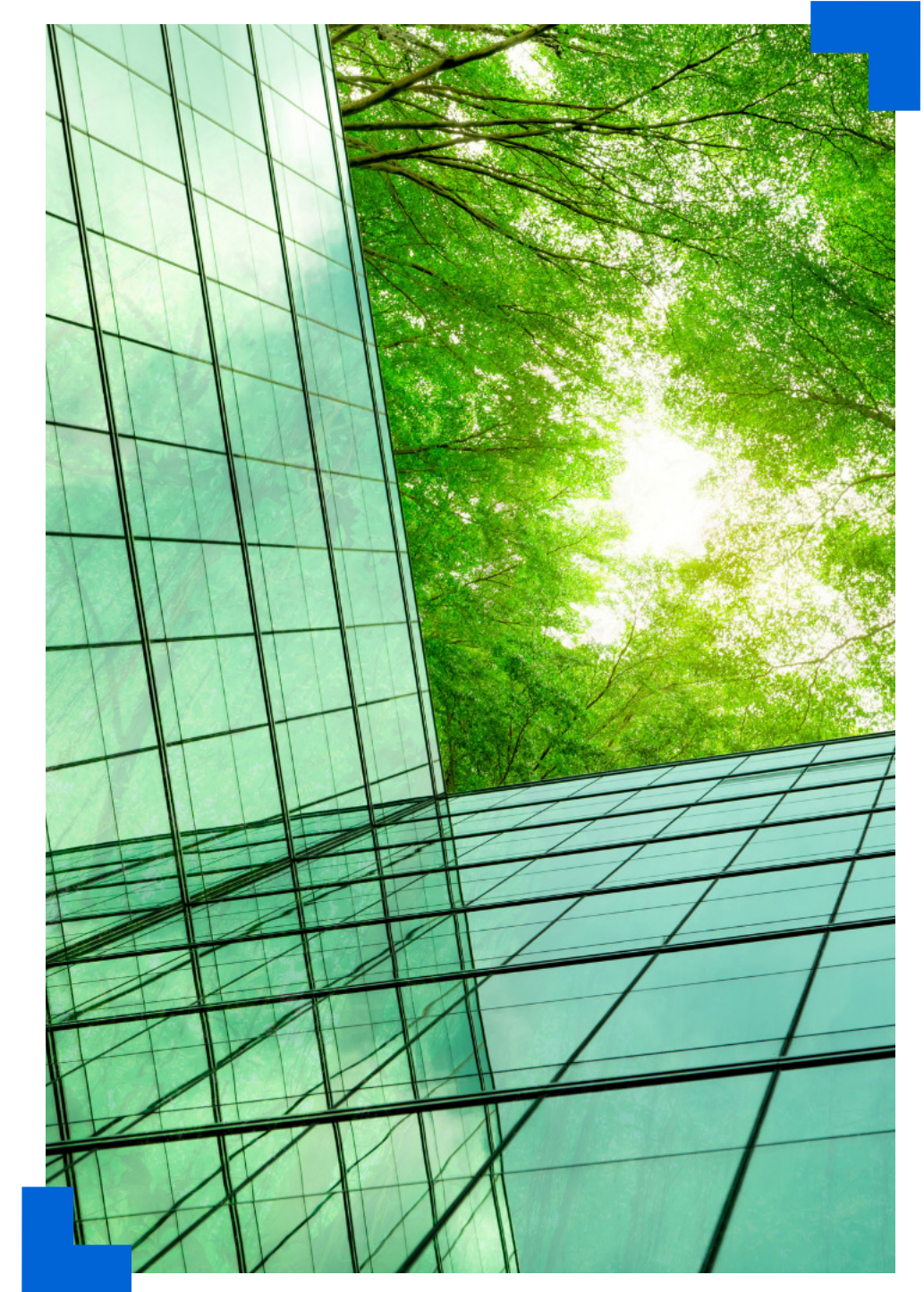
We make a difference through 90 years of experience, our skilled workforce, and the use of smart technology. Together with our approximately 23,000 employees, we are steadily advancing toward our goal of ranking among the top three manufacturers in our core business areas.

Through our CareforNext strategy, and in alignment with the United Nations Sustainable Development Goals, we are working to ensure the sustainability of the glass and chemicals industries—guided by the principles of protecting the planet, empowering society, and transforming life. Driven by technology and innovation for a better future, we continue our growth story together with our entire ecosystem.

## ► Partnership Structure (%)



\*Refers to the other publicly traded part of the Company.



# Mission, Vision, and Values

## Our Mission

Inspiring progress together, today and tomorrow.

Together, we work relentlessly to create a future where technology and innovation enlighten our path. We are united by a shared vision of contributing to collective prosperity.

## Our Vision

At the forefront of innovation, we transcend conventional boundaries to achieve a sustainable future.

Empowered by our exceptional workforce, strategic alliances, cutting-edge R&D, and innovative technologies, we are committed to driving sustainable growth across glass and chemicals, and beyond.

Embracing disruptive business models, value-added and high-quality products, we aim to be among the top three global players in the major industries we operate in.

## Our Values

Our values are the foundation of our culture, embracing Şişecam employees, customers and stakeholders while comprehensively defining both our business approach and our commitments to society and the environment.

Drawing strength from these values, we continuously evolve with courage and determination. We embrace our responsibilities through an inclusive, collaborative approach that builds trust-based relationships throughout our ecosystem. These values are embodied in our daily operations and behaviors, guiding every aspect of our global presence.

### Continuous Development

We go beyond the ordinary with our desire for global growth and innovative point of view. We create value for Şişecam and the world by means of continuous improvement and development.

### Responsibility

We are clear about our goals and work with a sense of responsibility at all levels.

### Trust

We establish our relationships based on trust, sincerity and open communication. We ensure consistency of our words and actions.

### Courage

We believe in ourselves and explicitly express our opinions. We courageously face challenges with the confidence in our experiences and competences.

### Inclusion

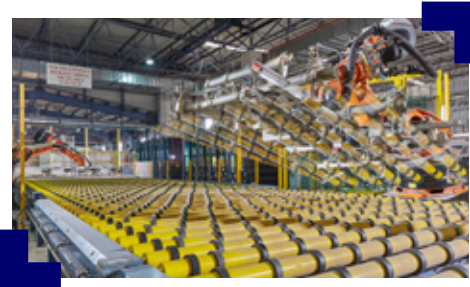
As a global company, we believe that our differences are our greatest wealth. We listen and aim to understand each other with empathy.

### Collaboration

We act as one team. We work towards common goals; we motivate each other and we take pride of belonging to a bigger picture.

# Business Units

## Architectural Glass



Flat glass, patterned glass, mirror, laminated glass, coated glass, and photovoltaic glass

### Production Facilities

Kırklareli Plant Branch - *Türkiye*  
 Mersin Plant Branch - *Türkiye*  
 Bursa Plant Branch - *Türkiye*  
 Ankara Plant Branch - *Türkiye*  
 Tarsus Plant Branch - *Türkiye\**  
 Trakya Glass Bulgaria EAD - *Bulgaria*  
 Sisecam Flat Glass Italy S.R.L. - *Italy*  
 Sisecam Flat Glass South Italy S.R.L. - *Italy*  
 Trakya Glass Rus AO - *Russia*  
 Sisecam Flat Glass India Pvt. Limited - *India*  
 Saint Gobain Glass Egypt S.A.E.- *Egypt*

### Installed Gross Capacity

4.3 million tons per year of flat glass and patterned glass

### Industry Scope

Construction, furniture, automotive, solar energy, and home appliances

## Industrial Glass



Automotive (automotive windshield, rear, side, roof, and encapsulated glass; laminated and tempered glass; coated, wire, and resistance-heated glass; Head-Up Display (HUD) glass; and lightweight glass)

Glass fiber (mat, multi-end roving, single-end roving, and chopped strand fiber products)

### Production Facilities

Şişecam Otomotiv A.Ş. Lüleburgaz Auto Glass Plant - *Türkiye*  
 Şişecam Automotive Bulgaria EAD - *Bulgaria*  
 Şişecam Automotive Germany GmbH - *Germany*  
 Şişecam Automotive Hungary Kft - *Hungary*  
 Şişecam Automotive Slovakia S.R.O. - *Slovakia*  
 Şişecam Automotive Rus JSC - *Russia*  
 Şişecam Automotive Romania SA - *Romania*  
 Richard Fritz Prototype+Spare Parts GmbH - *Germany*  
 Şişecam Elyaf Sanayii A.Ş. Balıkesir Plant Branch - *Türkiye*

### Industry Scope

Automotive industry and automotive replacement glass (ARG)

Wind turbine blades, maritime, thermoset and thermoplastic applications, furniture, glass reinforced plastic pipes, industrial applications, construction, insulation, infrastructure, and the composites industry

## Glassware



Production of soda, crystalline (lead-free crystal), automatic and hand-made glassware from heat-resistant borosilicate glass, and retail merchandising

### Production Facilities

Kırklareli Plant Branch - *Türkiye*  
 Eskişehir Plant Branch - *Türkiye*  
 Denizli Plant Branch - *Türkiye*  
 Paşabahçe Bulgaria EAD - *Bulgaria*  
 OOO Posuda - *Russia*  
 Paşabahçe Egypt Glass Manufacturing S.A.E. - *Egypt*

### Installed Gross Capacity

533,000 tons per year

### Retail Stores

47 stores in Türkiye, 1 franchise store globally, and 1 online store

### Relevant Industries

Retail, HoReCa (Hotels, Restaurants & Cafes), B2B (Industry, Promotion, Decoration)

## Glass Packaging



Production of glass packaging in various volumes and colors for the food, beverage, pharmaceutical, and cosmetics industries.

### Production Facilities

Mersin Plant Branch - *Türkiye*  
 Yenişehir Plant Branch - *Türkiye*  
 Eskişehir Plant Branch - *Türkiye*  
 OOO Ruscam Glass Packaging Holding
 

- Ufa Plant - *Russia*
- Kirishi Plant - *Russia*
- Pokrovsky Plant - *Russia*
- Kuban Plant - *Russia*
- Gorokhovets Plant - *Russia*

 JSC Mina - *Georgia*  
 Merefa Glass Company Ltd. - *Ukraine*  
 Şişecam Glasspackaging Hungary Kft - *Hungary\**

### Installed Gross Capacity

3.3 million tons per year

### Industry Scope

Food, beverage, pharmaceuticals, and cosmetics

## Chemicals



Soda derivatives and chromium chemicals

### Production Facilities

Mersin Soda Plant Branch - *Türkiye*  
 Mersin Kromsan Plant Branch - *Türkiye*  
 Solvay Sodi AD - *Bulgaria*  
 Şişecam Soda Lukavac d.o.o. - *Bosnia and Herzegovina*  
 Şişecam Chemicals Wyoming LLC - *USA*  
 Pacific Soda LLC - *USA\**  
 Cromital S.p.A. - *Italy*

### Installed Gross Capacity

5 million tons of soda ash per year  
 129,000 tons of Basic Chromium Sulfate (BCS)

### Industry Scope

Glass, detergents, textile, batteries, leather industry, chemicals, metal coating, wood treatment, pigments

## Energy



Electricity generation, and electricity and natural gas trading

### Production Facilities

Mersin Cogeneration Plant - *Türkiye*  
 Thrace Power Plant - *Türkiye*

### Installed Capacity

155 MW

\*These projects are currently at the investment stage.

# Other Business Units

## Mining



Silica sand, limestone, dolomite, feldspar, and kaolin

### Production Facilities

Camiş Madencilik A.Ş. (Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin) - *Türkiye*  
R.K. Vijenac d.o.o. - *Bosnia and Herzegovina*  
Camiş Egypt Mining Co. LLC - *Egypt*

### Installed Capacity

4.8 million tons of industrial raw materials per year

### Industry Scope

Glass, glass fiber, ceramics, chemicals, building insulation, and metallurgy

## Şişecam Çevre Sistemleri



Recovery of waste glass

### Production Facilities

Şişecam Çevre Sistemleri Eskişehir Plant - *Türkiye*  
Şişecam Çevre Sistemleri Yenişehir Plant - *Türkiye*

### Industry Scope

Glass packaging and glassware

## Refel



Refractory

### Production Facilities

REFEL S.p.A. - *Italy*

### Installed Gross Capacity

6,000 tons per year

### Industry Scope

Furnaces for flat glass, glass packaging, and glassware production

## Camiş Packaging



Paper and cardboard packaging

### Installed Capacity

63 million m<sup>2</sup>

### Industry Scope

Food, beverage, pharmaceuticals, and cosmetics

## Oxyvit



Vitamin K3 derivatives and sodium metabisulfite

### Industry Scope

Animal feed and mining

## Şişecam Sigorta



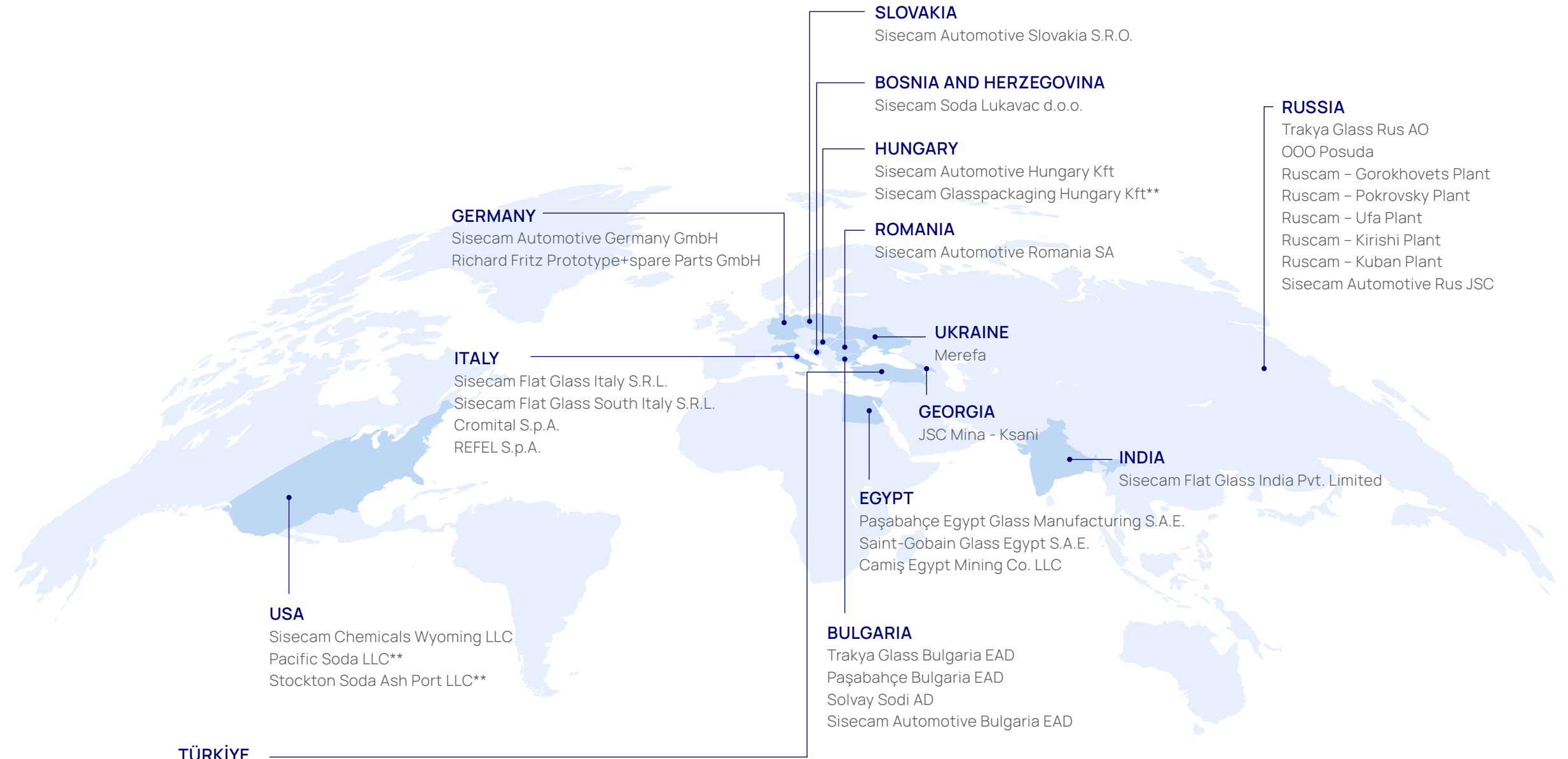
Agency services across all insurance branches, excluding personal retirement and life insurance

### Industry Scope

Şişecam companies, various Şişecam flat glass dealers throughout Türkiye, various subcontractor companies providing services to Şişecam, individuals who have taken out various policies within the scope of their individual insurance needs

# Our Global Footprint

- **14\*** Countries
- Export to **+150** Countries
- **~23,000** Employees
- **45** Production Facilities
- **5.6 Million Tons** Glass Production
- **4.6 Million Tons** Soda Ash Production
- **3.8 Million Tons** Industrial Raw Materials Production



**TÜRKİYE**

**Architectural Glass**  
Kırklareli Plant  
Mersin Plant  
Bursa Plant  
Ankara Plant  
Tarsus Plant\*\*

**Industrial Glass**  
Şişecam Otomotiv A.Ş.  
Şişecam Elyaf Sanayii A.Ş.

**Glassware**  
Kırklareli Plant  
Eskişehir Plant  
Denizli Plant

**Glass Packaging**  
Mersin Plant  
Yenişehir Plant  
Eskişehir Plant

**Chemicals**  
Mersin Soda Plant  
Mersin Kromsan Plant

**Other**  
Camiş Madencilik – Provinces of Operation: Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin  
Camiş Ambalaj Sanayii A.Ş.  
Oxyvit Kimya Sanayii ve Ticaret A.Ş.

\*Countries where Şişecam's production facilities are located as of the end of 2024: Türkiye, Bulgaria, Italy, Bosnia and Herzegovina, Romania, Germany, Hungary, Slovakia, United States of America, Russia, Georgia, Ukraine, India, and Egypt.

\*\*These projects are currently at the investment stage.

# Highlights of 2024



A-

Refinitiv Score



10 MWp

Installed Renewable Energy Capacity



55.6%

Female Representation on the Board of Directors



10.7%

Share of Waste Heat and Renewable Energy in Total Electricity Consumption



184,432 MWh

Certified Renewable Energy Supply



24%

Female Employee Rate



16%

Share of Sustainable Products in Turnover



10,4%

External Glass Cullet Usage Rate in Glass Packaging



9,1

Lost Time Injury Frequency Rate (LTIFR)



70.1%

Sustainability-Focused R&TD Projects Rate



474,265

hours of Employee Training



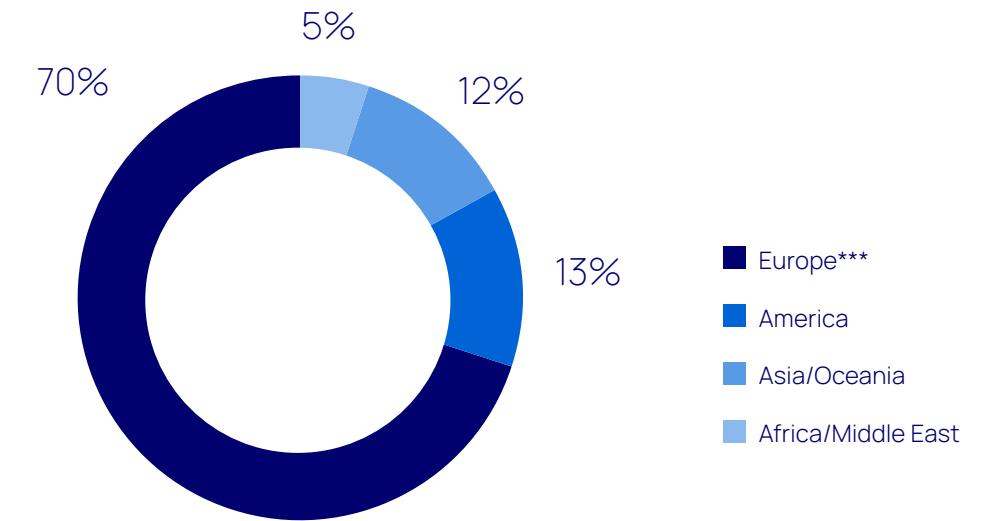
62.2%

Supplier Acceptance Rate of Şişecam's Code of Conduct

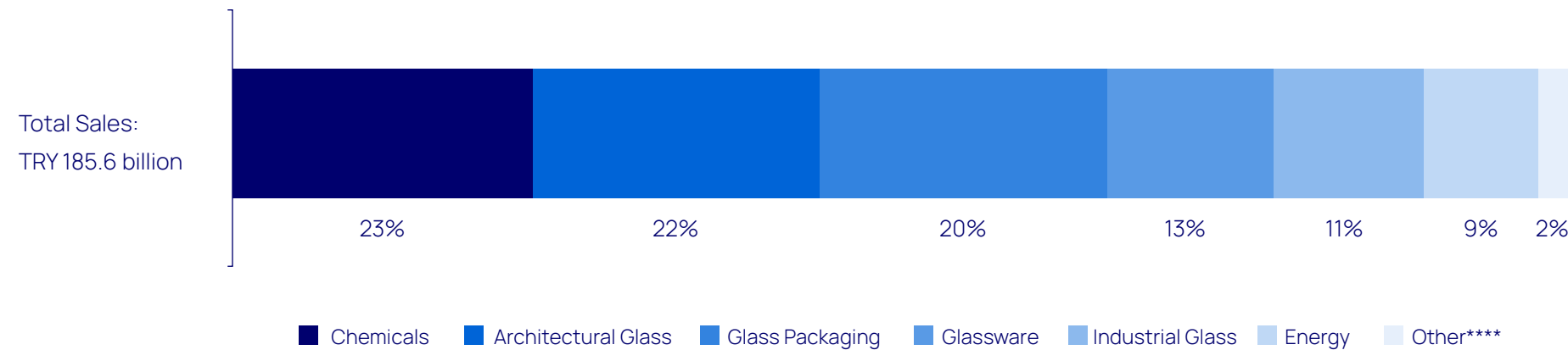
## ► Şişecam in Figures

Global Ranking*	Europe	Global
Flat Glass	#2	#5
Glassware	#1	#1
Glass Packaging	#6	#4
Soda	#4	#3
Chromium**	#1	#1

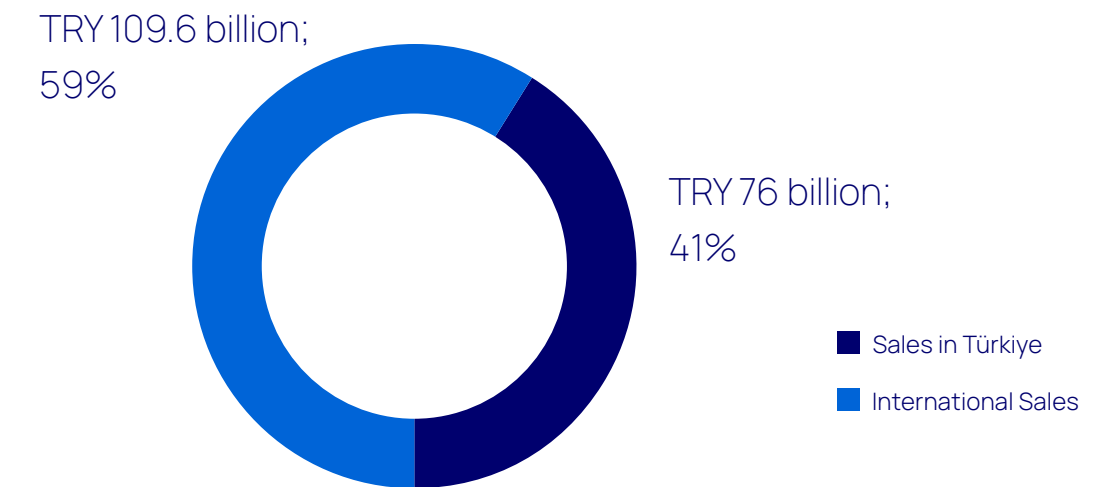
## ► Regional Distribution of Sales (%)



## ► Distribution of Sales by Business Units (%)



## ► Domestic and International Sales Distribution (%)



\* Rankings are determined based on 2024 year end production capacities.

\*\* Production capacity ranking for Basic Chromium Sulfate (BCS) within Chromium Chemicals is provided.

\*\*\*Includes sales from Türkiye.

\*\*\*\*Includes total sales from imports, exports, mining, recycling of glass, recycling of packaging waste and non-hazardous waste, production and sales of AZS refractory blocks for glass production, holding activities, and companies offering insurance agency services.

## Investments

Throughout 2024, we effectively managed risks through our investment and cost management policies. While maintaining a controlled approach to our investments, we prioritized optimization throughout the process. In this regard, we made total investments amounting to TRY 30.1 billion during the year.

In line with our goal to elevate operational excellence and optimization in our current activities, we continued investing in ICRON, a Turkish technology company that provides solutions to optimize operational and strategic decision-making processes. Through this collaboration, we aim to further enhance our operational excellence and optimization focus.

### Architectural Glass

In 2024, we publicly announced our decision to invest in three new coated glass lines, totaling approximately 20 million square meters of capacity, located in Türkiye, Italy, and Bulgaria. With a total investment of USD 114 million, we aim to meet the growing demand for coated glass, improve operational efficiency, and expand our product portfolio to sustain our competitive advantage. With the commissioning of the new lines, our total number of glass coating lines worldwide will reach seven. We anticipate that our total coating capacity will nearly double, reaching 42 million square meters.

### Glass Packaging

In March 2024, we commissioned a new furnace at our Eskişehir Glass Packaging Plant. With this USD 174 million investment, we have reached a total of five furnaces and 24 production lines

at the same site, positioning our plant as the world's highest-capacity glass packaging production facility. In this context, the annual gross glass packaging production capacity of our Eskişehir plant has increased to approximately 760,000 tons.

### Glassware

In the first quarter of 2024, we completed the cold repair of the second furnace at our Eskişehir Glassware production facility, following an investment of approximately USD 29 million. As a result of the capacity increase achieved through this investment, we have secured a leading position in glassware production capacity both in Europe and globally.

### Chemicals

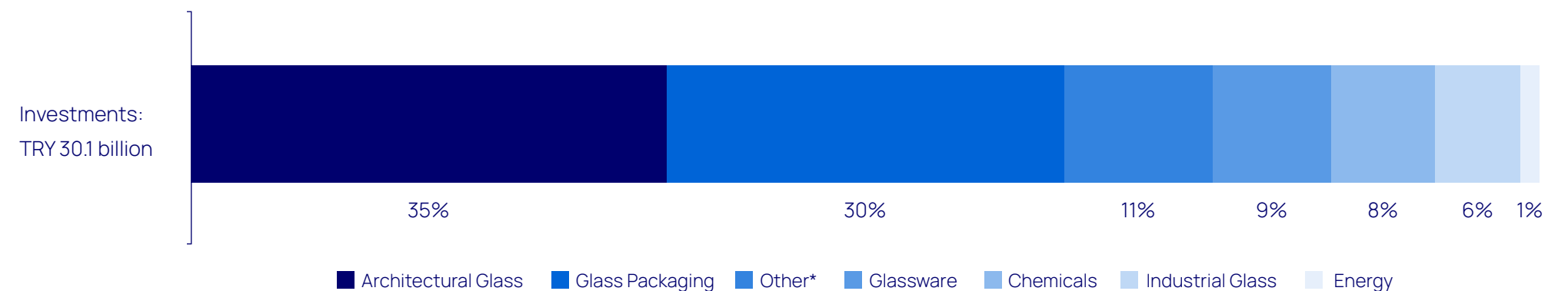
In line with our goal to become the global leader in soda ash production, we acquired full ownership of the shares held by our

partner, Ciner Group, in Sisecam Chemicals Resources LLC and Pacific Soda LLC, as part of our soda ash operations in the United States. Through this strategic step, we became the sole owner of Pacific Soda LLC and increased our partnership share in Sisecam Wyoming LLC to 51%.

### Energy

In 2024, as a result of our applications to increase unlicensed production capacity, we secured a total capacity of 39.8 MW in solar (GES) and wind (RES) energy capacity. Additionally, under Article 5.1.h of the regulation, we received a technical feasibility approval for land-based solar projects with a total capacity of 117 MW. We aim to complete the investment processes for these projects and gradually commission them in 2025 and 2026.

### Distribution of Investments by Business Units (%)



\*Includes investment expenditures made under holding activities and companies in other groups.

## ➤ In Pursuit of Our Corporate Values

### With our project titled 'Songs That Atatürk Would Like the Most'

- We won a [Silver award](#) in the [AI Projects](#) category and a [Bronze award](#) in the [Corporate Image and Special Days](#) category at Kristal Elma, one of Türkiye's leading advertising awards.
- We received the ['Best AI Technology' award](#) at the MarTech Awards.
- We received the Gold Award in the ['Best Team Using Next-Generation Technologies'](#) category at the Hammers Awards.
- We also received the Gold Award in the ['VR-AR or Other New Technologies'](#) category at the annual MIXX Awards Europe.

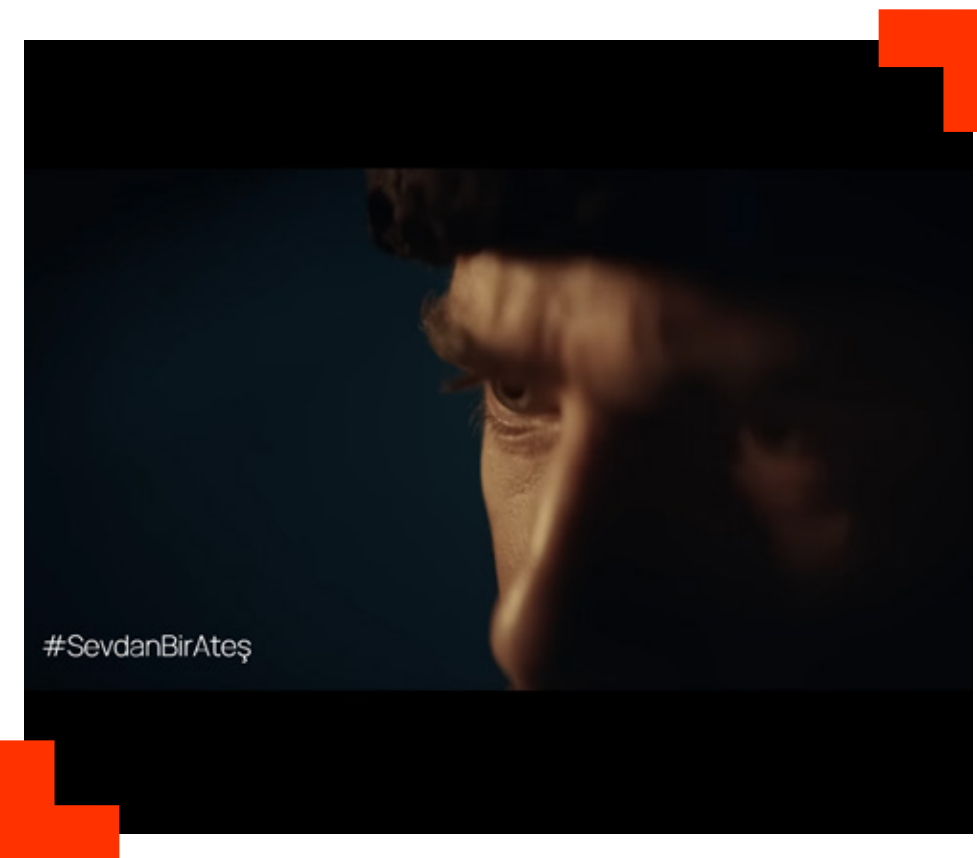
### With our project titled 'October 29, Sevdan Bir Ateş'

- We were honored with the [Gold Award](#) in the ['Best Marketing Team for Special Day Communication'](#) category at the Hammers Awards.
- At the Brandverse Awards, which have been evaluating the most successful digital projects and brands for years, we received the [Bronze Award](#) in the Craft category for ['Jingles / Adaptation.'](#)

### The Republic Films Written by Him

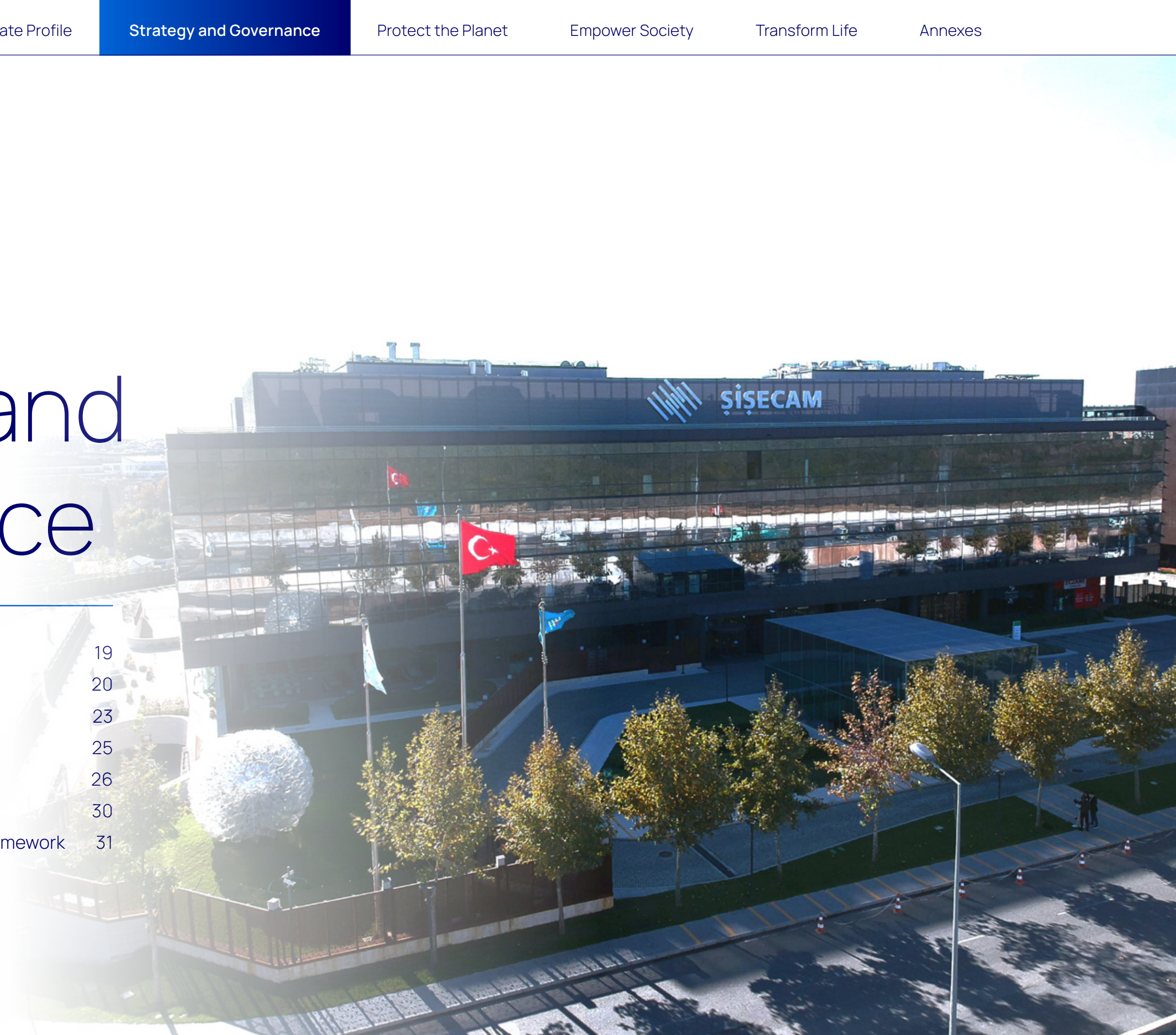
To celebrate the 101<sup>st</sup> anniversary of the Republic, we launched the project ['The Republic Films Written by Him'](#). Within this framework, we produced 29 short films depicting the reforms and innovations implemented by Mustafa Kemal Atatürk during the Republican era. Our goal was to present Atatürk's vision and the social achievements of the Republic to audiences across a wide spectrum—from law and health to education and agriculture, and from sports to the arts.

You can access all the films [from here](#).



# Strategy and Governance

Şişecam CareforNext Sustainability Strategy	19
Sustainability Governance and Targets	20
Sustainability Journey	23
Sustainability Priorities	25
Stakeholder Engagement	26
Global Initiatives and Sustainability Performance	30
Business Ethics, Compliance, and Regulatory Framework	31



# Şişecam CareforNext Sustainability Strategy

We prioritize effective risk management and data-driven decision-making processes across all regions where we operate. Within the framework of our [CareforNext Sustainability Strategy](#), we are committed to advancing toward our global targets, sustaining the value we create through impactful practices. We sustain this strategy as a dynamic framework by continuously monitoring global trends and adapting to emerging developments.

We implement our CareforNext strategy in alignment with the United Nations Sustainable Development Goals and global development targets. At Şişecam, we mobilize our entire corporate knowledge, expertise, and competencies to advance sustainable development. We define our CareforNext strategy as a set of principles that consider the needs and expectations of all our stakeholders and aim to add value for future generations.

Focusing on the pillars of 'Protect the Planet,' 'Empower Society,' and 'Transform Life,' our CareforNext Sustainability Strategy encompasses 11 material topics across Environmental, Social, and Governance (ESG) dimensions. We are progressing toward tangible and measurable targets set for 2030 and 2050. At the core of our strategy is delivering greater positive impact and sustainable value to all our stakeholders globally, at every stage of our value chain.

## Sustainability Video

Our short video showcasing our sustainability journey and the initiatives we have undertaken has been released.

Please [click here](#) to watch the video.

## Our Relevant Policies

- ▶ Sustainability Policy
- ▶ Sustainability Statement



**PROTECT THE PLANET**

### Climate Change

- 2050 Carbon Neutrality
- Developing 53 MWp Installed Renewable Energy Capacity

### Water Use

- Reducing Fresh Water Consumption by 15%

### Circular Production

- Achieving 50% Reduction in Packaging Waste
- Using 35% External Cullet in Glass Packaging



**EMPOWER SOCIETY**

### Corporate Heritage

- Global Dissemination of Glass Heritage and Culture

### Equality, Diversity, and Inclusion

- Achieving 25% Female Employment
- Implementation of the Women Expression Program
- Creating a Multinational Working Environment

### Talent Acquisition, Management, and Development

- Increasing Functional and Personal Competencies through Training (47 person-hours of training / year)
- Acquisition of New Generation Skills
- Increasing Employee Loyalty Rate

### Occupational Health and Safety

- Zero Occupational Accidents
- Well-Being Program



**TRANSFORM LIFE**

### Digitalized Value Chain

- Transition to a Digital Working Environment
- Completion of Digitalization of All Operations
- Making Decisions based on Data Analytics

### Sustainability Across the Value Chain

- Dissemination of the Supplier Sustainability Development Program
- Declaration of Compliance with the Supplier Code of Conduct by All Suppliers

### Sustainable Products

- Increasing the Share of Sustainable Products in Turnover
- Increasing the Number of Sustainable Products and Solutions for Transforming Life
- Dissemination of Life Cycle Analysis Program and Eco-Labeling

### Value-Added Partnerships

- Establishment of Collaborations and Partnerships Serving SDG 17 (Partnerships for the Goals)



# Sustainability Governance and Targets

## ► Sustainability Governance

The effects of environmental, social, and governance risks are being felt more acutely each day. Global developments demonstrate that timely identification and effective, comprehensive management of these risks have become imperative. At Şişecam, we systematically pursue our efforts to effectively manage these risks and continuously enhance our corporate performance.

At Şişecam, a sustainability governance model is implemented in which sustainability is led by the highest management body. The [Board of Directors Sustainability Committee](#), established with this perspective, operates at the Board level under the leadership of Şişecam's Board Chairperson. The Board of Directors Sustainability Committee is responsible for fully integrating sustainability into Şişecam, setting sustainability-related policies, and coordinating sustainability initiatives. Through the Committee, the adoption, implementation, and management of the CareforNext Sustainability Strategy across all business units is ensured; the strategy is embraced at the highest level, with sustainability actions secured by senior management.

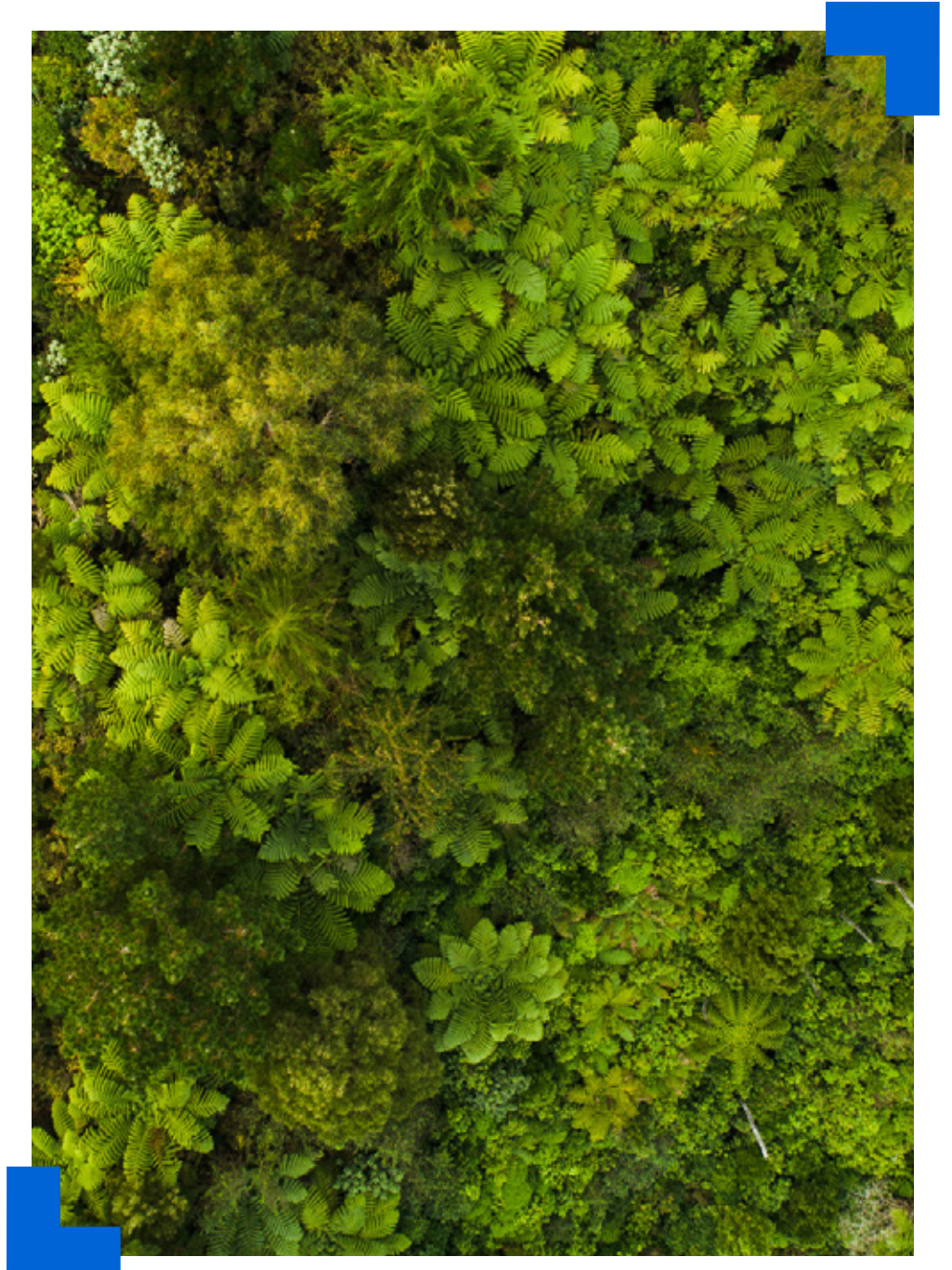
The [Sustainability Executive Committee](#), chaired by Şişecam's CEO and comprising members of the Executive Board, operates under the Board of Directors Sustainability Committee. The Committee establishes the sustainability vision and strategy, identifies priority issues, ensures communication with stakeholders, and monitors the progress and performance of working groups towards their targets.

The Sustainability Working Groups, operating under the [Sustainability Executive Committee](#), were established in 2022

with employees participating from all our functions. These Working Groups carry out activities aligned with the sustainability goals and targets under the three main pillars of the CareforNext strategy— "[Protect the Planet](#)", "[Empower Society](#)" and "[Transform Life](#)". In this context, they undertake activities to achieve sustainability goals and targets, identify needs and development opportunities in relevant areas, and periodically report their outcomes to the Sustainability Executive Committee via the Sustainability Directorate.

The Board of Directors Sustainability Committee and the Sustainability Executive Committee convene quarterly to monitor the working groups' activities and provide feedback. During these meetings, the Sustainability Directorate provides detailed updates on the work carried out by the working groups to both committees. Committee members provide required guidance and evaluations based on the presentations. This ensures that progress towards sustainability targets is regularly monitored.

Our sustainability governance structure ensures that sustainability awareness is embedded at every level of the company and across all business units. Under the leadership of the Board of Directors, the sustainability strategy is continuously refined, and the planned actions to achieve the 2030 and 2050 targets are incorporated into the performance scorecards of senior executives across all functions. This ensures that sustainability performance is regularly monitored and areas for improvement are identified. By integrating our sustainability commitments into the corporate strategies, we ensure a continuous improvement process in our practices, based on the principles of transparency and accountability at every level.





# Care for NeXt



- ▶ Climate Change
- ▶ Water Use
- ▶ Circular Production



**EMPOWER SOCIETY**

- ▶ Corporate Heritage
- ▶ Equality, Diversity, and Inclusion
- ▶ Talent Acquisition, Management, and Development
- ▶ Occupational Health and Safety



**TRANSFORM LIFE**

- ▶ Sustainability across the Value Chain
- ▶ Digitalized Value Chain
- ▶ Sustainable Products
- ▶ Value-Added Partnerships

## GOVERNANCE

Board of Directors Sustainability Committee



Sustainability Executive Committee



Working Groups

- Production
- Sales / Marketing
- Supply Chain
- Strategy
- Transformation
- Legal
- Human Resources
- Research and Technological Development
- Quality
- Communication
- Information Technologies
- Investments
- Financial Affairs

## ► Sustainability Targets and 2024 Performance



### Target

#### 2050 Carbon Neutrality

We have completed our project to develop a low-carbon roadmap for glass production.

#### Developing 53 MWp Installed Renewable Energy Capacity

► Metric: Installed Renewable Energy Capacity

10 MWp<sup>1</sup>

#### Reducing Fresh Water Consumption by 15% (4.0 m<sup>3</sup> per ton of production)

► Metric: Fresh water consumption per unit production (m<sup>3</sup> per ton of production)  
Reference Year: 2020

3.4 m<sup>3</sup> per ton of production<sup>2</sup>

#### Using of 35% External Cullet in Glass Packaging

► Metric: External Cullet Usage Rate in Glass Packaging

10.4%



### Target

#### Achieving 25% Female Employment

► Metric: Female employee rate

24%

#### Implementation of the Women Expression Program

► Metric: Project completion rate

100%

#### Creating a Multinational Working Environment

► Metric: Number of global assignments

74

#### Enhancing Functional and Personal Competencies through Training (47 person-hours training/ year)

► Metric: Training hours per person (person hours/ year)

35.3

#### Acquisition of New Generation Skills

► Metric: Talent acquisition through the Together internship program

56

#### Increasing Employee Loyalty Rate

► Metric: Employee engagement rate

-<sup>3</sup>

#### Zero Occupational Accidents

► Metric: Lost Time Injury Frequency Rate (LTIFR)

9,1

#### Well-Being Program

► Metric: Project completion rate

100%



### Target

#### Transition to a Digital Work Environment

Completion rate of the SAP Transformation Project: 100%

#### Completion of Digitalization of All Operations

Completion rate of the Digital Twin Project:

69.2%<sup>4</sup>

#### Making Decisions Based on Data Analytics

#### Dissemination of the Supplier Sustainability Development Program

► Metric: Completion rate of the Supplier Sustainability Development Program

50%

#### Declaration of Compliance with the Supplier Code of Conduct by All Suppliers

► Metric: Rate of suppliers accepting the 'Şişecam Supplier Code of Conduct'

62.2%

#### Increasing the Share of Sustainable Products in Turnover

► Metric: Share of sustainable products in turnover

16%

#### Establishment of Collaborations and Partnerships Serving SDG 17 (Partnerships for the Goals)

It is available in the [Corporate Memberships](#) section.



<sup>1</sup> Target-focused investment planning and application processes are underway.

<sup>2</sup> Glass, mining, and chemical production have been used as the basis.

<sup>3</sup> It was not repeated in 2024.

<sup>4</sup> In 2024, our digital twin projects covered 13 of our facilities. 69.2% of these projects have been completed.

# Sustainability Journey



We joined the Carbon Disclosure Project (CDP).

We launched our 'Glass to and Glass Again' project.



We published our first GRI-compliant Sustainability Report.



We established the Şişecam Sustainability Committee.



We held the 1st Şişecam International Sustainability Workshop.



1935

2011

2012

2013

2014

2015

2016

2017

2018

Our organization, founded to meet the basic glass product needs of our country in line with Atatürk's directives, officially began operations.



We joined the CDP Supply Chain Program.



We established the Şişecam Ethics Committee.

We held the Şişecam Environment and Energy Workshop.



We were included in the Borsa Istanbul Sustainability Index.

We commissioned our glass recovery enterprises for glass recycling in line with the 'Transition to a Green Economy'.



We ranked among the top 100 companies in the Vigeo Eiris Sustainability Index.

We established the 'CareforNext' Corporate Sustainability Strategy.

We launched the 'Şişecam Women from Past to Present' digital exhibit.

Şişecam CareforNext Sustainability Strategy

Sustainability Governance and Targets

Sustainability Journey

Sustainability Priorities

Stakeholder Engagement

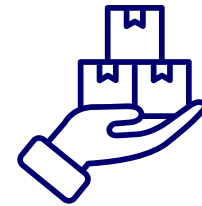
Global Initiatives and Sustainability Performance

Business Ethics, Compliance, and Regulatory Framework

We established the Şişecam Climate Change Coordination Board.

We received the Sustainable Business Prize from the Business World and Sustainable Development Association (BCSD Türkiye).

We received the 'Women Empowered Board' award organized by Sabancı University.



We implemented the Circular Economy and Waste Management policies and projects.

We began Product Life Cycle Assessment activities.

We received the Sustainable Innovation Business Award for the 'Antimicrobial V-Block Glassware'.

We invested in a biotechnology startup.

We developed our 2030 Sustainability Strategy.



We signed the Women's Empowerment Principles (WEPIs).

We completed our work on the Task Force on Climate-related Financial Disclosures (TCFD) framework.

We initiated our Low-Carbon Roadmap for glass production.

We joined the European Clean Hydrogen Alliance (ECH2A), European Solar Photovoltaic Industry Alliance (ESIA), Hydrogen Europe, and the Society of Glass Technology (SGT) platforms.

We updated Şişecam's Competition Policy.



2019



We published the Şişecam Supplier Code of Conduct.

We recycled 250,000 tons of cullets.

We made the Şişecam Antique Glass Works Collection accessible digitally.

We developed V-Block Collection, a coating technology effective against viruses and bacteria, alongside the Aware Collection made from 100% recycled glassware.

2020

2021



2022

We signed the United Nations Global Compact (UNGC).

We established the "Protect the Planet" "Empower Society" and "Transform Life" working groups under the Sustainability Committee.

We were listed on the BIST Sustainability 25 Index and attained to an A- rating in the Refinitiv assessment.

We completed the first phase of our product life cycle assessment (LCA) project.

We allocated more than half of our R&TD expenditures to sustainability projects.

We published the Sustainability Policy.

2023



2024

We published our first TSRS-compliant sustainability report.

We updated our Environmental Policy, Energy Policy, Information Security Management Policy, and Responsible Supply Chain Policy.

We completed the Water Risk Project based on watershed assessments and efficiency criteria.

We calculated our Scope 3 emissions for the first time and incorporated the related data into our CDP report.

We completed our Low-Carbon Roadmap for glass production.

We completed the first phase of the Supplier Sustainability Program.

# Sustainability Priorities

In line with our CareforNext strategy, identifying and regularly updating our sustainability priorities is a critical step. In 2021, we conducted a comprehensive analysis process, taking into account global best practices, industry trends, rating agency criteria, our past sustainability projects, and Şişecam’s overall strategy. At the conclusion of this process, we established a comprehensive list of approximately 200 material topics. We evaluated the social, environmental, governance, and economic impacts of these material topics and identified those with the most significant effects on our organization and stakeholders.

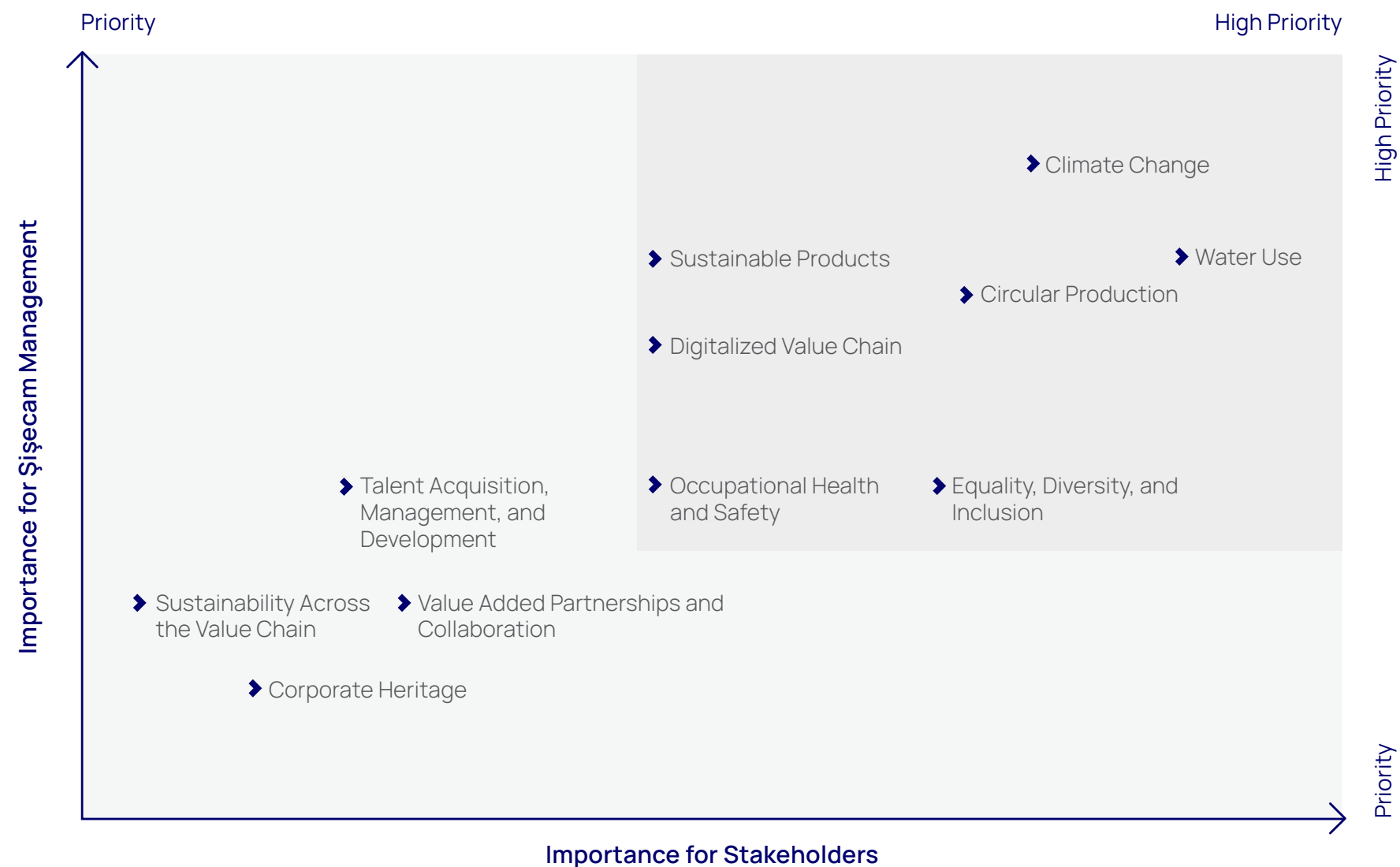
In assessments aimed at identifying our stakeholders’ priorities, we ranked our topics based on their materiality. Additionally, we consulted approximately 400 employees across various departments in 14 countries where we operate. These insights were gathered through one-on-one manager-employee interviews, surveys, and workshops. Based on the feedback and analyses received, we shaped our CareforNext Sustainability Strategy around three pillars: “Protect the Planet”, “Empower Society” and “Transform Life”. Under these three pillars, we categorized the material topics and developed a strategic plan that includes targets, metrics, and related actions.

We grouped these material topics into 11 categories and review them annually. We continuously monitor our performance, identify required actions in areas needing improvement, and integrate them into our strategy.

As of 2025, in defining our sustainability priorities, we will adopt the financial materiality approach emphasized under the Türkiye Sustainability Reporting Standards (TSRS), alongside the double materiality approach highlighted in the Corporate Sustainability Reporting Directive (CSRD). Through the double materiality

approach, we aim to address both financial materiality and impact materiality by considering the effects on our organization’s financial performance as well as the social impacts of our operations across environmental, social, and governance areas.

## ► Şişecam Materiality Matrix



# Stakeholder Engagement

At Şişecam, we prioritize maintaining strong and continuous communication with our stakeholders. In line with our sustainability strategy, we regularly monitor our stakeholders' expectations and needs, integrating their feedback into our

business processes and operations to enhance the value we create. We turn every piece of feedback we receive into an opportunity to enhance our operations and amplify our effectiveness.



## ➤ Investment-Focused

Evaluating capital investments through the lens of a low-carbon economy and conducting strategic analyses aligned with sustainable growth opportunities, conventional risks, and climate-related risks

Investment-Focused Stakeholders	Material Topics	Stakeholder Expectations	How We Respond	Communication Channels	Communication Frequency
<b>Analysts</b> 	<ul style="list-style-type: none"> <li>▶ Climate Change</li> <li>▶ Circular Production</li> <li>▶ Water Use</li> <li>▶ Sustainable Products</li> </ul>	<ul style="list-style-type: none"> <li>▶ Providing transparent and reliable information on the company's financial position</li> <li>▶ Providing detailed information on sustainability performance</li> <li>▶ Disclosing information on investment and growth strategies</li> </ul>	<ul style="list-style-type: none"> <li>▶ We regularly publish our sustainability and annual reports every year, thereby providing comprehensive and transparent information on the company's financial position and overall performance.</li> <li>▶ We report on our performance related to the material topics identified within the CareforNext Sustainability Strategy, sharing detailed information on the sustainability projects we have implemented.</li> <li>▶ We consistently communicate our new investments, strategic projects, and growth targets.</li> </ul>	<ul style="list-style-type: none"> <li>▶ Face-to-face meetings</li> <li>▶ Workshops</li> </ul>	At least 4 times a year
<b>Investors</b> 	<ul style="list-style-type: none"> <li>▶ Climate Change</li> <li>▶ Circular Production</li> <li>▶ Water Use</li> <li>▶ Sustainable Products</li> </ul>			<ul style="list-style-type: none"> <li>▶ Face-to-face meetings</li> <li>▶ Telephone, teleconference, and email communication</li> <li>▶ Workshops</li> </ul>	
<b>Equity and Bond Investors</b> 	<ul style="list-style-type: none"> <li>▶ Climate Change</li> <li>▶ Circular Production</li> <li>▶ Water Use</li> <li>▶ Sustainable Products</li> <li>▶ Sustainability across the Value Chain</li> </ul>			<ul style="list-style-type: none"> <li>▶ Board of Directors meetings</li> <li>▶ Investor conferences in Türkiye and internationally</li> <li>▶ Roadshows</li> <li>▶ Telephone, teleconference, and email communication</li> <li>▶ Periodic reports/disclosures of information</li> <li>▶ One-to-one meetings</li> </ul>	At least 8 times a year



## Product-Focused

While treating customer satisfaction as a lifelong responsibility, we strive to mainstream our sustainability approach through our products and services

Product-Focused Stakeholders	Material Topics	Stakeholder Expectations	How We Respond	Communication Channels	Communication Frequency
<b>Customers</b> 	<ul style="list-style-type: none"> <li>Climate Change</li> <li>Circular Production</li> <li>Sustainable Products</li> </ul>	<ul style="list-style-type: none"> <li>Access to high-quality and reliable products</li> <li>Ensuring customer satisfaction and improving the customer experience</li> <li>Developing innovative products tailored to customer needs</li> <li>Offering sustainable product alternatives</li> <li>Taking an active role in climate change mitigation efforts and reducing our carbon footprint</li> <li>Enhancing energy efficiency and transitioning to renewable energy sources</li> <li>Adopting circular production and recycling practices</li> </ul>	<ul style="list-style-type: none"> <li>We continuously monitor and improve product quality through our Customer Quality Management System.</li> <li>We regularly audit our products' compliance with applicable quality standards.</li> <li>Through our regular Customer Satisfaction Surveys, we collect customer feedback, enhance our service quality, and deliver swift, effective solutions to address customer needs.</li> <li>With our R&amp;TD projects and innovation efforts, we develop new products and technologies tailored to customer demands.</li> <li>We are expanding our sustainable product portfolio.</li> <li>Within the framework of our low-carbon production roadmap, we carry out energy efficiency projects and make investments in renewable energy.</li> <li>Şişecam Çevre Sistemleri have been implemented to ensure the recovery of glass waste.</li> <li>To support circular production, we utilize cullet as raw material in our manufacturing processes to produce new products.</li> </ul>	<ul style="list-style-type: none"> <li>Satisfaction surveys</li> <li>Social media channels</li> <li>Face-to-face meetings and conferences</li> <li>Telephone and email communication</li> </ul>	Continuous
<b>Media</b> 	<ul style="list-style-type: none"> <li>Corporate Heritage</li> <li>Contribution to Social Development</li> <li>Climate Change</li> <li>Circular Production</li> <li>Equality, Diversity, and Inclusion</li> <li>Talent Acquisition, Management, and Development</li> <li>Sustainable Products</li> <li>Occupational Health and Safety</li> <li>Value-Added Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Access to accurate, reliable, and transparent information</li> <li>Ensuring fast and effective information flow</li> </ul>	<ul style="list-style-type: none"> <li>We regularly publish corporate reports, including the Sustainability Report, CDP, and Annual Report.</li> <li>We conduct information activities through press releases and media kits.</li> </ul>	<ul style="list-style-type: none"> <li>Press conferences</li> <li>Press releases</li> <li>Conferences</li> </ul>	At least once a month

## ➤ People-Focused

Under the Empower Society pillar, we implement inclusive and inspiring human resources strategies that boost employee engagement and support competency development.

People-Focused Stakeholders	Material Topics	Stakeholder Expectations	How We Respond	Communication Channels	Communication Frequency
<p><b>Employees</b></p> 	<ul style="list-style-type: none"> <li>➤ Equality, Diversity, and Inclusion</li> <li>➤ Talent Acquisition, Management, and Development</li> <li>➤ Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ensuring employee satisfaction and increasing their engagement</li> <li>➤ Fostering a working environment that promotes diversity and inclusion</li> <li>➤ Providing continuous training and development opportunities</li> <li>➤ Ensuring a safe and healthy working environment</li> <li>➤ Supporting employees' physical, mental, social, and financial well-being</li> <li>➤ Maintaining employees' work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>➤ Through our Employee Engagement Survey, we implement improvements based on employee feedback and encourage the sharing of innovative ideas through the NAR Suggestion Development Platform.</li> <li>➤ We aim to increase female employment rates, demonstrate our commitment through the Women Expression Program and by endorsing the Women's Empowerment Principles (WEPs), and carry out initiatives to improve accessibility for employees with disabilities.</li> <li>➤ We implement all necessary measures to prevent occupational accidents and diseases, and we make the zero-accident goal an integral part of our corporate culture.</li> <li>➤ Under the Şişecam Life Employee Well-Being Program, we offer psychological counseling services, an Employee Support Line and various well-being initiatives.</li> <li>➤ We support work-life balance through flexible working hours and parental leave policies, and organize various events via the NOW! Sports and Social Activities Club.</li> <li>➤ Under the Şişecam Academy, we offer professional and technical training, mentoring and coaching programs, as well as foreign language development courses.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Satisfaction and engagement surveys</li> <li>➤ Suggestion and idea-sharing platforms</li> <li>➤ Face-to-face interviews</li> <li>➤ Seniority incentive awards</li> <li>➤ Recognition and reward programs</li> <li>➤ Şişecam Aid Volunteers for Emergencies (S.A.V.E.)</li> <li>➤ Social activities and employee well-being initiatives</li> <li>➤ One Şişecam People and Culture Program</li> </ul>	Continuous
<p><b>Universities</b></p> 	<ul style="list-style-type: none"> <li>➤ Talent Acquisition, Management, and Development</li> </ul>	<ul style="list-style-type: none"> <li>➤ Offering education and development opportunities to students</li> <li>➤ Providing career opportunities for students and supporting their readiness for the professional life</li> <li>➤ Collaborating with universities on research and development projects</li> <li>➤ Providing scholarships and financial assistance to students</li> <li>➤ Organizing events in partnership with universities</li> </ul>	<ul style="list-style-type: none"> <li>➤ Through our young talent programs, Together and First Step, we offer internship opportunities and organize certificate programs in partnership with universities.</li> <li>➤ Within the scope of R&amp;TD and technological development projects, we conduct joint initiatives with universities.</li> <li>➤ Through the Education Incentive Scholarship, we offer scholarships to our employees' children.</li> <li>➤ We actively participate in career days, seminars, and partnership events organized by universities.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Conferences and seminars</li> <li>➤ Campus events</li> <li>➤ Internship and Partnership Programs</li> <li>➤ Certification Programs</li> </ul>	At least 4 times a year

## ➤ Production-Focused

Contributing to development through the knowledge gained from our corporate heritage and the sustainable value generated in our manufacturing processes.

Production-Focused Stakeholders	Material Topics	Stakeholder Expectations	How We Respond	Communication Channels	Communication Frequency
<b>Suppliers</b> 	<ul style="list-style-type: none"> <li>➤ Sustainability across the Value Chain</li> </ul>	<ul style="list-style-type: none"> <li>➤ Collaborating with suppliers and providing support</li> </ul>	<ul style="list-style-type: none"> <li>➤ The sustainability perspective is integrated into Supplier Onboarding and Offboarding Systems, Supplier Segmentation Studies, Supplier Performance Evaluation Systems, and Supplier Development Practices through more effective supply chain management. Suppliers are adapted to the value chain through the Supplier Sustainability Development Program, Şişecam Supplier Code of Conduct, and the Early Payment System.</li> <li>➤ We organize the Şişecam Global Supplier Summit.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Continuous communication within daily workflows</li> <li>➤ Face-to-face meetings</li> <li>➤ Email communication</li> </ul>	Continuous
<b>Public Institutions</b> 	<ul style="list-style-type: none"> <li>➤ Climate Change</li> <li>➤ Water Use</li> <li>➤ Circular Production</li> <li>➤ Equality, Diversity, and Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ensuring full compliance with all applicable laws and regulations</li> <li>➤ Mitigating environmental impacts and adopting sustainable practices</li> <li>➤ Contributing to economic development and creating employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>➤ We ensure compliance with local and international laws and regulations across all our operations.</li> <li>➤ Within the CareforNext Sustainability Strategy framework, we establish environmental and social targets and report our ESG performance.</li> <li>➤ Through new investments and strategic projects, we contribute to economic development.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Regular reporting</li> <li>➤ Meetings and one-to-one interviews</li> <li>➤ Forums and conferences</li> <li>➤ Press releases</li> <li>➤ One-to-one meetings</li> </ul>	Continuous
<b>Non-Governmental Organizations (NGOs)</b> 	<ul style="list-style-type: none"> <li>➤ Contribution to Social Development</li> </ul>	<ul style="list-style-type: none"> <li>➤ Mitigating environmental impacts and adopting sustainable practices</li> <li>➤ Contributing to social development and implementing social responsibility projects</li> <li>➤ Collaborating with and providing support to non-governmental organizations</li> <li>➤ Respecting human rights and complying with labor standards</li> </ul>	<ul style="list-style-type: none"> <li>➤ Within the CareforNext Sustainability Strategy framework, we establish environmental and social targets and report on our sustainability performance.</li> <li>➤ We implement projects contributing to social development in education, cultural heritage, environmental, and health.</li> <li>➤ As a signatory to initiatives such as the Women's Empowerment Principles (WEPs) and the United Nations Global Compact, we operate in full compliance with human rights and labor standards.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Strategic partnerships</li> <li>➤ Collaborative events and projects</li> </ul>	At least once a month

# Global Initiatives and Sustainability Performance

## Refinitiv - Borsa Istanbul (BIST) Sustainability 25 Index

We have been included in the BIST Sustainability Index since 2016 and the BIST Sustainability 25 Index since 2022. According to Refinitiv's BIST Sustainability Index assessment, we are ranked with an A- rating.<sup>1</sup>



## CDP

Since 2011, we have been reporting our performance under the CDP Climate Change Program. As of 2024, our CDP assessment score was B.<sup>2</sup>



## MSCI (Morgan Stanley Capital International) Global Sustainability Index

Our sustainability performance score for 2024 was reported as BBB in the MSCI Global Sustainability Index.<sup>3</sup>



## FTSE4Good Emerging Markets Index

Following an environmental, social, and governance (ESG) performance assessment by FTSE Russell, a member of the London Stock Exchange Group, we retained our position in the FTSE4Good Emerging Markets Index. Our 2023 score was 3.6.<sup>4</sup>



## Sustainalytics

In Sustainalytics' sustainability risk rating, our 2024 score was 29, classified as medium.<sup>5</sup>



## Institutional Shareholder Services (ISS)

In the ISS assessment, which helps companies identify significant social and environmental risks and opportunities, our 2023 sustainability performance rating was C.<sup>6</sup>



## S&P Global Corporate Sustainability Assessment

In the S&P Global Corporate Sustainability Assessment, our 2024 score was reported as 49.<sup>7</sup>



## EcoVadis

On the EcoVadis platform, one of the leading provider of sustainability ratings for the business world, our 2024 score was reported as 63.<sup>8</sup>



## Other Platforms

In addition to the [Responsible Care®](#) program, implemented globally by the chemical industry, we adhere to the Environmental, Social, and Governance (ESG) criteria set by the [International Finance Corporation \(IFC\)](#) and the [European Bank for Reconstruction and Development \(EBRD\)](#).

<sup>1</sup>It is assessed on a scale ranging from 0 (lowest) to 100 (highest).

<sup>2</sup>It is assessed on a scale ranging from A (highest score) to D- (lowest score).

<sup>3</sup>Companies are rated on a scale from AAA to CCC based on their exposure to ESG risks. AAA is rated as a 'leader'.

<sup>4</sup>It is assessed on a scale ranging from 0 (lowest score) to 5 (highest score).

<sup>5</sup>ESG Risk Ratings are categorized into five levels: negligible (0-10), low (10-20), medium (20-30), high (30-40), and severe (40+).

<sup>6</sup>It is assessed on a scale ranging from A (highest score) to D- (lowest score).

<sup>7</sup>It is assessed on a scale ranging from 0 (lowest score) to 100 (highest score).

<sup>8</sup>It is assessed on a scale ranging from 0 (lowest score) to 100 (highest score).

# Business Ethics, Compliance, and Regulatory Framework

At Şişecam, our core principle is full compliance with legal regulations and internal policies and directives, alongside strict adherence to ethical standards. In all our stakeholder relationships, we uphold this principle, placing adherence to ethical values at the core of our business conduct.

With our new investments and expanding operations, we carry the responsibility of complying with numerous local and international regulatory frameworks. With this sense of responsibility, we manage our compliance processes through a centralized and holistic system, taking strategic steps to ensure adherence to internal and external regulations. We design our compliance governance framework with a risk-based approach, proactively monitoring potential compliance risks and implementing necessary measures promptly.

Our ethical approach is shaped by the [Şişecam Group Code of Conduct](#). Our Code of Ethics, reinforced by other corporate policies and procedures, fosters a unified business culture across our entire organization. Each year, we convey our ethical principles to employees through the 'Şişecam Business Ethics Training' and provide access to our ethics and compliance standards in relevant languages across all operational regions.

Our Ethics Committee actively assumes responsibility for ensuring compliance with our Code of Conduct, effectively evaluating non-compliances, and promoting an ethical culture across the entire organization. We have established the 'Ethics Hotline,' managed by an independent service provider, to enable our employees and all other stakeholders to report ethical violations confidentially. All our stakeholders can submit reports via [ethicshotline.sisecam.com](https://ethicshotline.sisecam.com) or through a multilingual telephone hotline available in 14 languages. Additionally, ethical

violations may also be reported to managers either verbally or in writing. All reports are handled with strict confidentiality, and personal information is safeguarded. Each report received is thoroughly examined by the Ethics Committee, and prompt action is taken accordingly.

We conduct our anti-bribery and anti-corruption efforts in accordance with our [Anti-Bribery and Anti-Corruption Policy](#), and communicate our commitment and approach on this matter to employees through our ethics training programs. Additionally, we enhance awareness by providing Fraud Awareness Training specifically tailored for our white-collar employees.

## Key Activities in 2024

- ▶ We provided our employees with a total of **3,479 hours** of Şişecam Code of Conduct training.
- ▶ We delivered a total of **794 hours** of training to our employees as part of the Fraud Awareness Training program.
- ▶ A total of **51 reports** were submitted via the Ethics Hotline.

## Our Relevant Policies

- ▶ Sisecam Group Code Conduct
- ▶ Sisecam Group Anti-Bribery and Anti-Corruption Policy





# Protect the Planet

Environmental Management	33
Combating Climate Change	35
Water Use	39
Circular Production	40

# Environmental Management

To effectively manage the environmental impacts of our operations, we continuously monitor and assess our environmental performance in accordance with legal requirements, international standards, global trends, and stakeholder expectations. In all regions where we operate, we closely monitor current environmental regulations, develop necessary action plans, and continuously enhance our practices to meet not only legal compliance but also the highest environmental standards.

We organize regular internal communication meetings with our environmental engineers to reinforce our corporate environmental awareness and support our culture of continuous improvement. These meetings address ISO 14001 standards, current legal regulations, best practice examples, and site experiences. We contribute to developing a unified approach by incorporating feedback from our various facilities, aiming to ensure consistency in practices, knowledge sharing, and enhance environmental awareness.

We use the ISO 14001 Environmental Management System as a reference framework to effectively manage our environmental impacts and continuously enhance our sustainability performance. Within this scope, we carry out annual internal audits across all our facilities. Additionally, to support information and experience sharing across facilities, we conduct cross-audits at selected sites, aiming to disseminate best practices and enable early risk detection. In addition to internal audits, we

## Our Relevant Policies

- ▶ Environmental Policy
- ▶ Energy Policy
- ▶ Waste and Circular Economy Policy

regularly assess our practices through external audits performed by independent certification bodies.

## Key Activities in 2024

- ▶ At Şişecam, aligned with our environmental objectives and scope, we have updated our **Environmental Policy** to continuously improve our environmental management system across the entire value chain, reduce the environmental impacts of our operations, and strengthen our environmental management performance.
- ▶ On June 5<sup>th</sup>, World Environment Day, we organized painting contests, announcements, and informational sessions. At the event, we conducted a seminar on **'Climate Change and Biodiversity,'** featuring an METU faculty member and the President of the Nature Conservation Center.
- ▶ To enhance our employees' environmental awareness, we delivered **6,371 hours of Environmental Awareness Training to 4,152 employees.** The training covered topics including **environmental issues, waste management, and best practices.**

## 'Car-Free Day'

At our Gorokhovets Glass Packaging Facility, we organized a 'Car-Free Day' event to raise environmental awareness and foster our commitment to emission management among employees. During the event held on June 5<sup>th</sup>, we encouraged our employees to use eco-friendly commuting options such as cycling or public transportation.

As a result:

- ▶ We decreased daily emissions by reducing the use of personal vehicles.
- ▶ We helped to raise environmental responsibility awareness.
- ▶ We encouraged our employees to explore sustainable transportation options.



## ▶ Air Emissions Management

We implement a holistic management approach at our production facilities to control and reduce air emissions. In line with legal requirements, we monitor, report, and verify our greenhouse gas emissions annually across our facilities in Türkiye and Europe.

We continuously monitor NOx, SOx and dust emissions from our furnace stacks using Continuous Emissions Monitoring Systems (CEMS) integrated into our production facilities, and share the data with regulatory authorities through online platforms. As of 2024, we operate 30 online emission monitoring systems tracking emission parameters defined by relevant regulations.

To reduce NOx emissions, we use specialized combustion systems in our glass furnaces that guarantee low NOx levels. We also standardize measures to reduce raw material and batch losses in our production processes, and reprocess dust waste collected from our flue gas treatment units back into the glass batch in compliance with quality standards.

To mitigate the impact of dust emissions, particularly those arising from raw material handling and open stock areas, we develop preventive practices as part of our integrated emission management strategy. We minimize potential impacts on the environment and employee health by employing dust suppression and prevention systems in dust-prone areas, including mine transport routes, loading zones, production sites, and open storage areas.

## Key Activities in 2024

- ▶ At our Camiř Madencilik Yalıköy Sand Preparation Facility, we installed a sprinkler system over the crushed stockpile area to prevent dust formation and dispersion, thereby improving air quality in the working areas.
- ▶ At Mersin Soda Plant, we integrated dust suppression systems with automated control and monitoring features in the anthracite crushing and screening processes within the limestone furnace unit to control dust emissions.
- ▶ At our Mersin Kromsan Plant, we completed an environmental investment project installing a roughly 300-meter fire and irrigation line equipped with 14 nozzles to control dust at the waste site.
- ▶ As part of the QR Code Project implemented to digitalize emission management at our Mersin Soda and Kromsan plants, we digitized photos, locations, and measurement data for all stacks, enhancing traceability and accessibility during on-site inspections.



# Combating Climate Change

The 2024 Emissions Gap Report, published by the United Nations Environment Programme (UNEP), outlines a roadmap for countries to submit their next Nationally Determined Contributions (NDCs) by early 2025, ahead of COP30. To limit global warming to 1.5 °C, emissions need to be reduced by 42% by 2030 and by 57% by 2035. Achieving these goals depends on countries making more ambitious commitments and backing them with concrete policies.

The European Union's climate policies drive transformation in carbon-intensive sectors, especially through the Carbon Border Adjustment Mechanism (CBAM) and the Emissions Trading System (ETS). The industrial sector plays a key role in this transformation process. The sector, bearing critical responsibilities in emissions reduction and climate change adaptation, now views the decarbonization of production processes not as a voluntary option but as a mandatory transformation driven by national and international regulations.

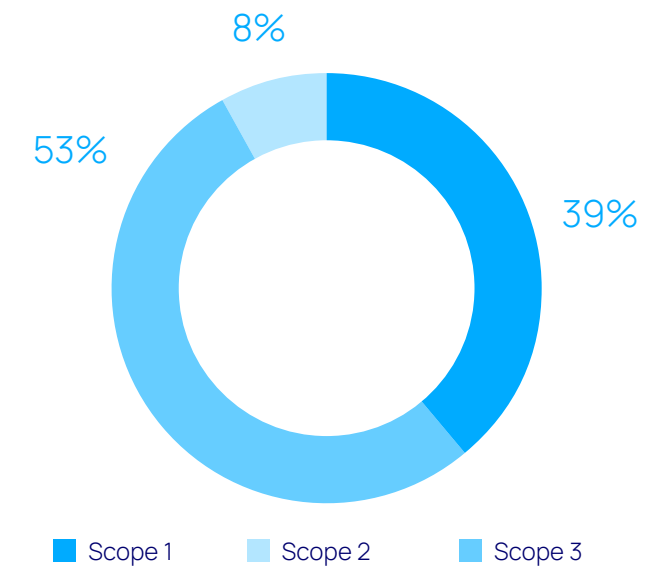
At Şişecam, fully aware of our responsibility in combating the climate crisis, we regard regulatory developments not merely as compliance obligations but also as opportunities for transformation. We closely monitor regulations such as the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), and the Emissions Trading System (ETS), collaborating with public authorities to help shape sectoral priorities. Additionally, we analyze the potential financial impacts of these regulations on our production processes and product portfolios. We also assess the opportunities arising from sustainability-



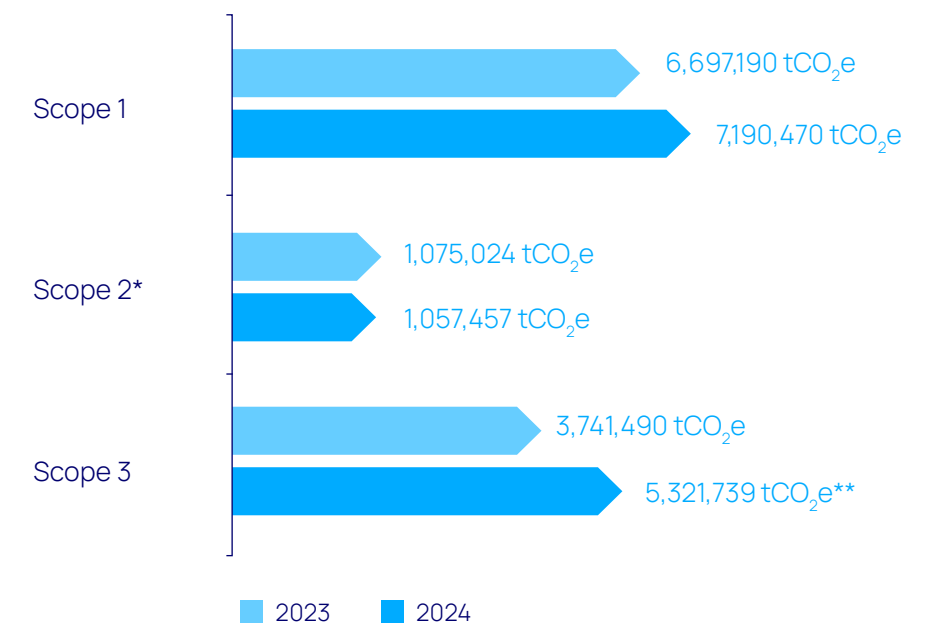
focused regulations such as the EU Green Taxonomy, the Renovation Wave initiative, and Zero Energy Buildings, particularly within our operations in the glass and chemical sectors. Within this framework, we analyze the potential of these regulations to boost demand for energy-efficient products, generate new markets for sustainable building materials, and reshape our investment priorities.

At Şişecam, we take a holistic approach to assessing the climate impacts of all our operations. We monitor our Scope 1 and Scope 2 emissions through annual facility-level inventories, actively utilizing this data in both internal management processes and international reporting. In 2024, we conducted corporate-level Scope 3 emissions calculations covering all business activities for the first time and disclosed these results in our CDP report.

## 2024 Greenhouse Gas Emissions



## Greenhouse Gas (GHG) Emissions



\*Scope 2 Emissions – Location-Based

\*\*The Scope 3 data for 2024 includes Category 11 (Use of Sold Products), which was not calculated in 2023.

## ➤ Şişecam Climate Change Mitigation Model

We support our goal of transitioning to low-carbon production with concrete actions, going beyond mere legal compliance. Within this framework, the '[Şişecam Climate Change Mitigation Model](#)' that we have developed constitutes the foundation of our approach to reducing carbon emissions from our operational activities. We oversee all strategic projects and initiatives in this area under the coordination of the '[Protect the Planet Working Group](#)' and report progress directly to Şişecam's Board of Directors Sustainability Committee and the Sustainability Executive Committee. In doing so, we implement our climate targets by placing them at the core of our corporate governance structure.

Aligned with our target of becoming carbon neutral by 2050, we initially focused on our glass production processes. In 2024, we completed our project titled '[Glass Production – Low-Carbon Production Roadmap](#),' which encompasses priority areas such as energy supply transformation, efficient utilization of waste heat, alternative fuel applications, and the assessment of innovative technologies. During this process, we identified critical compliance requirements for our glass production activities across the regions where we operate and analyzed various scenarios for emission reduction.



## Key Activities in 2024

- We have completed the '**Glass Production – Low-Carbon Production Roadmap**' project in line with the target of becoming carbon neutral by 2050, and as the second phase of the project, we have initiated the '**Soda Ash Decarbonization Roadmap**'.
- As part of our preparation for the ISO 14064-1 management system, we have developed procedures and implementation guidelines to calculate **Scope 1, 2, and 3 greenhouse gas emissions for our Ankara Flat Glass, Eskişehir Glassware, and Eskişehir Glass Packaging facilities**.
- At our Şişecam Soda Lukavac Plant, in collaboration with Tuzla Technology Faculty, we established an experimental plantation of **Paulownia elongata (Shantong hybrid)** trees aimed at rehabilitating degraded and non-arable lands. Known for their rapid growth and high carbon absorption capacity, these trees capture an average of 22 kg of CO<sub>2</sub> and produce 6 kg of oxygen annually. Through this project, we aim to establish a carbon sink, enhance air quality, and assess the potential for sustainable raw materials.

## Türkiye Sustainability Reporting Standards

Significant steps have been initiated in Türkiye toward integrating climate-related risks into the financial system. The year 2024 stands out as the beginning of the implementation of the Türkiye Sustainability Reporting Standards (TSRS). Prepared based on IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures, TSRS 1: General Requirements for the Disclosure of Sustainability-related Financial Information and TSRS 2: Climate-related Disclosures require companies to transparently report their governance structures, risk management processes, performance metrics, and targets related to their sustainability strategies, as well as their climate-related risks and emission data. This aims to encourage the private sector to adopt a more systematic and accountable approach in combating the climate crisis.

With the decision published in the Official Gazette on December 29, 2023, by the Public Oversight, Accounting and Auditing Standards Authority (KGK), businesses meeting specific criteria are required to comply with sustainability reporting as of January 1, 2024. As Şişecam, we are among the companies subject to this requirement and have published our first TSRS-compliant report accordingly.

You can access the Şişecam 2024 TSRS-compliant Report [here](#).

## ➤ Şişecam Energy Transition Initiatives

We regard the transition to clean energy as one of the key pillars of our decarbonization vision. We implement our energy management approach holistically through various areas of application, including renewable energy production, renewable energy procurement, and alternative fuel solutions.

Aligned with our target of becoming carbon neutral by 2050, we plan to significantly expand our renewable energy production capacity. In this regard, we aim to grow our installed renewable energy capacity eightfold to reach 53 MWp by 2030. In 2024, our total installed renewable energy capacity was 10 MWp, and we plan to exceed our target by 2030 through planned on-site and off-site investments.

In 2024, as a result of our applications to increase unlicensed production capacity, we secured a total capacity of 39.8 MW from solar and wind power plants. Additionally, under Article 5.1.h of the regulation, we received a technical feasibility approval for ground-mounted solar energy projects with a total capacity of 117 MWp. These projects are planned to be commissioned in phases during 2025 and 2026.

In 2024, we initiated investments in solar power plants with a total installed capacity of 14.4 MWp at three different facilities. The solar power plant investments at the Ankara Flat Glass Plant, Eskişehir Glass Packaging Plant, and Eskişehir Glassware Plant are planned for completion in 2025.

- Upon completion of the solar power plant projects at these facilities, we aim to generate a total of 24,100 MWh of electricity annually, meeting 5% of the annual electricity consumption of the Ankara Flat Glass Plant and the Eskişehir

Glass Packaging Plant, and 13% of the Eskişehir Glassware Plant.

- With the completion of the ground-mounted solar power projects, we plan to generate approximately 185,000 MWh of electricity annually, meeting 11% of the annual electricity consumption of our plants in Türkiye from renewable sources.

### Low-Carbon Production with Natural Soda Ash

Soda ash, a fundamental raw material in energy efficiency, pollution prevention, and renewable energy technologies, is utilized in various applications including solar panels, batteries, and flue gas treatment. Our natural soda ash production in Wyoming, USA, not only meets the demands of these sectors but also significantly helps reduce our energy and water consumption due to its lower environmental impact compared to synthetic production. In 2024, we decreased the [energy intensity of our Şişecam soda ash production by 7%](#) and [water intensity by 3.8%](#).



## Key Activities in 2024

- We met **10.7% of our total electricity consumption through our own waste heat recovery and on-site renewable energy generation facilities.**
- Our certified renewable energy procurement amounted to **184,432 MWh.**
- At our Şişecam Soda Lukavac Plant, as part of the test project initiated to use biomass instead of coal, we utilized **1,500 tons of wood chips** and **500 tons of procured biomass** in our energy production processes.
- At our Mersin Soda Plant, we conducted on-site tests to transition from diesel vehicles to electric tractors for soda ash transportation. The project aims to enhance energy efficiency and reduce carbon dioxide (CO<sub>2</sub>) emissions.

## ▶ Energy Efficiency

We regularly monitor energy production and consumption data at the operational level across all our facilities, operations, and buildings using industrial data collection and analysis systems. Based on this data, we identify energy losses and pinpoint areas with improvement potential to develop targeted action plans. In energy management, we prioritize efficiency-driven, low-risk solutions while maintaining a balanced use of conventional and renewable resources.

In line with our clean energy usage target, we use certified electricity under the Renewable Energy Guarantee of Origin (REGO) at our headquarters building. We are also exploring opportunities to increase the use of certified renewable electricity across our other operational regions and expanding its implementation.

### Key Activities in 2024

- ▶ In Türkiye, the USA, Bosnia and Herzegovina, and Bulgaria, we generated approximately **1,151,438 GJ** of carbon-free electricity through our waste heat recovery facilities.
- ▶ At our renewable energy generation facilities for self-consumption in Italy and Türkiye, we generated a total of **18,612 GJ** of carbon-free electricity from solar energy sources.
- ▶ As part of our energy optimization efforts, process improvements enabled us to save over **56,000 GJ** of energy from natural gas and electricity sources.
- ▶ Thanks to clean electricity generated from solar power facilities for self-consumption in 2024, we prevented **nearly 5,000 tons of indirect CO<sub>2</sub>** (Scope 2) emissions annually.



# Water Use

Efficient water use is crucial to ensuring the sustainability of our operations. Accordingly, we pursue continuous improvement through assessments at both regional and facility levels. Reducing freshwater consumption in our operations is one of our key targets. By adopting best practices from the glass industry, we are expanding the use of methods such as closed-loop systems, reuse of process water, and post-treatment recovery. Additionally, we monitor water consumption and recovery rates through digital systems, integrating this data into our decision-making processes.

We implement systematic practices to enhance efficiency by identifying potential opportunities for improvement in water recovery. We aim to preserve the integrity of water by assessing its quality at every stage.

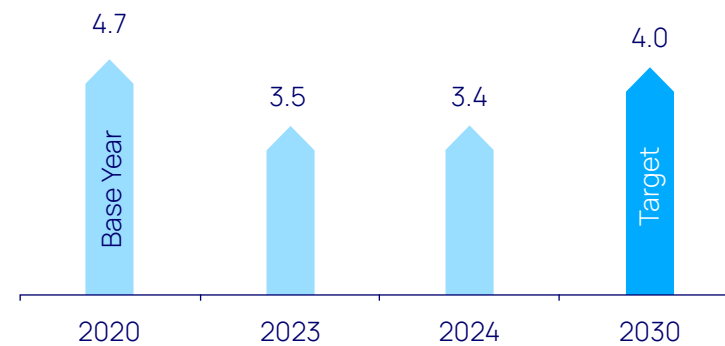
We prioritize watershed management across Şişecam. We analyze risks at the watershed level in our facilities located in areas with high water stress and develop solutions tailored to alternative sources and the local water cycle. We tailor our continuous improvement efforts to regional water needs, climate conditions, and operational requirements.

In 2024, we systematized our water management approach by preparing the 'Şişecam Water Risk Assessment,' grounded in watershed-level risk analysis and water efficiency criteria. Within this framework, we prepared the Şişecam Water Policy and submitted it for approval. During the policy development process, we focused not only on our own operational scope but also on our global responsibility for the sustainability of water resources. With this policy, we aim to expand water management across the

supply chain and reinforce a shared responsibility mindset among all stakeholders.

During the reporting period, we made investments in water and wastewater management across our facilities. Through these investments, we aim to enhance our resource efficiency and take tangible steps toward environmental sustainability.

### ▶ Water Consumption Intensity (m<sup>3</sup>/ton)



## Key Activities in 2024

- ▶ Water withdrawal per unit of production decreased by **27.7% compared to 2020\***, to **3.4 m<sup>3</sup>/ton**.
- ▶ In our Bulgaria Flat Glass plant, we saved **151,639 m<sup>3</sup>** of water in the lamination and coating lines, while in our Bulgaria Automotive plant, we achieved an annual saving of **15,000 m<sup>3</sup> by treating and reusing wastewater** from the laminated glass washing machine.
- ▶ Through the condensation water recovery project implemented in chromium chemicals production, we saved **175,000 m<sup>3</sup> of high-quality water**.
- ▶ We achieved a total **water saving of 994,229 m<sup>3</sup>** across our various plants in Russia, Türkiye, and Europe.
- ▶ We reported our data on water management performance within the scope of the **CDP Water Program**.
- ▶ As part of the Şişecam Environmental School, we conducted training on wastewater treatment management. In this context, we enhanced the competencies of **25 of our environmental engineers** in wastewater treatment systems and technologies.
- ▶ We continued our internal and external communication and awareness-raising efforts on environmental issues, with a primary focus on zero waste and water efficiency.

\*The total water withdrawal for 2020 was revised to 48,280,401 m<sup>3</sup> with the inclusion of saline water used in chemical production.

# Circular Production

The circular economy approach is a sustainable production and consumption model that is based on the efficient use of natural resources, extending the lifespan of products and materials, and preventing waste generation. By increasing resource efficiency, this model helps reduce environmental impacts and plays a critical role in combating climate change, particularly by reducing emissions and conserving resources.

Although the circular economy is gaining increasing attention globally, the use of secondary materials is declining, while consumption of natural resources continues to rise significantly. According to the [2024 Circularity Gap Report](#), the share of secondary raw materials used in the global economy was 9.1% in 2018, while this rate has decreased to 7.2% as of 2023. The report recommends priority policy measures, including designing products to be durable, repairable, and recyclable, and broadening manufacturers' responsibility to cover product life cycle and waste management. Türkiye is taking significant steps to strengthen its policy development, implementation, and monitoring processes in the field of circular economy within the framework of the EU Green Deal Action Plan and the Zero Waste Action Plan.

The circular production approach forms a cornerstone of Şişecam's sustainable value creation, anchored in our "Protect the Planet" focus area. The inherent infinite recyclability of glass presents a significant opportunity that reinforces this approach. To reduce natural resource consumption and minimize emission-intensive processes, we manage our products and production inputs through a life cycle perspective.

To boost our circularity rate, we develop design solutions that ease the reintegration of raw materials and products into the

production cycle, create functional products that extend usage life, and support post-use recovery processes. In line with our target to achieve 35% external cullet usage in glass packaging by 2030, we are reinforcing our recycling infrastructure and advancing efforts to expand the capacity of our existing facilities.

- ▶ In material procurement, we reduce our reliance on primary resources by prioritizing high-quality, recyclable raw materials that require less energy during melting.
- ▶ We meticulously classify glass waste generated during production, recover it whenever feasible, and reintegrate it into the production cycle via internal or external recycling channels.

## Circular Economy and Glass

Glass recycling delivers substantial environmental and economic benefits. Using glass cullet in the manufacturing process reduces energy consumption by melting at lower temperatures compared to raw materials. Every 10% increase in the proportion of glass cullet in the raw materials reduces energy consumption by approximately 3%. It also reduces the amount of carbon dioxide emitted from the decomposition of carbonates in glass raw materials, which directly contributes to global warming.

Glass recycling reduces production-related environmental impacts while supporting waste management by preventing the accumulation of glass waste in landfills and aiding the conservation of natural resources.

The glass industry promotes efficient resource use, waste reduction, and the broad adoption of sustainable production

models, aligned with the circular economy approach. As one of the leading companies in the global glass industry, we recognize the inherent advantages that glass provides within the circular economy. From this perspective, applying circularity principles in our operations is a key priority; we continue to develop solutions that extend the life cycle of glass and to strengthen collaborations in this field.

## Key Activities in 2024

- ▶ **202,367 tons** of glass were recycled.
- ▶ We used **305,012 tons** of external cullet in glass packaging production.
- ▶ By using the cullet supplied by Şişecam Çevre Sistemleri in production, we avoided **117,373 tons** of carbon emissions, saved **135,586 MWh** of energy, and prevented the use of **242,841 tons** of natural raw materials.





**EMPOWER  
SOCIETY**

# Empower Society

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Equality, Diversity, and Inclusion	42
Talent Acquisition, Management, and Development	44
Employee Experience and Engagement	49
Occupational Health and Safety	51
Corporate Heritage	54
Contribution to Social Development	55



# Equality, Diversity, and Inclusion

## #EveryoneIncluded

We believe diversity enriches us, and we are committed to fostering an inclusive work environment that supports diversity across all the regions where we operate. We also believe that diverse perspectives and experiences enhance Şişecam's creativity and agility. We strive to cultivate a culture where employees feel a true sense of belonging and are empowered to fully realize their potential. We embrace a human rights-centered, equitable, fair, and respectful approach, and we are committed to fostering a work environment grounded in equal opportunities for all employees. Aligned with this vision, we prioritize increasing women's employment, supporting their advancement into leadership roles, and embedding gender equality across our business processes.

We conduct our equality, diversity, and inclusion efforts in line with our [Diversity and Inclusion Principles](#), [the Board of Directors Diversity Policy](#), and [our Human Resources Policy](#). We set our targets in this area together with the Equality, Diversity, and Inclusion Subgroup under the 'Empower Society' pillar of our Sustainability Working Groups, and implement them through concrete action plans.

We uphold the principle of equity across all our human resources practices, including recruitment, promotion, compensation, and termination processes. Through fair practices covering all employees, we aim to ensure equal opportunities for everyone. We have zero tolerance for any form of discrimination and strictly prohibit practices such as restricting trade union rights, forced labor, and child labor. We not only embed the principles of

diversity and inclusion into our own business practices but also actively promote their adoption among our business partners.

We are a signatory of the United Nations Women's Empowerment Principles (WEPs), which promote equal participation of women across all sectors and levels of economic life. We are embedding gender equality as a core element of our corporate culture and aim to raise the proportion of female employees to 25% by 2030. By the end of 2024, the female employment rate will reach **24%**, while female representation stands at **55.6%** on our Board of Directors and **37.5%** on our Executive Board.

In 2025, to mark our 90<sup>th</sup> anniversary, we plan to employ **90 women in STEM** and establish the necessary support mechanisms to empower them. We support our female managers with the Women Expression Program and provide opportunities for them to develop their leadership skills.

We go beyond legal compliance for employees with disabilities by taking proactive steps to create an accessible and inclusive work environment. We are implementing projects to enhance physical accessibility for employees with disabilities at our headquarters and manufacturing facilities. Additionally, we regularly participate in the Disability-Free Career Fair and collaborate with university students disability support units through our Together internship program.

### Women Expression

Through the Women Expression Program, we support female managers in our talent pool by strengthening their leadership competencies through coaching and experience sharing. Within the six-month program launched in collaboration with IESE Business School, our women leaders have been trained in key areas including finance, operational excellence, strategy, marketing, digitalization, change management, and leadership. The executive mentoring process, launched after graduation for our female executives who successfully completed the program, was also concluded as of 2024.



## Key Activities in 2024

- ▶ We have completed the 'WEPs in Action' pilot program, designed to support the establishment of the WEPs Excellence Center that UN Women will soon launch in Türkiye.
- ▶ Within the scope of the Human Resources School, we organized training on Employment of Individuals with Disabilities and Sign Language. We provided **180 hours of sign language training to 10 team members** involved in recruitment processes. Within our specialized training program addressing selection processes for candidates with disabilities, we delivered a **total of 57 hours of training to 19 employees**.
- ▶ To raise awareness of diversity and equal opportunities, we delivered a **total of 1,108 training hours with 700 employees** participating.
- ▶ To enhance our recruitment processes, we have launched new initiatives focused on increasing candidate diversity and reinforcing impartial selection criteria.
- ▶ We have integrated **AI-supported systems** into our recruitment processes across Türkiye, Russia, and Bulgaria. This has enabled us to establish a selection process that promotes diversity by adopting a more objective, fair, and bias-free approach to candidate evaluations. We plan to roll out this process in other countries by 2025.

### Our Relevant Policies

- ▶ Diversity and Inclusion Principles
- ▶ Board of Directors Diversity Policy
- ▶ Human Resources Policy
- ▶ Human Rights Policy

### Equality Is in Our Spirit

On March 8, 2024, International Women's Day, we released a promotional film highlighting the 'men's work' prejudice, inspired by a true story from 1945. Since our founding, we have regarded gender equality as a core element of our corporate culture and actively support women in assuming more visible and influential roles in the workplace. Together with our female employees across diverse areas—from sales and production to R&TD and IT—we are building an equitable and inclusive future.

Please [click here](#) to watch the film.

### Our Awards

- ▶ Our project, 'Şişecam – In the Spirit of Equality,' received the **Silver Award** in the Special Days Online Film category at the Kristal Elma Awards.



# Talent Acquisition, Management, and Development

Aligned with our talent acquisition, management, and development approach, we strive to be a preferred workplace through our people-centered culture and growth opportunities, while attracting the right talent to our organization. In this context, we run training and development programs aligned with our business strategies to enhance employees' social, technical, and professional skills, thereby maximizing their potential. To deliver the best employee experience, we manage our human resources processes objectively and fairly through the globally implemented [HROne Communication Center](#).

## Our Awards

- ▶ We advanced to **8<sup>th</sup> place in the Most Preferred Companies Survey** conducted by Realta, which involved over 91,000 students.
- ▶ We received four awards at the Youth Awards, including Silver in the **'Most Desired Industry Company'** category and **Bronze** with **First Step** in the **'Best Short-Term Internship Program'** category. Our long-term internship program, Together, ranked among the top 10 in the **'Best Long-Term Internship Program'** category.
- ▶ As part of the Türkiye İMSAD Future Investment Awards – Private Sector 2024, we were honored with **second place** in the Social category for our **'Global Development Programs Supporting Cross Functional Development,'** organized within the Talent School framework.



## ▶ Talent Acquisition

We shape our global recruitment strategy in alignment with the principles of diversity, inclusion, and sustainability. We continue our efforts with determination to build a strong employer brand. Each year, we engage with over 60,000 students worldwide to attract new graduates and prospective graduates to our organization. Our Global Young Talent Program, [Together](#), our summer internship program, [First Step](#), and our Vocational School long-term internship program, [İlk Adım](#), offer students internship, development, and career opportunities.

Within the scope of University and Industry Collaborations, we work together on graduation projects with final-year undergraduate students. We also run the [Glass Technologies Engineering Certificate](#) Program in partnership with universities to introduce young talents to glass and glass production processes, fostering their interest through R&TD projects and digital technologies. We continue our university-industry collaboration through the TÜBİTAK 2244 Industry PhD Program to support the development of qualified PhD-level professionals needed in the industry.

## Key Activities in 2024

- ▶ We received **over 368,000** job applications and completed **2,470 external hires**.
- ▶ Through our collaboration with METU, Boğaziçi University, and Koç University, we partnered with a total of **21 students** on their graduation projects.

- ▶ A total of **127 engineering students** successfully completed the 6-week **Glass Technologies Certificate Program** at ITU and METU.
- ▶ We engaged with students at **189 campus events across Türkiye and at 54 events** in other countries where we operate. Through the First Step Summer Internship Program, **we provided internship opportunities to 270 students from 40 universities**. The program's **satisfaction score was measured at 92%**.
- ▶ **A total of 219 interns** joined the 7<sup>th</sup> term of the Global Young Talent Program, Together, **with women making up 48%** of participants. We have hired **56 interns** from the program into our team. Our program, enhanced with various trainings, meetings, and technical visits during the 7-month internship period, achieved a **satisfaction rate of 90%**.
- ▶ Through our İlk Adım Vocational School long-term internship program, we provided opportunities to **a total of 85 students**. During the 4-month period, we onboarded **6 interns into our team** upon their graduation after gaining valuable experience.
- ▶ In the summer internship phase of the İlk Adım program, we offered short-term internship opportunities at Şişecam to **77 students**.
- ▶ In collaboration with Toros, Tarsus, Bursa Uludağ, Balıkesir, and Bilecik Şeyh Edebali Universities, we included **38 vocational school students** in a four-month internship program at our Mersin and Yenişehir plants.

## ➤ Talent Management

Our talent management process, focused on identifying employees with leadership potential, enables us to clearly define organizational talents, identify gaps, and detect potential risks. Accordingly, we support the development of existing talents while also creating alternative plans to prepare for potential future needs.

Under the motto 'We For Success,' we utilize the [Performance Development System](#) to promote a sustainable, success-oriented performance culture, ensuring employees are evaluated objectively and rewarded based on their performance. We regard the system's final outputs as a key input in development, talent management, reward, compensation, and career management processes.

Through [the Candidate Referral System](#), we encourage our employees to suggest qualified candidates they believe align with our corporate culture and values. This system enables employees to play a more active role in recruitment while helping us attract talents who can quickly integrate into our corporate culture. We reward employees who recommended candidates upon their completion of six months. To support inclusivity, the reward amount is higher when the recommended candidate is a woman.

To support international mobility, enhance diversity, and promote our corporate culture globally, we implement [global rotation and assignment](#) programs for employees across different countries.

Our internal job posting system, '[TakeAway](#)', provides equal career opportunities, supports internal development, and enhances mobility for our employees.

Through our Global Talent Management Program, '[Journey](#)', we create talent pools aligned with our business strategies to identify required human resources, support succession and career management plans, and implement training and development initiatives.

To ensure equal access to rights for all employees, we standardize wage, bonus, and benefits systems globally, while also considering local legal regulations and practices. We implement a fair, balanced, and performance-driven compensation policy to attract qualified talent and enhance employee engagement.

### Key Activities in 2024

- To support Şişecam's transformation journey and ensure sustainable success, we reassessed the required knowledge, skills, and behaviors, and updated Şişecam's **Leadership and Competency Model**. With this new model, we aim for our employees to embrace Şişecam's values from day one, perform their duties more effectively, and support their career development. Accordingly, we have restructured our core human resources processes—including recruitment, career management, and performance development—in alignment with the new model.
- We included **572 employees** from various functions, regions, and levels in the **Journey** program and planned their participation in talent development initiatives.

- Through the **Candidate Referral System**, our employees recommended **356 candidates** for open positions.



## ➤ Talent Development

To ensure sustainable employee development, we prioritize fostering a proactive, results-driven, and growth-minded employee profile. Accordingly, we support continuous growth by offering our employees innovative training solutions and programs. We leverage the latest technologies to keep our training content current and enriched, continuously expanding the scope of our digital learning materials.

Under the [Şişecam Academy](#), we provide diverse training opportunities to support our employees' professional and technical growth, strengthen their competencies, and contribute to our corporate goals. Operating since 2016, this platform also serves as a key development hub that enhances employee engagement.

Through the [Şişecam Academy Seminars](#), which we offer openly to our employees in Türkiye, we share up-to-date knowledge and insights in diverse fields such as health, economics, psychology, and personal development, featuring contributions from expert guest speakers. We enrich our seminars with interactive sessions and practical exercises, aiming to enhance both the knowledge and skill sets of participants.

### Şişecam Academy Training Programs

#### ➤ Function Schools

Through the Function Schools we established to support functional and technical development, we aim to enhance our employees' knowledge, skills, and competencies in their respective fields. Through these programs, actively conducted across eight areas—Human Resources, Financial Affairs, Supply Chain, Marketing, Sales, Production, Quality, and Glass

Technologies—we aim for our team members to master their respective functions, develop awareness of cross-functional workflows, and contribute to building a sustainable workforce.

When designing our schools, we considered the needs of relevant functions and sub-functions, level-based competency requirements, and the outcomes of technical and behavioral assessments. Our training content is designed using a hybrid learning model that integrates diverse methods, including classroom and virtual sessions, online modules, project groups, experience sharing, technical mentoring, site visits, and simulations.

#### ➤ Leadership School

Under the Leadership School, we develop tailored programs for various management levels in accordance with Şişecam's new leadership model. We aim to offer development programs that empower our leaders to make an impact both within and beyond the organization, while building an actionable, social, and global learning ecosystem that equips them for the future. Through these programs, we prepare our managers for today's and tomorrow's world by offering a personalized learning experience that includes assessment tools and one-on-one coaching sessions. As part of the Leadership School, redesigned according to our updated competencies, we launched the [90 Days of Leadership Program](#) for our newly appointed managers, the [Russia Leadership Program](#) for all our managers and supervisors at director and team leader levels in Russia, and the [Managing the Field Program](#) for our technicians and foremen teams responsible for field team management. We continue to roll out our new leadership programs tailored to various management levels.

#### ➤ Talent Development Programs

Through the [Journey Global Talent Management Program](#), we prepare our high-potential team members for future leadership roles. We support their interdisciplinary development through learning approaches tailored to current needs, helping them gain a broad perspective across various business functions.

Within Talent Development, we enroll employees in our talent pool into tailored development programs designed to meet their specific needs. These programs, enriched with diverse methods such as classroom and remote training, simulations, workshops, coaching and mentoring, language development modules, and project work, aim to unlock both the individual and managerial potential of our talents.

Through the '[Challenge Yourself and Discover Your Potential](#)' programs, we support employees in recognizing their strengths and areas for growth, while management skills are further developed via the [Mini MBA, Global Executive MBA, Cross-Functional Development Program](#), and job simulations that also strengthen cross-functional collaboration. We design our programs in collaboration with global business schools and universities, thereby enabling our employees to enhance their strategic perspectives, broaden their spheres of influence, and deepen their leadership competencies. Additionally, we provide tailored solutions for each talent through global certification programs and competency-based development plans.

#### • MBA Programs

Through the [Şişecam Mini MBA Program](#), conducted in partnership with Istanbul Technical University, we aim to

strengthen the leadership skills of our specialist and supervisor-level talents while broadening their global perspectives. Meanwhile, with the [Executive MBA Program](#) run in collaboration with BMI and Paris Sorbonne University for managerial-level employees, we support our talents in critical fields such as economics, finance, marketing, and digital strategy, contributing significantly to their leadership development. Through our MBA Programs, we deliver multi-module content designed to convey the big picture and facilitate understanding of cross-disciplinary areas, complemented by business simulations to reinforce learning.

#### • Cross-Functional Development Program

We expose our young talents to various business functions, fostering opportunities for them to broaden their interdisciplinary perspectives. We enhance our technical training with hands-on fieldwork and interactions with leaders.

#### • Challenge Yourself and Discover Your Potential Programs

After potential assessments, we support our team members in focusing on their personal and professional growth, clarifying their future plans, and achieving a healthy work-life balance.

#### • Digital Development Journeys

We continue to systematically and sustainably support the competency-based individual development of our employees through digital development journeys designed in line with new competencies.

#### • Coaching and Mentoring Programs

At Şişecam, we believe in growing together through the sharing of our knowledge and expertise. With the coaching and mentoring programs we have developed accordingly, we support

our employees throughout their career journeys and foster learning from one another as a fundamental element of our corporate culture.

We systematically maintain our coaching and mentoring programs aimed at transferring corporate memory, fostering a culture of collective learning, and embedding Şişecam values into the workplace culture. Through the [Şişecam Coaching and Mentoring Platform](#), we are digitalizing the learning experience and tailoring it to meet the needs of our participants. Through the [Şişecam Compass](#) digital coaching and mentoring platform, we meet individual development needs with our mentoring programs and facilitate intergenerational knowledge transfer within the company. To support the adaptation of our new engineers to the organization and the transfer of technical knowledge, we have launched the [Peer Mentoring Program for Engineers](#); the [Journey Mentoring Program](#) to foster competency and career development within talent development; and the Coaching Program to strengthen our managers' leadership skills—all through Şişecam Compass. With our new internal mentoring programs, we aim to engage more colleagues in this learning experience.

#### ► Foreign Language Development Program

Through the Foreign Language Development Program, we aim to enhance our employees' English proficiency and strengthen their international communication skills. Reaching over 1,500 team members across seven countries, including Türkiye, this program delivers personalized digital content, online and in-person training, and a hybrid learning model. We support our employees' active participation in the global business environment through one-on-one speaking practice with native English instructors and global conversation groups.

### Sustainability E-Learning Project

Through the Sustainability E-Learning Project, for which we began content development in 2024, we aim to raise awareness among our team members on sustainability topics. This digital learning program, consisting of eight modules, is designed to establish a shared understanding of sustainability across the organization while providing in-depth knowledge tailored to the specific needs of each function. We plan to assign the 'Sustainability 101' and 'Equality, Diversity, and Inclusion' modules to all employees, while function-specific trainings such as 'Sustainability in the Supply Chain,' 'Sustainable Marketing,' 'Sustainable Production,' 'Sustainable Brand Management,' and 'Sustainable Products' will be delivered to relevant departments. Through this initiative, we aim to embed our sustainability agenda at the core of our business processes and support our employees in integrating this agenda into their daily work.



## Key Activities in 2024

- ▶ We provided a total of **474,265 hours** of training to our employees in Türkiye. Our average training time per employee amounted to **35.3 hours**.
- ▶ A total of 566 employees participated in the '**Challenge Yourself and Discover Your Potential**' programs, launched to unlock their potential and support their development journeys.
- ▶ **44 employees** graduated from the Mini MBA Program in partnership with Istanbul Technical University, while 4 executives completed the **Global Executive MBA Program**, conducted in collaboration with BMI & Sorbonne University.
- ▶ **40 employees** have completed their training under the Cross-Functional Development Program.
- ▶ By transferring our coaching and mentoring experiences to the digital environment, we launched the '**Şişecam Compass**' platform.
- ▶ We have made the **Peer Mentoring Program** designed specifically for our engineers, the **Journey Mentoring Program** supporting future leaders, and the **Executive Coaching Program** prioritizing experience transfer accessible through our digital platform. Through the platform, **160 mentees, 81 mentors, and 2 senior executives** participated in these programs.
- ▶ To support our team members transitioning from specialist to management, **141 of our managers participated in the 90 Days of Leadership Program** we designed. The number of participants who completed the **Russia Leadership Program**, specifically developed for our managers in Russia, reached **54**.

- ▶ As part of the Managing the Field Program, implemented for our technicians and foremen-level field managers, **268 employees** have completed their training. With this program, we aim to reach a total of **1,000 people** by the end of 2025.
- ▶ Through the programs offered under the Function Schools, we provided a total of **467 days of training to 1,285 employees**. We continued the design process of the Digital School with the Research, Technology, and Development School.
- ▶ As part of the skill matrix design we developed in 2023, we delivered 'instructor training' to approximately **1,000 foremen and technicians**, facilitating the rollout of **nearly 3,000** work instruction trainings for hourly-paid employees.
- ▶ **200 employees** have benefited from the Foreign Language Development Program.

- ▶ Through our skill-focused e-learning modules, we delivered **12,500 hours of training to 2,750 employees, with over 7,000 content** items accessed.
- ▶ On a global scale, we have developed and deployed **over 120 e-learning modules** in various languages and formats, leveraging artificial intelligence and our own resources for employee use.
- ▶ Embracing the motto of unlimited learning, we continue to support our employees' development in collaboration with Udemy Business. Within this scope, **1,058 employees** accessed the platform; a total of **2,160 content** items were viewed, and **8,315 hours of training** were completed.



# Employee Experience and Engagement

We consider improving employee experience and enhancing engagement among our top priorities. Accordingly, we actively engage our team members in all processes to foster a participatory and open work environment that embodies our corporate values.

Through the regularly conducted [My Şişecam Employee Engagement Survey](#), we continuously gather our employees' opinions, expectations, and requests; using this feedback, we reinforce our strengths and take necessary actions to address areas for improvement.

Within the scope of the [One Şişecam People and Culture Program](#), we focus on strengthening our transformation process around a corporate culture through initiatives centered on 'culture,' 'values,' and 'leadership.' Through this program covering all our employees, we aim to build a sustainable and healthy work environment.

Through the [NAR Suggestion Development Platform](#), we encourage our employees to share innovative suggestions, fostering new and original ideas that contribute to the organization while sustaining a vibrant feedback culture.

To boost engagement and motivation, we recognize our employees' contributions and celebrate their achievements together through the [Annual Achievement Awards](#), [Seniority Awards](#), and [Spot Award](#) programs we have implemented. With the [Thank You!](#) initiative, we enable all Şişecam employees to express gratitude to their colleagues in their native languages through a digital platform, supporting the spread of a culture of appreciation across the organization.

We organize various events and workshops under the [NOW! Sports and Social Activities Club](#) to strengthen corporate belonging and workplace solidarity, support work-life balance, and contribute to employee well-being.

Every year, through our traditional '[Family Day](#)' events held globally, we bring together our employees and their families at our facilities, creating special moments that celebrate our cultural diversity and strengthen the sense of belonging and solidarity.



## ➤ Şişecam Life Employee Well-Being Program

We address our employees' welfare and well-being holistically, consolidating practices covering physical, mental, social, and financial dimensions under the [Şişecam Life Employee Well-Being Program](#).

### Şişecam Life Employee Well-Being Program Initiatives

#### ➤ Şişecam Life Mobile Application

Through the well-being-focused [Şişecam Life Mobile Application](#), we offer our employees a support network enabling direct communication with specialists such as psychologists, dietitians, and fitness trainers. Through the application, challenges promoting healthy lifestyle habits can be organized, interest-based clubs established, and connections fostered among team members across different locations.

Additionally, the application provides guidance on topics such as communication with children and relationship management to support parenting, along with free video consultation opportunities with expert psychologists. Content that simplifies life and raises awareness in the well-being field is regularly shared through the application.

#### ➤ Şişecam Life Employee Support Line

Our employees and their families can access free expert support 24/7 via the [Şişecam Life Employee Support Line](#) on 9 topics ranging from social life and ergonomics to newborn care and legal counseling.

#### ➤ Online Education Support for Children

We aim to facilitate exam preparation for our employees' children through the [Online Education Platform](#) we have developed.

Through the Online Education Platform, students can submit questions to expert instructors and receive one-on-one answers within 15 minutes.

### Key Activities in 2024

- As part of the 'Family Day' events, we gathered with approximately **4,500 employees** and their families across **13 facilities**.
- As of 2024, the Şişecam Life Mobile Application has been actively used by approximately **2,000 employees**.
- Through the Şişecam Life Mobile Application, our employees held **770** online consultations with experts including psychologists, dietitians, and fitness trainers.
- In 2024, through the NOW! Sports and Social Activities Club, we organized nearly **400 events across 14 countries**, enhancing social interaction and fostering a culture of well-being.
- We awarded **35 projects** as part of the Annual Achievement Awards.
- We received **858 suggestions** through the NAR Suggestion Development System and **awarded 137 projects**.
- We rewarded **1,727 employees** through the Spot Award program and **1,166 employees** under the Seniority Awards program.



# Occupational Health and Safety

At Şişecam, occupational health and safety (OHS) is central to all our processes. We organize our work environments with a human-centered approach and systematically manage our OHS practices in accordance with comprehensive policies. Guided by our principle of 'Healthy individuals, safe workplaces,' we maintain a system that effectively manages risks, identifies areas for improvement, and drives continuous enhancement.

Beyond technical and administrative measures, we prioritize the adoption of digitalization and automation systems, promoting their implementation both locally and globally, and creating a safe working environment guided by international best practices.

We reduce risks by minimizing employee initiative through various technological solutions—including AI and RFID-supported applications—that cover industrial machinery, pedestrian safety, area monitoring, and loading-unloading operations. As of 2025, we will steadfastly continue our efforts to align occupational health and safety processes with global standards and elevate them to a higher level.

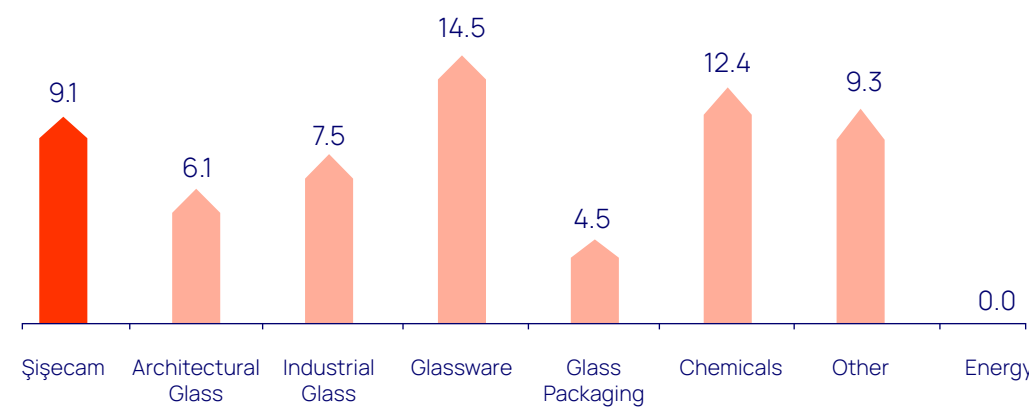
We implement all necessary measures to prevent occupational accidents and diseases, embedding our zero-accident target as an integral part of our corporate culture. Accordingly, we proactively identify risks and implement preventive measures through assessment processes conducted with employee participation.

We develop our OHS policies and procedures in line with the ISO 45001 standard, ensuring they remain current by implementing evolving OHS practices. We reinforce our efforts to encourage

safe behaviors and modify unsafe ones through behavioral observations. We continue to enhance OHS awareness by transparently sharing findings with our employees. As a key element of Environmental, Social, and Governance (ESG) criteria, we focus on social compliance activities aimed at upholding ethical standards for ourselves and our business partners, while protecting the health, safety, and rights of employees, society, and the environment. By embracing ethical standards and social principles, we promote sustainable practices at every stage of our value chain, aiming to generate a positive impact throughout.

In line with the principles of transparency and accountability, we evaluate and report our social compliance performance to stakeholders through audits conducted under international standards such as the [Business Social Compliance Initiative \(BSCI\)](#), the [Supplier Ethical Data Exchange \(SEDEX\)](#) and customer-specific standards.

## ▶ Lost Time Injury Frequency Rate



## ▶ Psychosocial Questionnaire

At Şişecam, we consider occupational health and safety practices not only in terms of physical health but through a holistic approach that also includes the psychosocial well-being of our employees. With this approach, we aim to assess our employees' psychosocial health through the [Psychosocial Questionnaire](#) integrated into periodic health examinations and provide necessary support via psychological counseling, psychiatric examination, or internal referrals when needed. In 2024, we expanded the implementation of this questionnaire, which supports the strengthening of our protective and preventive health policies, across all our facilities in Türkiye.

## ▶ Şişecam Aid Volunteers for Emergencies (S.A.V.E.)

As part of Şişecam's emergency preparedness, we established the Şişecam Aid Volunteers for Emergencies (S.A.V.E.) composed of Şişecam employee volunteers in our five main activity regions—Istanbul, Kırklareli, Bursa, Eskişehir, and Mersin—to be deployed during natural disasters to protect the health and safety of employees, their families, and the wider community. In the first phase, approximately 300 employees completed Basic First Aid and Introductory-Level Search and Rescue training.

As part of disaster preparedness, a test battery evaluating psychosocial parameters was developed and administered specifically for employees wishing to join the Şişecam Aid Volunteers for Emergencies (S.A.V.E.). Through this assessment, we aimed to identify the most suitable roles for individuals within the S.A.V.E. team, optimizing their effectiveness both for themselves and for those they will assist.

Our 2024 efforts to fulfill training, equipment/material supply, and accreditation requirements culminated in the S.A.V.E. Kırklareli Regional Team earning an accreditation certificate for competence in disaster response at both national and international levels in April 2025. We continue our efforts to complete the S.A.V.E. accreditation processes for our remaining four regions within 2025.

## Key Activities in 2024

- For the 11<sup>th</sup> time, we organized the drawing competition themed 'I am Safe, You are Safe, We are Safe' for our employees' children, with **543 participants** submitting their artworks.
- We conducted **Occupational Health and Safety Cross Audits**, covering both field operations and documentation, to disseminate best practices among our OHS professionals across facilities and to review legal requirements through a more comprehensive and updated lens.
- At the end of the first year of the '**Behavior-Based Occupational Health and Safety Culture**' initiative launched in 2023, we revised our working model in the last quarter of 2024, incorporating feedback, insights, and development suggestions gathered from key stakeholders during the review and evaluation workshop. In the first half of 2025, we implemented our new working model.
- To ensure emergency response teams are ready to intervene, we positioned **22 Emergency Response Containers** equipped with materials and equipment across our workplaces.

- In 2023, we launched our employee health program at the Yenişehir Glass Packaging Plant, and in 2024, by including our Camiș Packaging and Denizli Glassware Plant workplaces, we qualified to receive the '**Nutrition-Friendly and Physical Activity Supporting Workplace Certificate**' for a total of three plants.
- To encourage participation in OHS practices and raise awareness, we organized various events during Occupational Health and Safety Week under the theme '**Behavior-Based Occupational Health and Safety.**'
- Through the **OHS Bulletins** we prepare twice a year, we aim to inform our employees about artificial intelligence systems and applications related to ergonomics, hygiene, health, and safety, alongside OHS practices and statistical data.
- We aimed to raise employee awareness through **health activities and informative training** organized by our health teams across all our facilities.
- We conducted **GAP analyses and current state assessments** to ensure that our health practices comply with legal and other requirements.
- We expanded the **Cardiovascular Risk Analysis** initiated in 2023 across all our workplaces in Türkiye to guide employees at high risk of cardiovascular diseases with lifestyle changes and treatment recommendations.

- Through our **OHS Scorecard applications**, we continued to boost employee participation while monitoring key performance indicator parameters in real time via a digital platform. We evaluated this performance during our OHS Committee meetings and implemented improvement initiatives.
- We organized **Occupational Health and Safety Management/Leadership** training for managers at all levels across our workplaces to enhance their managerial and technical competencies in occupational health and safety.
- We conducted **199,844 person\*hours of OHS training** for our employees.



## ➤ Highlights in Awareness Activities

**Şişecam Soda Lukavac – Bosnia and Herzegovina:** We aimed to raise awareness by sharing the 2024 calendar, featuring slogans and animated visuals with occupational health and safety messages, with our employees.

**Bulgaria Automotive Plant – Bulgaria:** We conducted role-play exercises on first aid topics with our employees under the guidance of our health employee. With these activities conducted monthly across different departments, we aimed to raise our employees' awareness of first aid and help them translate knowledge into action.

**Lüleburgaz Auto Glass Plant – Türkiye:** As part of Lung Cancer Awareness Month, we informed our employees through informational visuals and equipment placed in the cafeteria area. At the end of the event, 392 of our employees participated in the survey; 59.8% indicated that they were considering quitting smoking.

**Ankara Flat Glass Plant – Türkiye:** In the event held alongside the dart game, participants were asked to throw darts while limiting some of their senses. This activity emphasized the importance of physical integrity and sensory organs, raising awareness of safe behaviors.

## ➤ Highlights in Preventive Actions

**Mersin Glass Packaging Plant – Türkiye:** Thanks to drone-assisted security inspections in warehouse and roof areas, we quickly and accurately identified potential risks, reducing hazards related to working at heights.

**Bursa Flat Glass Plant – Türkiye:** We installed warning signs on equipment and in areas with a history of accidents to remind our employees about safe behavior. We streamlined near-miss and hazard reporting through a QR code system.

**Lüleburgaz Auto Glass Plant – Türkiye:** To raise awareness of the rising obesity rate in our factory, we designed a '20 Steps, 1 Calorie' corner and prepared informational notes along with menus comparing calories and physical activity. We created obesity maps for specific work areas and carried out cardiovascular risk analyses. We supported the implementation with a training program led by a dietitian.

**Eskişehir Glassware and Yenişehir Glass Packaging Plants – Türkiye:** In addition to routine health check-ups, we began monitoring our employees' vitamin D and B12 levels. We provided necessary supplements to employees with identified deficiencies and raised awareness through the information sessions we organized.

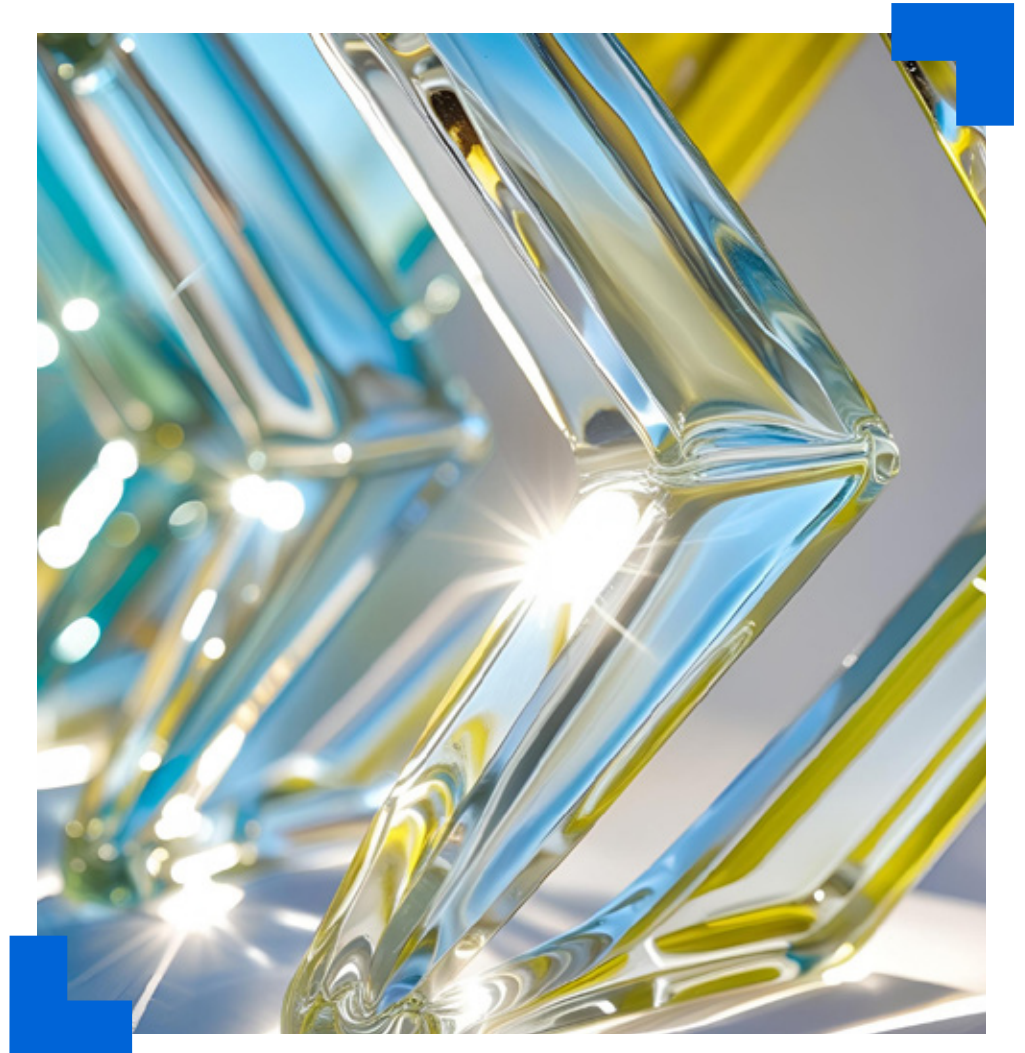
**Eskişehir Glassware Plant – Türkiye:** We installed 101 gas detectors to enable early detection of gas-related risks in the workplace. Thanks to the software infrastructure we have developed, our security teams monitor these detectors 24/7 via CCTV screens. This system enables us to respond immediately if gas concentrations exceed limit values, aiming to manage emergencies swiftly and effectively.

## ➤ Highlights of Corrective Actions

**Eskişehir Glassware Plant – Türkiye:** Based on employee feedback, we have integrated a laser light system alongside audible warnings to enhance the safety of overhead cranes.

**Lüleburgaz Auto Glass Plant – Türkiye:** With the technical improvement implemented at the cutting bench, we reduced ambient noise levels from 97 dB(A) to 83 dB(A). This measure helped protect hearing health and improve ergonomic conditions.

**North Italy Flat Glass Plant – Italy:** Before contractors are accepted on site, we implemented digital evaluations of legal and corporate requirements, making the process systematic and fully traceable.



# Corporate Heritage

We take pride in playing a pioneering role in the development of Türkiye's glass industry. Since our founding, we have contributed to securing glass's prominent place in Türkiye's industrial and social history.

Our activities have extended beyond creating economic value; we have also reinforced the connection between glass and cultural, artistic, and everyday life. Through our investments and technological advancements, we have expanded glass's applications while deepening its relationship with society. We aim to highlight the historical and cultural significance of glass, preserving its artistic and industrial values for future generations. In line with this, we are dedicated to safeguarding and promoting glass culture and heritage at both local and international levels. As a global force active in every segment of the glass industry, we not only prioritize commercial success but also embrace the responsibilities that come with being a leader in our sector and society. We guide industry stakeholders in unlocking glass's potential across various sectors, while promoting its sustainable and aesthetic applications.

## ▶ Antique Glass Works Collection

We showcase the Antique Glass Works Collection—a reflection of our commitment to preserving corporate heritage—at our Şişecam Headquarters for visitors to appreciate. Registered with the Istanbul Archaeological Museum, this valuable collection comprises **520 glass artifacts** featuring archaeological and ethnographic significance, with a history spanning approximately 3,500 years.



The artifacts, bearing traces from Ancient Greek, Roman, Byzantine, and Ottoman periods, are unique examples that reflect the production techniques, aesthetic sensibilities, and cultural fabric of their times. The collection provides a comprehensive perspective on historical glass art, while also enabling examination of the pieces based on their geographic origins and periods of production.

We are sharing this selection, which illuminates the historical development of glass, with art enthusiasts both through physical exhibitions and digital platforms. Accessible at [www.sisecamcameserleri.com](http://www.sisecamcameserleri.com) the collection offers detailed 3D views of some pieces for closer examination.

## ▶ Şişecam Historical Exhibition

At Şişecam, we advance with the mission of being more than just an industrial enterprise — we strive to be a resilient organization that has grown through meaningful engagement with communities, cultures, and countries over the years. In 2024, we opened the 'Şişecam Historical Exhibition,' reflecting our corporate heritage, for public viewing at our Headquarters building. The exhibition showcases documents, objects, and artifacts that bear witness to our 90-year history since the company's founding. Beginning with the founding decree signed by Mustafa Kemal Atatürk, our exhibition offers a comprehensive view of Şişecam's transformation to date and its corporate heritage.



# Contribution to Social Development

We regard contributing to economic development and social welfare across all regions where we operate as a core aspect of our corporate citizenship responsibility. We embrace the responsibility of growing alongside communities, contributing to social development through projects in environment, education, health, culture, and sports. We design our social responsibility projects in alignment with our sustainability strategy, prioritizing benefits to the ecosystem, employees, and society.

Aligned with our corporate citizenship approach, we prioritize initiatives that foster social development in the countries where we operate. We make it a priority to conduct all our social development activities guided by the principles of sustainability, transparency, and inclusivity. We develop and implement social responsibility projects in compliance with national and international standards. We encourage our employees to participate and support their voluntary contributions to the community.

## ➤ Contribution To Cultural Values

Aligned with our mission to preserve cultural heritage and pass it on to future generations, we undertake projects that unite historical and cultural values with glass.

### History-Culture-Glass Collections

Through the History-Culture-Glass Collections, we interpret Anatolia's rich heritage with glass, blending the echoes of the past with contemporary aesthetics. We offer a total of 15 limited-edition collections for our customers' appreciation at Paşabahçe Stores. In 2024, we continued to enrich this cultural journey by introducing unique designs and new products to our collection.

### Exhibited Collections

- Ottoman
- Blue & White Glass
- Artistic Writing on Glass
- Enameled Glass
- Mosaic
- Anatolian Civilizations
- 7
- Ashura
- Istanbul
- Crystalline Tiles
- Talking Coins
- Zevk-i Selim
- World Heritage in Glass
- Lost Treasures
- Proudly

### Supporting the Preservation of Atatürk's Memories

The glass panels of the display cases housing two significant artifacts exhibited at Anıtkabir—the eternal resting place of the Great Leader Mustafa Kemal Atatürk—namely, the cannon carriage that transported Atatürk's remains and the pleasure boat he used on Çubuk Dam Lake, were renewed using glass specially produced by Şişecam for Anıtkabir. We are honored to contribute to this significant endeavor.

## ➤ Contribution To Education And Training

At Şişecam, supporting education and empowering youth—the guarantors of our future—has always been one of our top priorities. In 2024, through the [Education Incentive Scholarship](#) program, we awarded a total of [TRY 69.3 million](#) in scholarships to the children of 8,384 employees, covering education from primary school through university. With this support, we not only assisted the families of our employees but also sought to make a meaningful contribution to the advancement of education in our country.

We extend our corporate heritage beyond the glass industry by also contributing value to our country's legacy in education. We take pride in offering our youth a productive and high-quality learning environment through the '[Yenişehir Şişecam Vocational and Technical Anatolian High School](#)' and the '[Mersin Akdeniz Şişecam Vocational and Technical Anatolian High School](#),' both of which we have overseen the construction of. To date, a total of 1,738 students have graduated from these schools, with 850 having successfully entered the workforce as skilled professionals. We take great pride and joy in contributing to the development of a skilled workforce for the future.

### Yenişehir Şişecam Vocational and Technical Anatolian High School

Yenişehir Şişecam Vocational and Technical Anatolian High School occupies an area of 20,000 m<sup>2</sup> and has been supporting education since 2019. Our school, equipped with 16 classrooms, 3 laboratories, and 13 workshops, welcomed [259 students](#) during the 2023-2024 academic year. A dedicated internship program is in place for students in the school's Mechatronics department.

### Mersin Akdeniz Şişecam Vocational and Technical Anatolian High School

In 2024, [791 students](#) studied at our school—built by Şişecam in the Mersin-Tarsus Organized Industrial Zone as part of the 'Vocational Education Development Project' led by the Mersin Governor's Office.

## ➤ Contribution To Society

Aligned with our corporate citizenship approach, we implement projects that prioritize public health in the countries where we operate.

In line with our corporate social responsibility approach, we have been actively working since July 2018 to enhance social awareness and improve living conditions in India's Halol region. We aim to create lasting impact through informative and transformative projects spanning livestock, agriculture, education, and health.

### Agriculture and Livestock

To strengthen local livelihoods and establish a sustainable agriculture and livestock model, we equip farmers with the knowledge and resources they need. We support local communities in diverse ways—from supplying clean energy through solar-powered irrigation systems to managing pests with solar-powered insect traps.

### Education

We are developing projects in the Halol region aimed at reducing school dropout rates and increasing access to education, enabling children to engage more fully in their learning journey. We are enhancing learning environments by introducing smart classrooms, improving hygiene conditions, and implementing supportive educational programs.

### Health

Through mobile health units, we aim to provide the local community with easier and more consistent access to essential healthcare services. Additionally, we support community health by providing counseling services for individuals in need of psychological support.

## ➤ Contribution To Environmental Values

Through our initiatives, we show our commitment to the environment not just in words, but through concrete actions. We are taking concrete steps to leave a greener, more livable environment for future generations.

### Afforestation

At Şişecam, aligned with our sustainability vision, we implement environmentally friendly practices across all our facilities, taking concrete steps toward a nature-compatible future. Within this scope, we dedicate an average of 5 to 10 acres of land for afforestation at each of our facilities, establishing 'Şişecam Forests' in the regions where we operate.



**In 2024, we further expanded our green spaces through the afforestation activities we undertook:**

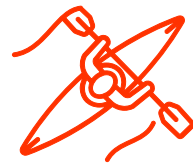
- We planted **110 new trees** at our Bursa Glass Packaging Plant, increasing the total to **2,244**.
- At our Balıkesir Glass Fiber Plant, we planted **52 new trees**, raising the total count to **10,326**.
- We expanded green coverage by planting **158 trees** over an area of **5,001.54 m<sup>2</sup>** at our Eskişehir Glass Packaging site.
- With the planting of **109 new trees** at our Bursa Flat Glass Plant, the total tree count reached **3,060**.
- We planted **15 fruit trees** at our Ankara Flat Glass Plant and **50 fruit trees** at our Kırklareli Flat Glass Plant as part of Environment Day.
- We planted **310 new trees** at our Lüleburgaz Auto Glass Plant.
- In addition to the existing **370 trees** at our Tuzla Camiş Packaging Plant, we planted **10 fruit saplings** on June 5, Environment Day.
- We expanded our existing **3,700-tree** orchard at the Kırklareli Glassware Plant by planting **35 pine** and **10 olive trees**.
- We planted **40 olive trees** and **22 fruit trees** at our Denizli Glassware Plant, raising the total tree count to **3,175**.

## ➤ Contribution To Sports

We believe that transforming life through sports is one of our most valuable achievements, and we strive to contribute to a healthier, stronger future fueled by the energy and motivation sports provide.

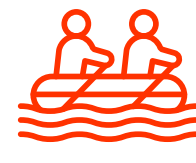
### Şişecam Sports Club

Founded in 1982 at the Çayırova Social Facilities and granted federated club status in 1984 by the General Directorate of Youth and Sports, Şişecam Sports Club aims to foster sports awareness among youth in the disciplines of canoeing, rowing, and sailing. Celebrating its 40<sup>th</sup> anniversary in 2024, the club continued contributing to national sports with **126 athletes aged 7 to 18 and 6 coaches**. In 2024, the athletes successfully represented Şişecam in 13 regional and national competitions, as well as 5 international events.



Our canoe team

102 medals and 9 trophies



Our rowing team

65 medals and 4 trophies



Our sailing team

7 medals and 2 trophies





**TRANSFORM  
LIFE**

# Transform Life

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Sustainability Across the Value Chain	59
Digitalized Value Chain	62
Sustainable Products	66
Value-Added Collaborations and Partnerships	68



# Sustainability Across the Value Chain

We shape our sustainability approach by prioritizing the strengthening of customer relationships at every stage of our value chain. Accordingly, we place customer and supplier satisfaction at the core of our efforts. Through the best practices we implement, we aim to contribute to building a sustainable world across our entire value chain.

## ▶ Customer Relations

At Şişecam, we embrace a customer-oriented corporate culture and focus on continuously enhancing our service quality. Through our [Customer Quality Management System](#), we provide prompt and effective feedback to our customers, aiming to enhance satisfaction with the solutions we deliver. Meeting core expectations—such as product quality, after-sales support, and environmental sensitivity—at the highest standards is among our top priorities.

We implement various projects to accurately meet our customers' needs and expectations. We are actively working on sustainable solutions, including developing glass products that enhance fuel efficiency in the automotive sector and energy-generating photovoltaic glass products, as well as implementing lightweight designs and incorporating recycled glass in glass packaging and glassware.

Through regularly conducted [Şişecam Customer Satisfaction Surveys](#), we assess our customers' feedback and maintain a strong focus on continuously enhancing our service quality. Additionally, we conduct our manufacturing and operational processes in alignment with sustainability principles, adhering to

international standards and audit requirements including SEDEX, BSCI, CTPAT, ETI, ECOVADIS, and SAQ.

## Key Activities in 2024

- ▶ We enhanced our operational processes to boost customer satisfaction and continued working to handle customer complaints in a standardized and systematic way. According to the results of the **Şişecam Customer Satisfaction Surveys**, customer satisfaction rates reached **90% in the Architectural Glass, 96% in Glass Packaging, 93% in Glassware, 96% in Chemicals (Soda Ash), and 99% in Chemicals (Chromium)**.

## Our Awards

- ▶ At the A.L.F.A. Awards 2024, we were honored with the **'Consumer Brand of the Year'** award in the Household Goods category for Paşabahçe Stores, recognizing our performance in customer experience, digitalization, fast service, and sustainability.
- ▶ In the **'2023 Customer Experience in Türkiye: Journey to Excellence'** report—a sector first published by KPMG Türkiye—Paşabahçe Stores ranked among the top 10 companies.



## ➤ Supply Chain

We consider sustainable supply chain management an integral part of our responsible business conduct. We actively implement, monitor, and enhance environmental, social, and governance (ESG) principles within our supply chain, aiming to extend sustainability across all our business partners. Through more effective supply chain management, we strive to extend sustainability to all actors we engage with across our value chain.

We incorporate a sustainability perspective into our [Supplier Onboarding and Offboarding Systems](#), [Supplier Segmentation efforts](#), [Supplier Performance Evaluation Systems](#), and [Supplier Development practices](#). We integrate our suppliers into the value chain through the [Supplier Sustainability Development Program](#), [Şişecam Supplier Code of Conduct](#), and [Early Payment System](#).

Our supplier processes are managed via the Şişecam Supplier Portal, where applications are also submitted. We expect our suppliers to uphold the same working principles, respect human rights, and act responsibly towards third parties, in accordance with the [Şişecam Supplier Code of Conduct](#) and [Şişecam Code of Conduct](#) shared on the portal. We strictly prohibit discrimination, child labor, and forced labor in all our supplier operations under any circumstances.

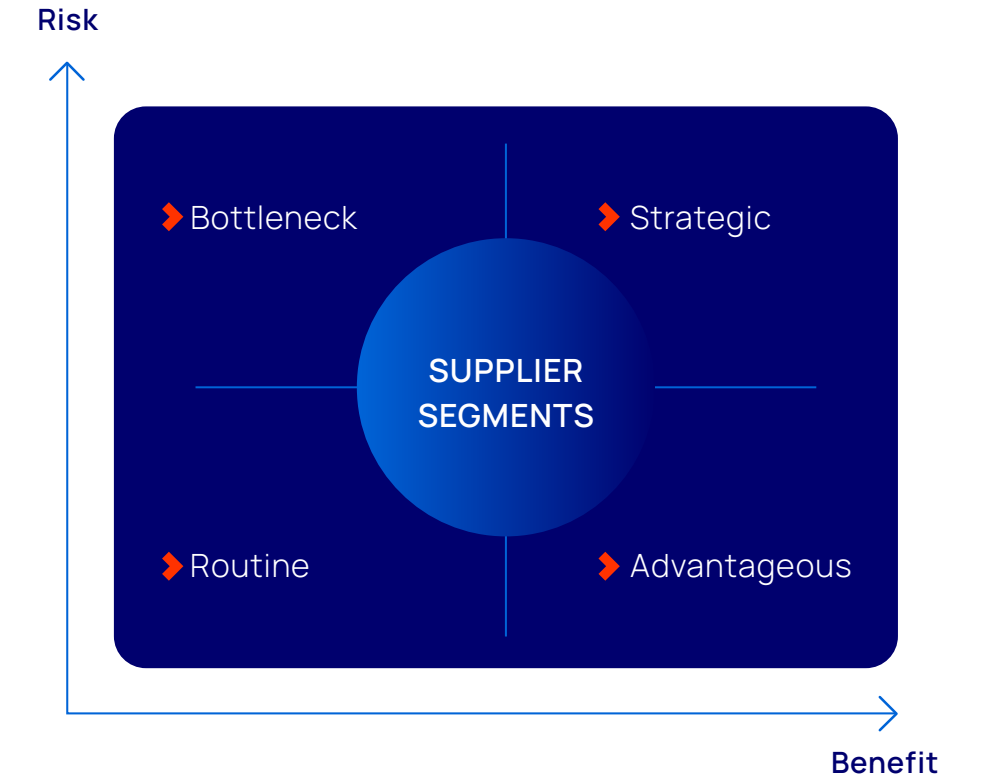
In supply chain management, we implement the [Şişecam Supplier Management Procedure](#). Within this scope, we conduct preliminary assessments using evaluation questionnaires tailored to specific goods and services categories to measure our suppliers' performance on critical issues for our organization. We segment our suppliers according to the criteria of 'supply risk' and 'benefit potential,' managing our processes through tailored approaches defined for each segment.

We monitor our suppliers' compliance with company principles and standards through supplier audits carried out alongside process and quality inspections, systematically documenting all findings. We develop improvement plans for suppliers whose performance falls below expectations or who are assessed as high-risk, and we regularly track their progress. In cases where improvement cannot be achieved, we take actions such as reducing the supply share, terminating the contract, or onboarding alternative suppliers.

As part of enhancing environmental sustainability in our supply chain, we utilize an evaluation system to monitor and improve the performance of waste suppliers. Thus, we aim to structure supplier management based on environmental criteria more effectively.

To ensure and maintain supply security, we focus on diversifying suppliers and sourcing regions, establishing long-term partnerships and making investments that support the continuous procurement of raw materials. By enhancing our collaboration with local suppliers, we not only support supply continuity but also contribute to local economic development.

In our sustainable sourcing practices, the management of conflict minerals and chemicals holds significant importance. In this context, we conduct the necessary communication and audit processes to ensure our suppliers comply with international standards and legal regulations concerning chemical management and responsible mineral sourcing.



### Our Relevant Policies

- Şişecam Supplier Code of Conduct
- Şişecam Code of Conduct

## Key Activities in 2024

- ▶ In line with our sustainable sourcing approach, we have strengthened our **green procurement processes**, conducted **sustainability-focused audits**, and **implemented improvements in technical specifications**.
- ▶ We assessed our suppliers' sustainability performance through an independent third-party verification process. We conducted audits of **81 suppliers classified as critical in direct sourcing and logistics**. 76.5% of our suppliers completed the Şişecam Sustainability Survey.
- ▶ We structured **supplier on-site audits around the Code of Conduct and quality requirements**. As part of the qualification process, new suppliers have also been incorporated into this audit plan.
- ▶ In 2024, we gathered with our business partners at the **Global Supplier Summit**, held under the theme '**Collaborating to Accelerate Change**.' At the summit, the power of collaboration and collective intelligence in our sector's transformation journey was highlighted; the importance of working together with all stakeholders across the supply chain to achieve sustainability was underscored.

### Our Awards

- ▶ With our Global Supplier Summit event, we were honored with the **Gold Award** at the **Stevie Awards** – one of the world's most prestigious business awards, held annually since 2002.



## ŞİŞECAM GLOBAL SUPPLIER SUMMIT

UNITED TO COLLABORATE  
Accelerating Change

- ▶ Number of active suppliers: **10,819**
- ▶ Number of local suppliers: **9,741**
- ▶ Share of local sourcing in total procurement budget: **79.7**
- ▶ Total amount of raw materials procured (tons): **419,297,204**
- ▶ Amount of raw materials sourced from local suppliers (tons): **61,415,693**
- ▶ Rate of raw materials sourced locally (%): **69**
- ▶ Rate of suppliers accepting the 'Supplier Code of Conduct' (%): **62.2**

# Digitalized Value Chain

At Şişecam, we are embedding digitalization as an integral part of how we conduct business. We continue to invest in strengthening our technology infrastructure as we integrate Industry 4.0 applications into our processes.

We deploy technology across all stages—from production and supply management to every customer touchpoint. With our data-driven work culture, we continuously enhance our processes and deliver more effective solutions by leveraging data tools and analytics throughout our entire value chain.

## ➤ Digitalization

With a strong focus on digitalization, we integrate technologies spanning robotic production, data engineering, artificial intelligence, and advanced analytics into our business processes. We enhance process efficiency through a centralized system that enables us to monitor and manage all our operations.

As part of our digital transformation journey, we are building data-driven decision-making frameworks and making our business processes smarter and more predictive through forecasting, modeling, and data analytics tools. We continuously advance this transformation through advanced analytics and machine learning solutions.

As part of our digital transformation journey, we are centralizing our enterprise resource planning (ERP) processes and standardizing them across the entire organization under the [Roots and Wings Transformation Program](#). We are transforming

our core business processes—such as Human Resources, Finance, Supply Chain, Logistics, Warehouse Management, Maintenance, Quality, Planning, Sales, and Production—through digital solutions to enhance process efficiency and management capabilities. In line with this approach, we are modernizing our production technology (OT) infrastructure and establishing an agile, modular system that integrates with our ERP systems, with a focus on data security and seamless data flow. Using digital automation applications, we analyze data related to production planning, operations tracking, warehouse management, and process optimization, and contribute to decision-making by visualizing this data.

Through the [Digital Twin Project](#), we collect data from 60,000 points within our facilities to monitor and analyze manufacturing processes digitally, driving improvements in efficiency. We optimize process performance and resource utilization through data-driven analysis and modeling. We analyze potential use cases through the generative artificial intelligence architecture we have developed and deploy these solutions safely and under strict control. We continue to collect data aimed at reducing energy consumption and our carbon footprint.

With [Digital Furnace Monitoring Technology](#), we enhance operational efficiency, optimize maintenance activities, extend furnace lifespan, and minimize potential risks.

As part of the [Digital Customer Experience project](#), we collaborate with Sales, Marketing, and Retail teams to implement customer experience-focused solutions enhanced by data analytics through a multi-channel (OmniChannel) approach.

## S4 Hana Wave 2 Transformation Project

Within the Roots and Wings Digital Transformation Journey, we have successfully completed a major milestone in the Wave 2 SAP/S4HANA ERP Transformation project—one of the few of its kind globally and the largest process and system transition in Şişecam's history—realized under the One Şişecam vision. Thanks to this transformation, we have strengthened our end-to-end capabilities to rapidly access and interpret data, as well as make and execute strategic decisions. Thus, this infrastructure—designed to meet today's demands for fast, agile, and accurate decision-making—has further strengthened our ability to manage uncertainties and develop precise roadmaps.

### Our Awards

- With the project we carried out to improve document management and increase operational efficiency, we were awarded the **Artificial Intelligence and Robotic Process Automation Award** within the scope of UiPath's annual AI25 awards.



## Key Activities in 2024

- ▶ As part of the Roots and Wings Transformation Program, we standardized our enterprise resource planning (ERP) processes across Türkiye, Europe, and Asia (Russia, Georgia, and India).
- ▶ As part of our Digital Customer Experience initiatives, we developed digital infrastructures and application architectures for our corporate (B2B) and retail (B2C) customers, aligned with our customer relationship management (CRM) and e-commerce strategies.
- ▶ Aligned with our goal of transforming data into value, we have established a governance model at Şişecam covering all data-related processes. We have clarified roles and responsibilities related to data quality, ownership, definitions, and security at every stage—from accurate data collection to analysis and integration into decision-making processes.
- ▶ We have undertaken initiatives to enhance operational efficiency, improve maintenance processes, extend furnace lifespan, and mitigate risks using digital furnace monitoring technology. Additionally, we continued our data analytics efforts to enhance furnace efficiency and optimize glass thickness changeover times.
- ▶ To strengthen the employee experience, we have digitized our human resources processes across all our global locations through our HROne approach. By streamlining numerous processes—from workforce planning and performance management to payroll, training, and expense management—using RPA and mobile applications, we have delivered a faster and more accessible experience to our employees.

- ▶ We migrated our ERP systems—accounting for 80% of our global IT infrastructure—to a modern hybrid multi-cloud environment, eliminating the need for physical servers, cooling systems, and high energy consumption.

### Plant of the Future

At Şişecam, we have launched the Plant of the Future platform to shape the future of production with a focus on digitalization and sustainability. We designed this platform not only to enhance our own operations but also to foster innovation and collaboration across the glass industry.

Operating with an open innovation approach, the platform aims to transform innovative ideas into tangible solutions and discover the industry's best practices. We are primarily focusing on glass packaging and flat glass production processes; we plan to test developed projects at appropriate facilities and rapidly roll out successful results across our entire production network. Through these efforts, we identify the technologies and business partners for all processes in our plants and develop digital, sustainable infrastructures that will serve as benchmarks for our model plants.



## ➤ Process and Continuous Improvement

At Şişecam, we carry out initiatives in Digital Process Excellence and Operational Excellence within the scope of Process and Continuous Improvement, aligned with the One Şişecam vision.

### Digital Process Excellence

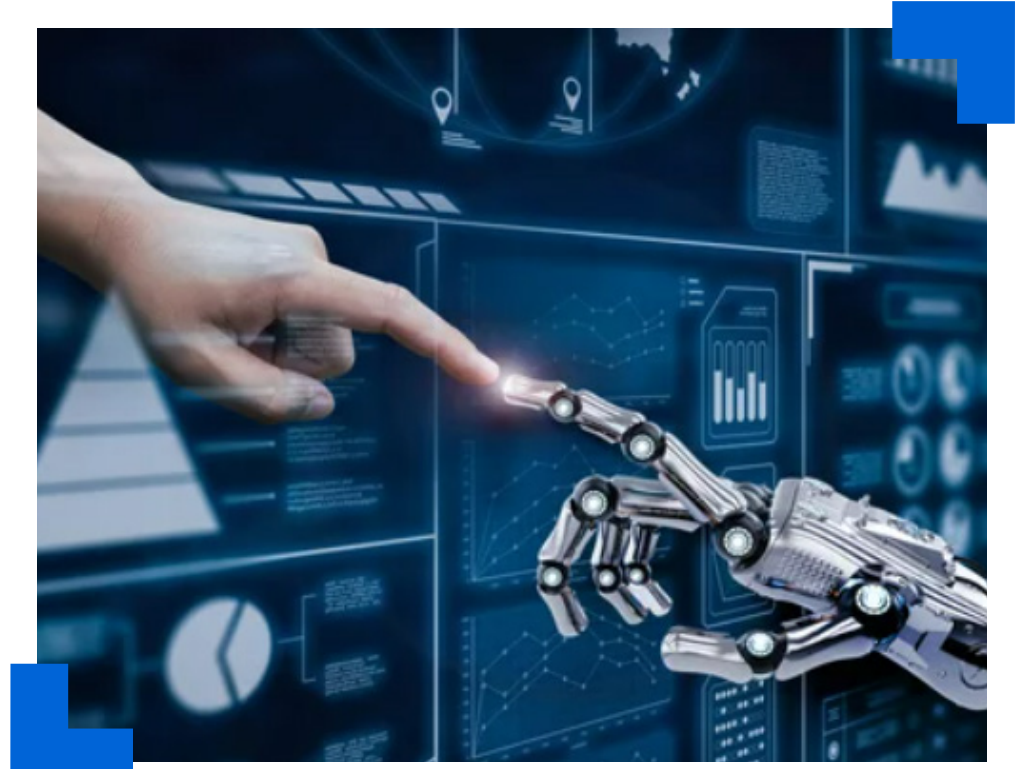
As part of our One Şişecam transformation journey, we continue to diligently pursue our [Business Process Management \(BPM\)](#) and [Business Capability Management](#) efforts to ensure that the defined vision and goals are reflected across all processes within the organization, embraced by all stakeholders, and that our new operating model evolves into a value-generating structure.

In 2024, we continued our efforts on designing and deployment our processes—a critical requirement for the “digitalization” phase of our transformation journey—and successfully completed the design and rollout of core and managerial processes across all Şişecam functions. Having completed the design of 10 out of 14 end-to-end (E2E) value chain processes and initiated governance and dissemination efforts to ensure cross-functional process management, we created a process inventory that both contributes to our corporate memory and provides a foundation for improvement initiatives within the scope of process digitalization and automation.

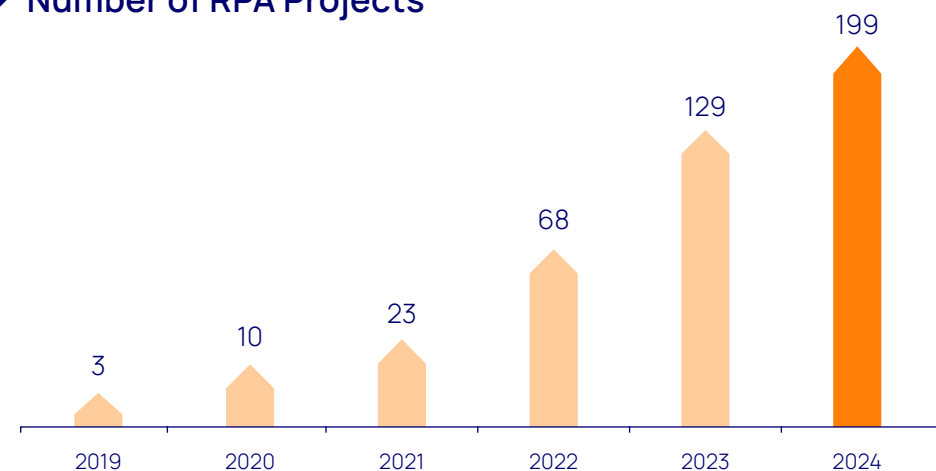
In addition, we identified functional business capabilities that will differentiate us in the competitive arena, covering the dimensions of [process](#), [technology](#), and [organization](#), as well as [knowledge](#), [skills](#), and [behaviors](#) required to achieve our company’s strategic objectives. Accordingly, we established the Business Capability Management Model and the Business Capabilities Maturity Assessment Model, and launched our corporate-level business capability management processes.

### Key Activities in 2024

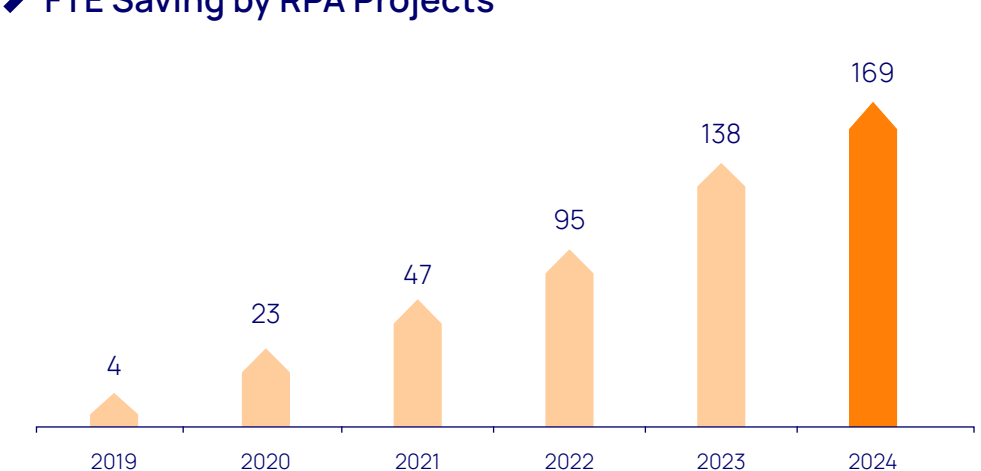
- Within the scope of Business Process Management, we completed the design of functional processes and handed them over to the **Global Process Owners** and **Business Process Owners**.
- As part of our efforts to increase the awareness and adoption of RPA (Robotic Process Automation) applications—an important component of Process Digitalization and Automation—we implemented **70 RPA projects** by prioritizing and designing identified process automation opportunities through **function-based RPA Hackathon workshops**, achieving a total time saving equivalent to **31 FTE (Full-Time Equivalent)**.
- We have enhanced our competencies in process digitalization and automation through our initiatives in areas such as **Agentic Automation, Document Understanding, Process Mining, and Process Insight**.



### ➤ Number of RPA Projects



### ➤ FTE Saving by RPA Projects



## Operational Excellence

We are structuring our operational excellence approach to deliver direct contributions to Şişecam's strategic objectives. In this regard, through the Operational Excellence Development Program we have implemented, we clearly define roles and responsibilities across the organization, identify the employees who will assume these roles, and offer training and development programs to build the necessary competencies. We support training processes with methodologies such as Data Analytics, Optimization, Simulation, Lean Six Sigma (Black Belt, Green Belt), and Kaizen, and encourage project leaders to work with their teams to develop continuous improvement projects.

Within the scope of the program, we work together to identify and prioritize improvement opportunities that will deliver tangible contributions to our business results; we select the most appropriate methods for different types of problems, apply solution approaches and tools effectively, and aim to deliver sustainable solutions. With this approach, we also implement sustainability-focused best practices, including waste management, efficient use of natural resources, and carbon footprint reduction. Approximately 17% of the projects we implement directly support the 'Protect the Planet' pillar of our CareforNext strategy.

We manage all our improvement projects through the Operational Excellence Development Platform we developed, applying a common methodology across Şişecam. Through this platform, we manage all processes—from collecting project proposals to resource allocation, implementation, and reporting—using a standardized approach, and we deploy successful practices across the organization. As of the end of 2024, a total of 248 best practice reports had been submitted, of which 45% were deemed suitable for dissemination.

\* The data not only covers the year 2024 but also represents the total cumulative values achieved by the end of 2024, including previous years.

## Operational Excellence Continuous Improvement Sharing Days

During the Continuous Improvement Sharing Days, held on June 4–6, 2024, we shared that the **150 projects** implemented in 2023 within the framework of the Operational Excellence Development Program generated approximately **USD 16 million in financial benefits**.

As we integrate our culture of continuous improvement across the entire value chain, we develop solutions grounded in collective intelligence with contributions from our employees and strengthen our corporate memory by sharing experiences.



## Operational Excellence in Numbers\*

- ▶ Since 2022, a total of 303 employees have participated in certification programs for Kaizen, Data Analytics and Optimization, Lean Six Sigma Green Belt, and Black Belt.
- ▶ **91 employees** gained competency by fulfilling the requirements for Green Belt and OpEx Specialist roles.
- ▶ **23 employees** gained competency by fulfilling the requirements for Black Belt and OpEx Leader roles.
- ▶ A total financial benefit of **77 million USD** was achieved.
- ▶ **4,208 employees** were involved in OpEx initiatives.
- ▶ A total of **248 best practices** were submitted to Şişecam Operational Excellence Platform
- ▶ A total of **239 Operational Excellence Projects** have been made.

# Sustainable Products

We continue to expand our sustainable product portfolio with high value-added and innovative solutions, while considering both our customers' expectations and the needs of the planet. Accordingly, we completed the [Life Cycle Assessment \(LCA\)](#) processes for our flat glass products and prepared verified [Environmental Product Declarations \(EPDs\)](#) for 11 products within the flat glass category.

At Şişecam, we place innovation at the heart of all our processes, aiming to strengthen our global competitiveness by delivering both sustainability and operational excellence. We prioritize our R&TD activities with this approach, aiming to develop new low-environmental-impact solutions to increase both the number of sustainable products and their share of total revenue.

Our R&D and Design Centers, operating under the Şişecam Science, Technology, and Design Center, provide an innovative perspective to our projects. Of our 288-member expert team, 43% hold a graduate degree, and 51 employees specialize in design. In our R&TD activities, we collaborate with universities on joint projects and contribute to both national and international research initiatives.

## Research and Technological Development Organizational Transformation Process

Through the R&TD Organizational Transformation Process completed in 2024, we implemented our new business model and organizational structure, which drives innovation from idea to product and from idea to technology under a single roof, in line with the 'One Şişecam' approach.

### Our Awards

- ▶ In the 11<sup>th</sup> Packaging Crescents and Stars Competition organized by the Turkish Packaging Manufacturers Association (ASD), we received the Gold Award with our **40 cl Mini Bar Twist bottle**, and the **Silver Award with our 110 gr Ultra-Light Mineral Water bottle** and **43 cl Bochkarev bottle**. Our **Borcam 2-Piece Alternative Filled Case product** has been awarded the **Competence Award**.
- ▶ With our 110 g Ultra-Light Mineral Water bottle, we won the **Bronze Award** in the 'Sustainable Design - Drink' category at the international Pentawards 2024, as well as the **Packaging Award** at the **Green Good Design Award**.
- ▶ In the 19<sup>th</sup> **ProdExtra Pack 2024** packaging competition, our Diamond Facet jar modernization project received an award.
- ▶ In the glassware category, we won the **Platinum A' Design Award** with the Joy Series and the **Silver A' Design Award** with the Estrella Series.
- ▶ Our exhibition stand, designed in collaboration with StudioMoxx for the Eurasia Packaging Fair, received the **German Design Award** in the 'Exhibition' category. The design, created under the theme 'Feeling Good with Recycling,' repurposed defective bottles produced at our packaging facility into the stand materials.
- ▶ With our BIM Smart Objects, we received the **Digital Modeling Award** in the Digital Modeling category of Çatı ve Cephe Magazine.
- ▶ We were recognized as **one of the companies executing the highest number of R&D projects in 2023**, in Turkishtime's 'R&D 250' list.
- ▶ Our project, '**Localization of Detergent-Resistant Cutting Product**,' implemented at our Balıkesir Glass Fiber plant, received third place in the R&D category of the annual Efficiency Project Awards, presented by the Ministry of Industry and Technology.



## Key Activities in 2024

- ▶ Sustainable products accounted for **16% of our total turnover**.
- ▶ We invested approximately **TRY 485 million** in our R&D projects, with around **70.1%** of this amount allocated to sustainability initiatives.
- ▶ Our '**Şişecam Glass and Coating Technologies Precursor R&D Laboratory**' project qualified for support under the TÜBİTAK 1515 Precursor R&D Laboratories Support Program.
- ▶ We filed **41 patent applications**, secured **18 patent registrations**, submitted **5 international patent applications**, and filed **492 design registration applications**.
- ▶ We shared the expertise and experience gained from our R&D and design activities through **19 presentations** and **7 articles** on academic platforms.
- ▶ Within the Şişecam Science, Technology, and Design Center, we successfully executed **21 incentivized projects** and submitted **5 HORIZON Europe** and **5 TÜBİTAK applications**.
- ▶ In the field of Chromium Chemicals, we obtained the **Eco Passport / ZDHC Level 3 Certificate**, which holds significant importance for the leather industry.
- ▶ In glass packaging design, we completed **90 weight-reduction projects across eight categories**: high-alcohol beverages, wine, carbonated drinks, beer, mineral water, water, jars, and olive oil. For our 21 weight-reduction projects that were converted into orders in Türkiye and Russia, the ton-based weight reduction rate reached 7%. Additionally, we worked on **366 new products**.
- ▶ In glassware design, we completed **1,605** concept designs. We brought **173** of these designs into production and commercialized them.
- ▶ As part of our User Experience research, we completed **6 user studies** and conducted **4 Design Thinking workshops**. We also produced **132 prototypes** using various methods and materials to support our design activities.
- ▶ We developed new glass fiber products for renewable energy applications, such as wind turbines, **achieving a 10% increase in the mechanical performance of turbine blades**.
- ▶ By incorporating nanomaterials into our glass fiber products, we developed fiber solutions for high-strength, next-generation composite materials targeting sectors such as automotive and wind energy. We achieved a **20% improvement in the mechanical performance** of thermoplastic composite parts.
- ▶ We aimed to enhance energy efficiency by improving the light transmittance of glass used in solar panels. With the coating technology we developed, we reduced reflection on the glass surface, **achieving a 3% increase in light transmittance**.
- ▶ By optimizing coating conditions, **reducing chemical consumption, and minimizing heavy metal and organometallic emissions**, we aimed to transition to environmentally friendly alternatives.
- ▶ We commercialized the mirror production trials initiated in 2023 using water-based paint, incorporating the product into our 2024 portfolio under the '**Flotal Future**' brand.



# Value-Added Collaborations and Partnerships

With the understanding that a sustainable future can be built together, we foster strong dialogue with our stakeholders across all the regions where we operate and continuously enhance our collaborations at both national and international levels.

## ➤ Towards Achieving Carbon Neutrality in Glass Production

### ZeroCO<sub>2</sub>- Glass Project

As part of the ZeroCO<sub>2</sub>-Glass project, led by the International Partners in Glass Research (IPGR) and in which we participate, we aim to enhance energy efficiency and reduce greenhouse gas emissions, with a focus on the melting process—the most energy-intensive stage of glass production.

As part of the project, a pilot-scale hybrid glass melting furnace with a daily capacity of approximately 2.4 tons was developed and commissioned in 2024. This next-generation furnace enables the combined use of different energy sources, such as hydrogen-oxygen and natural gas-oxygen, representing a significant step toward sustainable production.

Additionally, production trials are planned for a new glass composition using carbon-free raw materials to achieve zero carbon emissions and further reduce the carbon footprint. We are leveraging the data obtained from these initiatives to reduce the carbon footprint in glass production and advance more sustainable production models.

### GT39 Project

Within the scope of the GT39 project organized by Glasstrend, titled 'Alternative, Low-Sodium Compositions for Commodity Glass Production,' we are developing glass compositions with reduced soda content, aiming to minimize the use of sodium carbonate.

In this context, we are conducting technical studies including the examination of melting and gas emission characteristics via high-temperature observation systems, assessment of the feasibility of cold-top furnaces, calculation of theoretical melting requirements, and analysis of costs and CO<sub>2</sub> emissions.

Additionally, assessing the impacts on the recycling ecosystem, comparing the energy consumption of different compositions with standard glass using the Energy Balance Model, and evaluating potential corrosion effects in refractory materials are among the main topics addressed within the scope of the project.



## ➤ Global Initiatives We Have Signed

We actively engage in international platforms to reinforce our sustainability approach in line with global standards and to promote the dissemination of best practices.

### United Nations Global Compact (UNGC)

As a signatory of the United Nations Global Compact, one of the world's most comprehensive corporate sustainability initiatives, we are committed to embedding its 10 principles—covering human rights, labor standards, the environment, and anti-corruption—across all our strategies and business processes.



#### The 10 Principles of the United Nations Global Compact

Human Rights	<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.
	<b>Principle 2:</b> Businesses should make sure they are not complicit in human rights abuses.
Labor Standards	<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
	<b>Principle 4:</b> Businesses should uphold the elimination of all forms of forced and compulsory labor.
	<b>Principle 5:</b> Businesses should uphold the effective abolition of child labor.
	<b>Principle 6:</b> Businesses should uphold the elimination of discrimination in respect of employment and occupation.
Environment	<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.
	<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.
	<b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.
Anti-Corruption	<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.

### Women's Empowerment Principles (WEPs)

As a signatory of the Women's Empowerment Principles (WEPs), established to promote gender equality and empower women in the workplace, we are committed to implementing practices that ensure women's equal participation in economic life and to scaling up best practices in this area.

In support of



#### 7 Principles of WEPs

- **Principle 1:** Establish high-level corporate leadership for gender equality.
- **Principle 2:** Treat all women and men fairly at work, respect and support human rights and nondiscrimination.
- **Principle 3:** Ensure the health, safety and well-being of all women and men workers.
- **Principle 4:** Promote education, training, and professional development for women.
- **Principle 5:** Implement enterprise development, supply chain, and marketing practices that empower women.
- **Principle 6:** Promote equality through community initiatives and advocacy.
- **Principle 7:** Measure and publicly report on progress to achieve gender equality.



# Annexes

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Corporate Memberships	71
Quality and Compliance Certification	75
Performance Tables	79
Reporting Principles	92
Reporting Guide	104
Independent Assurance Statement	105
GRI Content Index	108
Contact	114

# Corporate Memberships

Business Unites/ Company	Organizations
Şişecam	R&D Centers Communication and Cooperation Platform (ARGEMİP)
Şişecam	Celsian Glass Solar (Glass Trend Council)
Şişecam	Deutsche Glastechnische Gesellschaft (DGG)
Şişecam	European Society for Glass Science and Technology (ESG)
Şişecam	Glass Alliance Europe (GAE)
Şişecam	International Commission on Glass (ICG)
Şişecam	Istanbul Chamber of Industry
Şişecam	Istanbul Chamber of Commerce
Şişecam	International Chamber of Commerce (ICC)
Şişecam	Türkiye Family Health and Planning Foundation (TAPV)
Şişecam	Türkiye Corporate Governance Association (TKYD)
Şişecam	Turkish Investor Relations Association (TÜYİD)
Şişecam	Türkiye Ethics and Reputation Society (TEİD)
Şişecam	Corporate Treasury Managers Association (KHYD)
Şişecam	Blockchain Türkiye
Şişecam	Türkiye Informatics Foundation (TBV)
Şişecam	European Domestic Glass (EDG)
Şişecam	International Partnership in Glass Research (IPGR)
Şişecam	Türkiye Exporters Assembly (TİM) - Central Anatolian Exporters' Union (OAİB)
Şişecam	Environmental Protection and Packaging Waste Recovery & Recycling Foundation (ÇEVKO)
Şişecam	European Clean Hydrogen Alliance
Şişecam	Society of Glass Technology (SGT)
Şişecam	European Solar Photovoltaic Industry Alliance (ESIA)

Business Unites/ Company	Organizations
Şişecam	Hydrogen Europe
Şişecam	Portable Battery Manufacturers and Importers Association
Şişecam	Global Compact Signatories Association
Şişecam	European Industrial Alliance on Small Modular Reactors (SMRs)
Şişecam	World Design Organization (WDO)
Architectural Glass	White Goods Suppliers Association (BEYSAD)
Architectural Glass	Ankara Chamber of Industry
Architectural Glass	Solar Energy Industrialist and Industry Association (GENSED)
Architectural Glass	Gujarat Employers Organization
Architectural Glass	Turkish Construction Material Producers Association (İMSAD)
Architectural Glass	Heat, Water, Sound and Fire Insulators Association (İZODER)
Architectural Glass	Mersin Chamber of Commerce and Industry
Architectural Glass	Mersin-Tarsus Organized Industrial Zone
Architectural Glass	Tarsus Chamber of Commerce and Industry
Architectural Glass	Tarsus Organized Industrial Zone
Architectural Glass	Lüleburgaz Chamber of Commerce and Industry
Architectural Glass	Polatlı Chamber of Commerce
Architectural Glass	The All India Glass Manufacturers' Federation
Architectural Glass	Türkiye White Goods Manufacturers Association (TÜRKBESD)
Architectural Glass	Vadodara Chamber of Commerce & Industry
Architectural Glass	Yenişehir Chamber of Commerce and Industry
Architectural Glass	International Solar Energy Society (GÜNDER)
Architectural Glass	German National Glass Association (Bundesverband Flachglas)

Business Unites/ Company	Organizations
Architectural Glass	Prosumer (Solarbaba)
Architectural Glass	TOBB - Glass and Glass Products Industry Council
Architectural Glass	Glass for Europe
Glass Packaging	Eskişehir Chamber of Industry
Glass Packaging	Eskişehir Chamber of Commerce
Glass Packaging	Mersin Chamber of Commerce and Industry
Glass Packaging	Yenişehir Chamber of Commerce and Industry
Glass Packaging	Turkish Packaging Manufacturers Association (ASD)
Glass Packaging	Turkish Mineral Water Producers Association (MASUDER)
Glass Packaging	Türkiye Private Label Association (PLAT)
Glass Packaging	Chamber of Commerce and Industry of Bashkortostan Republic (Russia)
Glass Packaging	Russian-Turkish Business Association (Russia)
Glass Packaging	Chamber of Commerce and Industry of Vladimir Region (Russia)
Glass Packaging	Chamber of Commerce and Industry of Leningrad Region (Russia)
Glass Packaging	Chamber of Commerce and Industry of Krymsk City (Russia)
Glass Packaging	GS-1 UNISCAN - Russia
Glass Packaging	Association of Glass Packaging Producers (Russia)
Glassware	Eskişehir Chamber of Industry
Glassware	Eskişehir Chamber of Commerce
Glassware	Denizli Chamber of Chemical Engineers
Glassware	Kırklareli Chamber of Chemical Engineers
Glassware	Ankara Chamber of Commerce
Glassware	Denizli Chamber of Industry
Glassware	Denizli Chamber of Commerce

Business Unites/ Company	Organizations
Glassware	Eastern Anatolia Exporters' Association
Glassware	Istanbul Minerals and Metal Exporters Associations
Glassware	Izmir Chamber of Commerce
Glassware	Lüleburgaz Chamber of Commerce and Industry
Glassware	Central Anatolian Exporters' Union
Glassware	Industrial Kitchen, Laundry, Service and Catering Equipment Industrialists' and Businessmen's Association (TUSİD)
Glassware	Turkish Housewares Association (ZÜCDER)
Glassware	TOBB – Glassware Council
Glassware	GS1 Türkiye Foundation Economic Enterprise
Glassware	Chamber of Chemical Industries (Egypt)
Glassware	Cairo Chamber of Commerce
Glassware	Egyptian Organization for Standardization & Quality
Glassware	Chemical & Fertilizers Export Council (Egypt)
Glassware	Food Importers Register
Glassware	National Food Safety Authority
Glassware	Büyükkarıştıran Organized Industrial Zone
Camiş Ambalaj	Istanbul Minerals and Metals Exporters Associations (İMMİB)
Camiş Ambalaj	Istanbul Chamber of Industry
Camiş Ambalaj	Istanbul Commodity Exchange
Camiş Ambalaj	Istanbul Chamber of Commerce
Camiş Ambalaj	Cardboard Packaging Manufacturers Association (KASAD)
Camiş Ambalaj	Central Anatolian Exporters' Union
Chemicals	Mediterranean Exporters' Association
Chemicals	European Soda Ash Producers Association (ESAPA)

Business Unites/ Company	Organizations
Chemicals	International Chromium Development Association (ICDA)
Chemicals	Türkiye Chemical Industrialists Association (TKSD)
Chemicals	Mersin Chamber of Commerce and Industry
Camiş Madencilik	Aydın Chamber of Industry
Camiş Madencilik	Aydın Chamber of Commerce
Camiş Madencilik	Balıkesir Chamber of Industry
Camiş Madencilik	Balıkesir Chamber of Commerce
Camiş Madencilik	Chamber of Mining Engineers
Camiş Madencilik	Bilecik Chamber of Commerce and Industry
Camiş Madencilik	Istanbul Chamber of Industry
Camiş Madencilik	Istanbul Chamber of Commerce
Camiş Madencilik	Kırklareli Chamber of Commerce and Industry
Camiş Madencilik	Kozan Chamber of Commerce
Camiş Madencilik	Mersin Chamber of Commerce and Industry
Camiş Madencilik	Milas Chamber of Commerce and Industry
Camiş Madencilik	Safranbolu Chamber of Industry and Commerce
Camiş Madencilik	Ceramic, Glass and Cement Raw Materials Producers Association (SERHAM)
Camiş Madencilik	Silifke Chamber of Commerce and Industry
Camiş Madencilik	Miners Association of Türkiye
Camiş Madencilik	Chamber of Geological Engineers
Camiş Madencilik	Istanbul Mineral and Metals Exporters Associations (İMMİB)
Şişecam Elyaf	Energy Industrialists and Businessmen Association (ENSIA)
Şişecam Elyaf	Composite Manufacturers Association (TCMA)
Şişecam Elyaf	Türkiye Wind Energy Association

Business Unites/ Company	Organizations
Şişecam Elyaf	Gebze Chamber of Commerce
Şişecam Elyaf	Balıkesir Chamber of Commerce
Şişecam Elyaf	Balıkesir Chamber of Industry
Şişecam Elyaf	Istanbul Chamber of Commerce
Automotive	Bulgarian Glass Producers Union
Automotive	Buzau Chamber of Commerce
Automotive	Istanbul Chamber of Commerce
Automotive	Lüleburgaz Chamber of Commerce and Industry
Automotive	Targovishte Chamber of Commerce (Bulgaria)
Automotive	Association of Automotive Parts and Components Manufacturers (TAYSAD)
Automotive	Turkish Businessmen Association (Romania)
Automotive	MKİK Török Tagozat (Hungarian Chamber of Commerce and Industry)
Automotive	MAGYAR GÉPJÁRMŰIPARI EGYESÜLET (Hungarian Automotive Industry Association)
Stores	Adana Chamber of Commerce
Stores	Ankara Chamber of Commerce
Stores	Antalya Chamber of Commerce
Stores	Bodrum Chamber of Commerce
Stores	Bursa Chamber of Commerce
Stores	Denizli Chamber of Commerce
Stores	Gaziantep Chamber of Commerce
Stores	Istanbul Chamber of Commerce
Stores	İzmir Chamber of Commerce
Stores	Kocaeli Chamber of Commerce
Stores	Konya Chamber of Commerce

Business Unites/ Company	Organizations
Stores	Mersin Chamber of Commerce and Industry
Stores	Eskişehir Chamber of Commerce
Stores	Central Registry Agency (MKK)
Stores	TOBB (GS1 Barcode System Membership)
Stores	United Brands Association of Türkiye (BMD)
Stores	Message Management System Inc.(IYS)
Camiş Elektrik	Electricity Producers Association (EÜD)
Camiş Elektrik	Istanbul Chamber of Industry
Camiş Elektrik	Istanbul Chamber of Commerce
Camiş Elektrik	Lüleburgaz Chamber of Industry and Commerce
Şişecam Çevre Sistemleri	Eskişehir Chamber of Commerce
Şişecam Çevre Sistemleri	Istanbul Chamber of Commerce
Şişecam Çevre Sistemleri	Yenişehir Chamber of Commerce and Industry

Business Unites/ Company	Organizations
Şişecam Dış Ticaret	Mediterranean Exporters' Association
Şişecam Dış Ticaret	Istanbul Mineral Exporters' Association (İMİB)
Şişecam Dış Ticaret	Istanbul Chamber of Commerce
Şişecam Dış Ticaret	Mersin Chamber of Commerce and Industry
Şişecam Dış Ticaret	Central Anatolian Exporters' Union (OAİB)
Şişecam Dış Ticaret	Türkiye Foreign Trade Association (TURKTRADE)
Şişecam Dış Ticaret	Uludağ Exporters' Association
Şişecam Enerji	Istanbul Chamber of Commerce
Şişecam Enerji	Petroleum and Natural Gas Platform Association (PETFORM)
Şişecam Enerji	Electrical and Electronics Exporters Association (IMMİB)
Şişecam Sigorta	Istanbul Chamber of Commerce
Şişecam Sigorta	Union of Chambers and Commodity Exchanges of Türkiye

# Quality and Compliance Certification

At Şişecam, we prioritize integrating high-efficiency solutions that meet international standards into our business processes for our customers. In this context, we ensure that all our production facilities across the regions where we operate fully comply with the relevant management systems

and product certification standards. We aim to extend the applicability of integrated management systems across our entire organizational structure and to sustainably implement their requirements.

Plant Name	Country	ISO 9001	ISO 27001	ISO 14001	ISO 45001	ISO 50001	ISO 22000	FSSC 22000	IATF 16949	Other
Türkiye Şişe ve Cam Fabrikaları A.Ş. (Headquarters) – Tuzla	Türkiye	✓	✓							
Operations Center – Tuzla	Türkiye	✓	✓							
Science, Technology, and Design Center	Türkiye	✓	✓							• ISO 17025
Dış Ticaret A.Ş.	Türkiye	✓	✓							• GMP+
Yenişehir Regional Laboratory	Türkiye									• ISO 17025
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Yenişehir Plant Branch	Türkiye	✓	✓	✓	✓	✓		✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Mersin Plant Branch	Türkiye	✓	✓	✓	✓	✓		✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Eskişehir Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓	✓		• ISO 15378
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Electro Warehouse 1	Türkiye	✓	✓							
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Eskişehir Logistics Center	Türkiye	✓	✓							
OOO Ruscam Glass Packaging Holding Gorokhovets Plant	Russia	✓		✓			✓	✓		• BRC ver.6
OOO Ruscam Glass Packaging Holding Ufa Plant	Russia	✓		✓		✓	✓	✓		• BRC ver.6
OOO Ruscam Glass Packaging Holding Kirishi Plant	Russia	✓		✓	✓			✓		
OOO Ruscam Glass Packaging Holding Kuban Plant	Russia	✓		✓	✓		✓			• BRC ver.6
OOO Ruscam Glass Packaging Holding Pokrovsky Plant	Russia							✓		
JSC Mina	Georgia	✓		✓	✓		✓	✓		

Plant Name	Country	ISO 9001	ISO 27001	ISO 14001	ISO 45001	ISO 50001	ISO 22000	FSSC 22000	IATF 16949	Other
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Mersin Chemicals Soda Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓	✓		<ul style="list-style-type: none"> <li>• HELAL</li> <li>• KOSHER</li> <li>• FamiQS</li> <li>• FDA</li> <li>• GMP+</li> </ul>
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Mersin Chemicals Kromsan Plant Branch	Türkiye	✓	✓	✓	✓	✓				
Şişecam Elyaf Sanayii A.Ş. Balıkesir Plant Branch	Türkiye	✓	✓	✓	✓	✓				<ul style="list-style-type: none"> <li>• FDA</li> <li>• LR</li> <li>• EUROFINS</li> <li>• TRISKELION</li> <li>• DNV-GL</li> <li>• TZW</li> </ul>
Oxyvit Kimya Sanayii ve Ticaret A.Ş.	Türkiye	✓	✓	✓	✓	✓				<ul style="list-style-type: none"> <li>• HELAL</li> <li>• KOSHER</li> <li>• FamiQS</li> <li>• FDA</li> </ul>
Şişecam Soda Lukavac d.o.o.	Bosnia and Herzegovina	✓		✓	✓	✓	✓			<ul style="list-style-type: none"> <li>• HACCP</li> <li>• HELAL</li> <li>• KOSHER</li> <li>• FamiQS</li> <li>• FDA</li> <li>• FCA</li> </ul>
Cromital S.p.A.	Italy	✓		✓						<ul style="list-style-type: none"> <li>• EMAS</li> </ul>
Camiş Madencilik A.Ş. Istanbul	Türkiye	✓	✓	✓	✓	✓				
Camiş Madencilik A.Ş. Balıkesir Branch	Türkiye	✓		✓	✓					
Camiş Madencilik A.Ş. Bilecik Glass Raw Materials Preparation Facilities Bilecik Branch	Türkiye	✓		✓	✓	✓				
Camiş Madencilik A.Ş. Organized Industry Zone, Limestone & Dolomite Facility Tarsus Branch-Mersin	Türkiye	✓		✓	✓	✓				
Camiş Madencilik A.Ş. Yalıköy Sand Preparation Facility Yalıköy Branch	Türkiye	✓		✓	✓	✓				
Camiş Madencilik A.Ş. Crushing, Screening, and Magnetic Separation Facility Çine/Aydın Branch	Türkiye	✓		✓	✓	✓				

Plant Name	Country	ISO 9001	ISO 27001	ISO 14001	ISO 45001	ISO 50001	ISO 22000	FSSC 22000	IATF 16949	Other
Camiş Madencilik A.Ş. Karabük Quartz Sand Preparation Facility Branch	Türkiye	✓			✓					
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Cogeneration Plant Operation Branch	Türkiye	✓	✓	✓	✓					
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals North Warehouse Operations Branch	Türkiye	✓	✓							
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Dilovası Plant	Türkiye		✓							
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Eskişehir Glassware Plant Branch	Türkiye	✓	✓	✓	✓	✓		✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Kırklareli Glassware Plant Branch	Türkiye	✓	✓	✓	✓	✓				
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Denizli Glassware Plant Branch	Türkiye	✓	✓	✓	✓	✓				• TS 6500
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Istanbul Central Warehouse	Türkiye	✓	✓							
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Electro Warehouse 2	Türkiye	✓	✓							
Camiş Ambalaj Sanayii A.Ş. Tuzla Plant	Türkiye	✓	✓	✓	✓	✓				• BRC ver.6 • PEFC • FSC
Paşabahçe Bulgaria EAD	Bulgaria	✓		✓	✓		✓			
OOO Posuda	Russia	✓		✓						
Paşabahçe Egypt Glass Manufacturing S.A.E.	Egypt	✓		✓	✓	✓		✓		• EOS MARK • EP-MRCO
Şişecam Otomotiv A.Ş. - Headquarters	Türkiye	✓	✓							• TISAX
Şişecam Otomotiv A.Ş. - Tuzla	Türkiye	✓	✓	✓					✓	• TISAX
Şişecam Otomotiv A.Ş. - Saray	Türkiye	✓	✓						✓	• TISAX
Şişecam Otomotiv A.Ş. - Lüleburgaz	Türkiye	✓	✓	✓	✓	✓			✓	• TISAX
Sisecam Automotive Bulgaria EAD	Bulgaria	✓		✓	✓				✓	• TISAX



Plant Name	Country	ISO 9001	ISO 27001	ISO 14001	ISO 45001	ISO 50001	ISO 22000	FSSC 22000	IATF 16949	Other
Sisecam Automotive Romania SA	Romania	✓		✓					✓	• TISAX
Sisecam Automotive Germany GmbH	Germany									• TISAX
Sisecam Automotive Germany GmbH - Aurach	Germany	✓							✓	
Sisecam Automotive Slovakia S.R.O.	Slovakia	✓		✓					✓	• TISAX
Sisecam Automotive Hungary Kft	Hungary	✓							✓	
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Kırklareli Flat Glass Plant Branch	Türkiye	✓	✓	✓	✓	✓				• EN 1036-2 • IS 14900
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Bursa Flat Glass Plant Branch	Türkiye	✓	✓	✓	✓	✓				• IS 14900
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Mersin Flat Glass Plant Branch	Türkiye	✓	✓	✓	✓	✓				• IS 14900
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Ankara Flat Glass Plant Branch	Türkiye	✓	✓	✓	✓	✓				
Trakya Glass Bulgaria EAD	Bulgaria	✓		✓	✓	✓				
Sisecam Flat Glass Italy S.R.L.	Italy	✓		✓	✓	✓				• ISO 14025 • ISO 14064 • EMAS
Sisecam Flat Glass South Italy S.R.L.	Italy	✓		✓						• ISO 14021
Trakya Glass Rus AO	Russia	✓		✓	✓	✓				
Sisecam Flat Glass India Private Limited	India	✓		✓	✓	✓				• EN 1036-2 • IS 14900
Camiş Elektrik Üretim A.Ş.	Türkiye	✓		✓	✓	✓				
Refel S.p.A	Italy	✓		✓	✓					
Wyoming LLC	USA	✓		✓						• HELAL • KOSHER

# Performance Tables

Economic Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass*	Glass Packaging	Glassware	Chemicals	Energy	Other**
	2024	2024	2024	2024	2024	2024	2024	2024
Total Turnover (thousand TRY)	185,589,224	41,059,841	20,471,013	37,967,880	23,291,950	43,208,500	15,887,875	3,702,165
Employee Wages and Benefits Paid (thousand TRY)	34,746,658	4,801,311	5,230,060	5,240,253	7,936,880	1,916,569	104,158	9,517,427
Dividends Paid (thousand TRY)	3,979,580	-	-	-	-	-	-	3,979,580
Taxes Paid (thousand TRY)	1,528,109	-	-	-	-	-	-	1,528,109
Donations, Sponsorships, and CSR Budget (thousand TRY)	50,000	-	-	-	-	-	-	50,000

Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass*	Glass Packaging	Glassware	Chemicals	Energy	Other**
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Employee Demographics</b>								
Total Number of Employees	22,770***	3,436	3,723	4,729	5,934	1,859	39	3,050
• Female	5,451	371	1,377	1,159	1,275	178	3	1,088
• Male	17,316	3,065	2,346	3,569	4,658	1,680	36	1,962
Total Number of Employees by Category	22,770***	3,436	3,723	4,729	5,934	1,859	39	3,050
<b>Blue Collar</b>	14,291	2,280	2,854	3,110	4,220	1,163	16	648
• Female	2,755	152	1,088	629	847	33	0	6
• Male	11,536	2,128	1,766	2,481	3,373	1,130	16	642

\*It includes automotive and glass fiber.

\*\*It encompasses companies operating in imports, exports, mining, recycling of glass, recycling of packaging waste, and non-hazardous waste; production and sales of cast AZS refractory blocks for glass production; holding company activities; as well as insurance brokerage services.

\*\*\*Three people did not specify gender.

It has been subject to limited assurance by an independent third-party audit firm.

Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>White Collar</b>	8,476	1,156	869	1,618	1,713	695	23	2,402
• Female	2,696	219	289	530	428	145	3	1,082
• Male	5,78	937	580	1,088	1,285	550	20	1,320
<b>Total Number of Employees by Employment Type</b>	22,770*	3,436	3,723	4,729	5,934	1,859	39	3,050
<b>Full Time</b>	21,604	3,135	3,503	4,435	5,747	1,802	39	2,943
• Female	5,023	316	1,284	1,021	1,193	164	3	1,042
• Male	16,581	2,819	2,219	3,414	4,554	1,638	36	1,901
<b>Part-Time</b>	1,163	301	220	293	186	56	0	107
• Female	428	55	93	138	82	14	0	46
• Male	735	246	127	155	104	42	0	61
<b>Total Number of Employees by Education Level</b>	22,770	3,436	3,723	4,729	5,934	1,859	39	3,050
• Primary School Graduate and Below	2,980	254	862	383	794	534	0	153
• High School	9,627	1,656	1,381	2,269	3,153	571	1	596
• University (Undergraduate) and Above	10,163	1,526	1,480	2,077	1,987	754	38	2,301
<b>Total Number of Employees by Age Group</b>	22,770	3,436	3,723	4,729	5,934	1,859	39	3050
• Under 30 Years	4,597	714	787	969	1,209	248	1	669
• 30-50	15,893	2,440	2,404	3,379	4,229	1,266	34	2,141
• Over 50 Years	2,280	282	532	381	496	345	4	240

\*Three people did not specify gender.



Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
Number of Subcontractor Employees	6,510	-	-	-	-	-	-	-
Number of Employees by Seniority	22,770*	3,436	3,723	4,729	5,934	1,859	39	3,050
▶ Female	5,451	371	1,377	1,159	1,275	178	3	1,088
• 0-5 Years	2,148	221	488	371	401	76	2	589
• 5-10 Years	1,532	81	441	232	499	27	1	251
• Over 10 Years	1,771	69	448	556	375	75	0	248
▶ Male	17,315	3,065	2,346	3,569	4,658	1,680	36	1,962
• 0-5 Years	5,618	949	876	1,341	1,288	401	7	757
• 5-10 Years	4,170	631	645	713	1,366	398	7	410
• Over 10 Years	7,527	1,485	825	1,515	2,004	881	22	795
Senior Management Structure (Number)**	152	11	13	14	8	9	1	96
▶ By Gender	152	11	13	14	8	9	1	96
• Female	33	0	1	1	2	0	0	29
• Male	119	11	12	13	6	9	1	67
▶ By Age Group	152	11	13	14	8	9	1	96
• Under 30 Years	0	0	0	0	0	0	0	0
• 30-50	109	8	10	10	4	8	0	69
• Over 50 Years	43	3	3	4	4	1	1	27

\*Three people did not specify gender.

\*\*CEO, Chief Officer, Coordinator, Senior Director, Director, Plant Manager, Company Manager and Group Manager



Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
▶ Nationality	152	11	13	14	8	9	1	96
• Citizen of the Republic of Türkiye	135	7	9	12	6	8	1	92
• Expat* and Foreign Nationals	17	4	4	2	2	1	0	4
Structure of the Board of Directors (Number)	9	0	0	0	0	0	0	9
• Female	5	0	0	0	0	0	0	5
• Male	4	0	0	0	0	0	0	4
Executive Board Structure (Number)	8	0	0	0	0	0	0	8
• Female	3	0	0	0	0	0	0	3
• Male	5	0	0	0	0	0	0	5
Structure of the Mid-Level Management (Number)**	552	63	63	76	40	39	2	269
▶ By Gender	552	63	63	76	40	39	2	269
• Female	150	8	13	20	7	7	0	95
• Male	402	55	50	56	33	32	2	174
▶ By Age Group	552	63	63	76	40	39	2	269
• Under 30 Years	1	1	0	0	0	0	0	0
• 30-50	464	50	52	57	29	31	1	244
• Over 50 Years	87	12	11	19	11	8	1	25

\*Employees who are citizens of the Republic of Türkiye working at our locations outside Türkiye

\*\*Regional Manager and Manager

Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>▶ Nationality</b>	552	63	63	76	40	39	2	269
<ul style="list-style-type: none"> <li>• Citizen of the Republic of Türkiye</li> </ul>	527	59	58	67	35	39	2	267
<ul style="list-style-type: none"> <li>• Expat** and Foreign Nationals</li> </ul>	25	4	5	9	5	0	0	2
<b>Turnover Rate</b>								
<b>Number of New Hires</b>	3,488	525	499	630	688	672	0	474
<b>▶ By Gender</b>	3,488*	525	499	630	688	672	0	474
<ul style="list-style-type: none"> <li>• Female</li> </ul>	778	81	133	134	139	93	0	198
<ul style="list-style-type: none"> <li>• Male</li> </ul>	2,707	444	366	495	548	578	0	276
<b>▶ By Age Group</b>	3,488	525	499	630	688	672	0	474
<ul style="list-style-type: none"> <li>• Under 30 Years</li> </ul>	2,253	437	337	425	540	182	0	332
<ul style="list-style-type: none"> <li>• 30-50</li> </ul>	1,050	84	147	194	137	361	0	127
<ul style="list-style-type: none"> <li>• Over 50 Years</li> </ul>	185	4	15	11	11	129	0	15
<b>Number of Employees Leaving</b>	4,065	539	923	671	1,161	233	5	533
<b>▶ By Gender</b>	4,065	539	923	671	1,161	233	5	533
<ul style="list-style-type: none"> <li>• Female</li> </ul>	898	72	245	136	226	32	0	187
<ul style="list-style-type: none"> <li>• Male</li> </ul>	3,167	467	678	535	935	201	5	346

\*Three people did not specify gender.

\*\*Employees who are citizens of the Republic of Türkiye working at our locations outside Türkiye



Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>By Age Group</b>	4,065	539	923	671	1,161	233	5	533
• Under 30 Years	1,474	297	307	291	306	69	0	204
• 30-50	1,921	177	495	281	651	83	2	232
• Over 50 Years	670	65	121	99	204	81	3	97
<b>Occupational Health &amp; Safety</b>								
<b>Number of Lost Time Injuries</b>	531	59	66	58	219	81	0	48
• Direct Employment	416	51	55	47	191	29	0	43
• Subcontracted Employees	115	8	11	11	28	52	0	5
<b>Number of Fatal Accidents</b>	1	0	0	0	0	1	0	0
<b>Accident-Related Absenteeism</b>	17,474	1,238	991	1,418	3,814	8,891	0	1,122
<b>Lost Time Injury Frequency Rate, LTIFR</b>	9.1	6.1	7.5	4.5	14.5	12.4	0	9.3
<b>Lost Time Injury Severity Rate, LTISR</b>	398.1	182.8	135.6	149.9	313.7	2,581.6	0	240.1
<b>Diversity &amp; Inclusion</b>								
<b>Number of Employees Covered by Collective Bargaining Agreements</b>	10,395	1,729	2,440	1,480	3,656	769	17	304
<b>Female-to-Male Employee Salary Ratio (%)</b>	89	96	69	58	69	141	90	88
<b>Number of Employees with Disabilities</b>	400	68	47	59	113	47	0	66
• Female	52	8	8	12	10	2	0	12
• Male	348	60	39	47	103	45	0	54

It has been subject to limited assurance by an independent third-party audit firm.



Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Employee Development</b>								
Employee Trainings (person*hour)	478,982	88,067	52,310	85,691	128,180	33,414	1,144	90,175
▶ Female	74,067	10,285	6,923	9,138	10,984	2,448	135	34,154
• Blue-Collar	10,656	3,224	1,165	1,701	4,417	47	0	102
• White-Collar	63,411	7,061	5,758	7,437	6,567	2,401	135	34,052
▶ Male	404,916	77,782	45,386	76,553	117,197	30,966	1,009	56,021
• Blue-Collar	225,925	42,731	29,644	44,580	80,914	17,889	450	9,717
• White-Collar	178,990	35,051	15,743	31,973	36,283	13,077	559	46,305
OHS Trainings (person*hour)	199,844	41,320	20,165	44,035	64,814	20,544	558	8,409
Environmental Trainings (person*hour)	6,371	2,146	689	741	884	523	30	1,358
Amount of Expenditure for Employee Training (TRY)	85,262,444	-	-	-	-	-	-	-
Number of Employees Provided with Regular Performance Review Feedback	8,098	1,087	772	1,540	1,732	504	25	2,438
• Female	2,500	199	238	504	405	85	3	1,066
• Male	5,598	888	534	1,036	1,327	419	22	1,372
• Blue-Collar	0	0	0	0	0	0	0	0
• White-Collar	8,098	1,087	772	1,540	1,732	504	25	2,438
Number of Projects Submitted to the NAR Suggestion Development Platform	858	347	84	176	92	15	0	144

It has been subject to limited assurance by an independent third-party audit firm.

Social Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>R&amp;TD</b>								
R&TD Budget (TRY)	485,016,542	-	-	-	-	-	-	-
Number of R&TD Employees	288	-	-	-	-	-	-	-
Number of Patent Applications	41	-	-	-	-	-	-	-
Number of Patent Obtained	18	-	-	-	-	-	-	-
<b>Supply Chain Management</b>								
Number of Active Suppliers	10,819	-	-	-	-	-	-	-
Number of Local Suppliers	9,741	-	-	-	-	-	-	-
Share of Local Sourcing in Total Procurement Budget (%)	79.7	-	-	-	-	-	-	-
Share of Raw Materials Sourced from Local Suppliers (%)	69	-	-	-	-	-	-	-



Environmental Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass*	Glass Packaging	Glassware	Chemicals	Energy	Other**
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Production</b>								
Gross***	It is provided based on business unit	3,256,764	75,261 tons and 13,470,678 m <sup>2</sup>	2,933,037	443,058	4,510,988	771,924,798	4,557,968
Net***	It is provided based on business unit	2,818,380	63,652 tons and 13,470,678 m <sup>2</sup>	2,505,498	311,706	4,510,988	771,924,798	4,557,968
<b>Water Consumption</b>								
Total Water Withdrawal by Source (m <sup>3</sup> ) ✓	53,602,391 ✓	2,982,496	1,423,155	1,960,773	1,305,857	44,992,467	82,395	855,248
• Municipal Water	3,016,883	323,901	793,116	608,699	953,401	46,266	-	291,500
• Surface Water	24,243,284	1,003,721	-	8,071	-	22,891,870	-	339,623
• Groundwater	26,097,895	1,412,014	629,889	1,344,003	352,456	22,054,331	82,395	222,807
• Other	244,328	242,860	150	-	-	-	-	1,318
Amount of Water Recovered or Reused (m <sup>3</sup> )	6,187,909	280,892	37,553	381,048	237,742	5,193,992	13,342	43,340
<b>Recycling</b>								
Amount of Cullet Used in Glass Production (tons) ✓	1,447,040 ✓	546,935	7,907	743,314	148,883	-	-	-
• Internal Cullet	1,115,812	525,216	7,907	438,302	144,387	-	-	-
• External Cullet	331,228	21,719	-	305,012	4,497	-	-	-
Amount of Raw Materials Consumed (tons)	2,880,843	90,867	9,358	282,429	33,605	2,464,584	-	-

\*It includes automotive and glass fiber.

\*\*It encompasses companies operating in imports, exports, mining, recycling of glass, recycling of packaging waste, and non-hazardous waste; production and sales of cast AZS refractory blocks for glass production; holding company activities; as well as insurance brokerage services.

\*\*\*Glass and chemicals are reported in tons; glass fiber within the industrial glass category is also reported in tons; automotive glass is reported in square meters (m<sup>2</sup>); and energy is reported in kilowatt-hours (kWh).

✓ It has been subject to limited assurance by an independent third-party audit firm.

Environmental Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Waste</b>								
<b>Total Waste (tons)</b>	2,325,424	42,816	62,303	27,121	17,335	1,993,486	15	182,347
<b>Total Hazardous Waste by Disposal Method (tons)</b>	12,857	1,511	1,826	3,270	1,726	3,314	15	1,195
• Energy Recovery	521	41	43	239	98	87	11	2
• Recovery	10,169	1,459	1,751	2,831	909	2,053	5	1,162
• Waste Incineration	97	3	-	48	28	-	-	18
• Landfills	2,069	7	32	152	691	1,173	-	14
<b>Total Non-Hazardous Waste by Disposal Method (tons)</b>	2,312,567	41,305	60,477	23,852	15,609	1,990,172	0	181,152
• Energy Recovery	6	-	6	-	-	-	-	-
• Recovery	151,477	40,020	55,865	19,075	15,217	8,819	-	12,480
• Waste Incineration	6	-	-	6	-	-	-	0
• Landfills	2,161,077	1,285	4,606	4,770	392	1,981,354	-	168,672

It has been subject to limited assurance by an independent third-party audit firm.



Environmental Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Energy</b>								
<b>Total Energy Consumption (GJ)</b> ✓	90,787,121 ✓	23,800,419	1,876,259	19,006,120	7,031,092	33,524,634	4,758,402	790,195
• Natural gas	65,540,005	21,456,982	722,953	15,892,138	5,896,641	16,468,677	4,752,459	350,155
• Coal	13,469,527	-	-	-	-	13,469,527	-	-
• LPG	357,541	286,969	1,828	22,821	45,923	-	-	-
• Diesel	175,597	46,886	873	76	3,811	39,637	-	84,314
• Other	39,100	-	-	-	39,100	-	-	-
<b>By Electricity Sources (GJ)</b> ✓	11,205,351 ✓	2,009,582	1,150,605	3,091,085	1,045,617	3,546,793	5,943	355,726
• Grid	9,400,158	1,863,948	1,150,605	3,057,093	1,045,617	1,921,564	5,943	355,388
• Renewable	18,610	18,272	-	-	-	-	-	338
• Recovered Energy	1,786,584	127,362	-	33,992	-	1,625,229	-	-
• Renewable Energy Certificates	663,956	64,959	348,739	228,305	-	-	-	21,953
<b>Specific Energy Consumption (GJ/Gross ton)</b>	It is provided based on business unit	7.31	-	6.48	15.87	7.43	-	0.17
<b>Greenhouse Gas Emissions</b>								
▶ <b>Scope 1 Emissions (tCO<sub>2</sub>e)</b> ✓	7,190,470 ✓	1,787,112	47,114	1,334,118	444,418	3,537,559	8,172	31,977
▶ <b>Scope 2 Emissions (tCO<sub>2</sub>e) – Location-Based</b> ✓	1,057,457 ✓	223,073	126,327	325,002	122,755	219,552	698	40,051
▶ <b>Scope 2 Emissions (tCO<sub>2</sub>e) – Market-Based</b> ✓	982,172 ✓	217,429	85,394	298,202	122,755	219,552	698	38,144

✓ It has been subject to limited assurance by an independent third-party audit firm.

Environmental Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
▶ <b>Scope 3 Emissions (tCO<sub>2</sub>e)*</b>	5,321,739							
Category 1: Purchased Goods and Services	1,308,691							
Category 2: Capital Goods	138,702							
Category 3: Fuel and Energy-Related Activities	1,079,110							
Category 4: Upstream Transportation and Distribution	483,582							
Category 5: Waste Generated in Operations	193,963							
Category 6: Business Travel	2,416							
Category 7: Employee Commuting	20,198							
Category 9: Downstream Transportation and Distribution	266,195							
Category 11: Use of Sold Products	1,358,223							
Category 12: End-of-Life Treatment of Sold Products	40,991							
Category 14: Franchises	3,201							
Category 15: Investments	426,467							
Scope 3 emissions have been calculated on a consolidated basis for Şişecam.								
<b>Emission Intensity (tons CO<sub>2</sub> /gross ton)</b>								
▶ <b>Scope 1 Emissions Intensity (tons CO<sub>2</sub>/gross ton)</b>	It is provided based on business unit	0.55	–**	0.45	1.00	0.78	–***	0.01
▶ <b>Scope 2 Emissions Intensity, Location-Based (tons CO<sub>2</sub>/gross ton)</b>		0.07	–**	0.11	0.28	0.05	–***	0.01
▶ <b>Scope 2 Emissions Intensity, Market-Based (tons CO<sub>2</sub>/gross ton)</b>		0.07	–**	0.10	0.28	0.05	–***	0.01

\*It includes data on operations in architectural glass, industrial glass, glass packaging, glassware, chemicals, energy, and other business segments.

\*\*Glass fiber in the industrial glass category is reported in tons; automotive glass is reported in square meters (m<sup>2</sup>). Emissions intensity data have not been reported for this group due to differences in measurement units.

\*\*\*Emissions intensity data have not been reported for this group as electricity generation is monitored in energy units (kWh).

It has been subject to limited assurance by an independent third-party audit firm.



Environmental Performance Metrics	Şişecam Consolidated	Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2024	2024	2024	2024	2024	2024	2024	2024
<b>Other Emissions</b>								
NOx	23,286,824	10,868,069	104,155	9,648,953	1,445,180	1,210,879	-	9,589
SOx	6,569,003	876,768	173,389	3,148,634	54,184	2,315,496	-	531
<b>Environmental Expenditures</b>								
Çevre Harcamaları (TRY)	605,805,829	55,050,660	9,608,926	13,325,397	41,882,147	469,482,136	-	16,456,562
• OPEX (TRY)	433,703,961	55,031,727	8,338,649	8,670,937	38,883,653	310,184,667	-	12,594,328
• CAPEX (TRY)	172,101,868	18,934	1,270,277	4,654,460	2,998,494	159,297,469	-	3,862,234

# Reporting Principles

Type	Metric	Scope
Economic Performance Metrics	Total Turnover	It refers to the total of the Company's sales and service revenues during the specified reporting period.
	Employee Wages and Benefits Paid	It refers to the total amount of wages and benefits paid to the Company's employees during the specified reporting period. This metric includes, in addition to salaries, bonuses, incentives, social benefits, other fringe benefits, and seniority incentives. Additionally, it covers severance and notice payments made to employees who meet the conditions stipulated in the applicable laws.
	Dividends Paid	It refers to the total amount of dividends distributed to the Company's shareholders during the specified reporting period.
	Taxes Paid	It refers to the total budget allocated by the Company for social responsibility projects, sponsorships, and donations during the specified reporting period. This metric covers the financial expenditures made by the Company to contribute to society.
	Donations, Sponsorships, and CSR Budget	It refers to the total budget allocated by the Company for social responsibility projects, sponsorships, and donations during the specified reporting period. This metric covers the financial expenditures made by the Company to contribute to society.
Social Performance Metrics	Employee Demographics	
	Total Number of Employees (#)	It refers to the total number of female, male, and employees who prefer not to disclose their gender, as tracked through the Company's Human Resources data platform during the specified reporting period. The total number of employees includes all facilities and all employees (such as interns), excluding subcontractors.
	Total Number of Employees by Category (#)	It refers to the total number of employees, broken down by blue-collar and white-collar categories, as tracked through the Company's Human Resources data platform during the specified reporting period. Each category shows the distribution of female and male employees. Employees who prefer not to disclose their gender and subcontractors are not included.
	Total Number of Employees by Employment Type (#)	It refers to the total number of employees by type of employment, as tracked through the Company's Human Resources data platform during the reporting period. Employees who prefer not to disclose their gender and subcontractors are not included.
	Total Number of Employees by Education Level (#)	It refers to the total number of employees, broken down by education level as 'Primary Education and Below,' 'High School,' and 'University and Above,' as tracked through the Company's Human Resources data platform during the specified reporting period. Subcontractors are not included.
	Total Number of Employees by Age Group (#)	It refers to the total number of employees, broken down by age groups as 'Under 30,' '30-50,' and 'Over 50,' as tracked through the Company's Human Resources data platform during the specified reporting period. Subcontractors are not included.
	Number of Contract Employees (#)	It refers to the total number of subcontractor employees employed through subcontracting firms during the specified reporting period.
	Number of Employees by Seniority (#)	It refers to the total number of employees, broken down by seniority groups and gender distribution, as tracked through the Company's Human Resources data platform during the specified reporting period. Employees who prefer not to disclose their gender and subcontractors are not included.

Type	Metric	Scope
Social Performance Metrics	<b>Employee Demographics</b>	
	Senior Management Structure (#)	It refers to the total number of employees in positions defined as senior management levels, as tracked through the Company's Human Resources data platform during the specified reporting period. The Company's senior management includes individuals holding the titles of CEO, Chief Officer, Coordinator, Senior Director, Director, Plant Manager, Company Manager, and Group Manager.
	Structure of the Board of Directors (#)	It refers to the total number of individuals serving as members of the Board of Directors of the Company during the specified reporting period.
	Executive Board Structure (#)	It refers to the total number of individuals serving as members of the Executive Committee of the Company during the specified reporting period.
	Structure of the Mid-Level Management (#)	It refers to the total number of employees in positions defined as mid-level management, as tracked through the Company's Human Resources data platform during the specified reporting period. The Company's mid-level managers include individuals holding the titles of Regional Manager and Manager.
	<b>Turnover Rate</b>	
	Number of New Hires (#)	It refers to the total number of newly hired employees tracked by gender and age breakdowns during the specified reporting period. Employees who chose not to disclose their gender and subcontractor employees are not included.
	Number of Employees Leaving (#)	It refers to the total number of employee separations tracked by gender and age breakdowns during the specified reporting period. Employees who chose not to disclose their gender and subcontractor employees are not included.
	<b>Occupational Health and Safety</b>	
	Number of Lost Time Injuries (#)	It refers to the total number of work-related incidents resulting in lost days or fatalities involving Şişecam Group employees, contractors, visitors, apprentices, and interns during the specified reporting period. Data from workplaces in the installation and construction phase of new factories/facilities are not included in the OHS indicators.
	Number of Fatal Accidents (#)	It refers to the total number of work-related incidents resulting in fatalities involving Şişecam Group employees, contractors, visitors, apprentices, and interns during the specified reporting period. Data from workplaces in the installation and construction phase of new factories/facilities are not included in the OHS indicators.
	Accident-Related Absenteeism (days)	It refers to the total number of lost days resulting from work-related incidents involving Şişecam Group employees that prevented them from reporting to work the following calendar day during the specified reporting period. For each incident resulting in death or permanent disability (over 60% incapacity), 7,500 lost days per injured employee are added to the total. Data from workplaces in the installation and construction phase of new factories/facilities are not included in the OHS indicators.
Lost Time Injury Frequency Rate, LTIFR	It refers to the frequency rate of lost-time injuries, calculated by multiplying by one million the ratio of the total number of incidents resulting in lost days or fatalities involving Şişecam Group employees, contractors, visitors, apprentices, and interns during work-related operations, to the actual working hours of these groups during the reporting period. Data from workplaces in the installation and construction phase of new factories/facilities are not included in the OHS indicators.	
$\text{Lost Time Injury Frequency Rate} = (\text{Total number of lost time injuries} / \text{Total hours worked}) \times 1,000,000$		

Type	Metric	Scope
Social Performance Metrics	<b>Occupational Health and Safety</b>	
	Lost Time Injury Severity Rate, LTISR	<p>It refers to the severity rate of lost-time injuries, calculated by multiplying by one million the ratio of the total number of lost days (days of absence due to injury) resulting from work-related incidents that prevented Şişecam Group employees from reporting to work the following calendar day, to the actual total working hours of Şişecam Group employees during the reporting period. For each incident resulting in death or permanent disability (over 60% incapacity), 7,500 lost days per injured employee are added to the total number of lost days. Data from workplaces in the installation and construction phase of new factories/facilities are not included in the OHS indicators.</p> <p><b>Lost Time Injury Severity Rate (LTISR) = (Total number of lost workdays / Total hours worked) × 1,000,000</b></p>
	<b>Diversity &amp; Inclusion</b>	
	Number of Employees Covered by Collective Bargaining Agreements (#)	It refers to the total number of employees covered by a collective bargaining agreement during the specified reporting period.
	Female-to-Male Employee Salary Ratio (%)	It refers to the ratio obtained by comparing the average salaries of Company employees by gender during the specified reporting period.
	Number of Employees with Disabilities (#)	It refers to the total number of employees working under the disability quota during the specified reporting period.
	<b>Employee Development</b>	
	Employee Trainings (person*hour)	It refers to the total number of training hours attended by Company employees at all locations, excluding U.S. operations, as tracked and reported through the Company's learning management system during the specified reporting period. All interns with employee registration numbers are included in this calculation. The data is monitored by gender (female and male) and category (blue-collar and white-collar).
	OHS Trainings (person*hour)	<p>It refers to the total number of training hours related to Occupational Health and Safety, attended by Company employees working at the Turkey location, as tracked through the Company's learning management system during the specified reporting period. This includes mandatory trainings based on hazard classification under Law No. 6331, Target-Oriented Occupational Health and Safety trainings, trainings on OHS topics, and trainings on OHS topics conducted outside of Turkey. All interns with employee registration numbers at the Turkey location are included in this calculation.</p> <p><b>OHS Trainings (person*hour) = Total OHS Training Hours / Annual Average Total Number of Employees</b></p>
	Environmental Trainings (person*hour)	<p>It refers to the total number of training hours on environmental topics attended by Company employees at all locations, excluding U.S. operations, as tracked and reported through the Company's learning management system during the specified reporting period. All interns with employee registration numbers are included in this calculation.</p> <p><b>Environmental Trainings (person*hour) = Total Environmental Training Hours / Annual Average Total Number of Employees</b></p>

Type	Metric	Scope
Social Performance Metrics	<b>Employee Development</b>	
	Amount of Expenditure for Employee Training (TRY)	It refers to the total expenditures made for employee participation in professional development and other training programs during the reporting period. This amount includes costs related to training materials, instructor fees, facility rental expenses, and other associated costs.
	Number of Employees Included in the Regular Performance Evaluation System (#)	It refers to the number of white- and grey-collar Company employees included in the Performance Evaluation System at all locations, excluding U.S. operations, during the specified reporting period.
	Number of Projects Submitted to the NAR Suggestion Development Platform (#)	It refers to the total number of suggestions submitted to the Nar Suggestion Development Platform by Company employees at all locations, excluding U.S. operations, during the specified reporting period.
	<b>R&amp;TD</b>	
	R&TD Budget (TRY)	It refers to the actual expenditures incurred by the Company within the scope of its research and development activities during the reporting period.
	Number of R&TD Employees (#)	It refers to the total number of employees involved in the Company's research and development activities during the specified reporting period.
	Number of Patent Applications (#)	It refers to the total number of patent applications filed by the Company during the specified reporting period.
	Number of Patent Obtained (#)	It refers to the total number of patents registered and obtained on behalf of the Company during the specified reporting period.
	<b>Supply Chain Management</b>	
	Number of Active Suppliers (#)	It refers to the total number of suppliers who conducted business with the Company during the specified reporting period. This number includes all suppliers providing materials, services, or products, and reflects the size and diversity of the Company's supply chain.
	Number of Local Suppliers (#)	It refers to the number of suppliers who conducted business with the Company and are located within the borders of the country where operations were carried out during the specified reporting period.
	Share of Local Sourcing in Total Procurement Budget (%)	It refers to the proportion of expenditures made to local suppliers within the Company's total procurement budget during the reporting period, representing the contribution to local development and the local economy.
	Share of Raw Materials Sourced from Local Suppliers (%)	It refers to the proportion of raw materials sourced from local resources within the total amount of raw materials procured by the Company during the specified reporting period.
Environmental Performance Metrics	<b>Production</b>	
	Production Volume – Gross (ton)	It refers to the Group's total gross production volume during the reporting period. Gross production refers to the total volume produced before accounting for losses or waste generated during the production process.
	Production Volume – Net (ton)	It refers to the Group's total net production volume during the reporting period. Net production refers to the actual product volume that meets applicable quality standards and is ready for sale or further processing.

Type	Metric	Scope
Environmental Performance Metrics	<b>Water Consumption</b>	
	<b>Total Water Withdrawal by Source (m<sup>3</sup>)</b>	<p>It refers to the total amount of water withdrawn during the reporting period, as monitored through invoices from the Group's service providers, procurement tanker records, and meter readings. The data covers all Şişecam production plants. Breakdowns:</p> <ul style="list-style-type: none"> <li>▶ <b>Municipal Water:</b> It refers to the amount of mains water withdrawn during the reporting period, monitored through invoices issued by the Company's service providers.</li> <li>▶ <b>Surface Water:</b> It refers to the amount of surface water withdrawn during the reporting period, monitored through invoices issued by the Company's service providers.</li> <li>▶ <b>Groundwater:</b> It refers to the amount of groundwater withdrawn during the reporting period, monitored through invoices issued by the Company's service providers.</li> <li>▶ <b>Other:</b> It refers to the amount of water withdrawn by the Company from sources other than mains water, surface water, and groundwater during the reporting period.</li> </ul>
	<b>Amount of Water Recovered or Reused (m<sup>3</sup>)</b>	It refers to the amount of wastewater, treated in the factory's treatment facilities and suitable for discharge, that was reused within the factory during the specified reporting period. The data covers all Şişecam plants.
	<b>Amount of Cullet Used in Glass Production (tons)</b>	<p>It refers to the total weight of recycled glass cullet reused by the Company in its production processes during the reporting period, originating from both production and usage sources. Breakdowns:</p> <ul style="list-style-type: none"> <li>▶ <b>Internal Cullet:</b> It refers to the total weight of internal cullet from production and post-use sources that were reused by the Group in its production processes during the reporting period.</li> <li>▶ <b>External Cullet:</b> It refers to the total weight of external cullet from production and post-use sources that were reused by the Group in its production processes during the reporting period.</li> </ul>
	<b>Amount of Raw Materials Consumed (tons)</b>	It refers to the total amount of raw materials consumed in the Company's production processes during the specified reporting period.
	<b>Waste</b>	
	<b>Total Waste Amount (tons)</b>	It refers to the total amount of hazardous and non-hazardous waste generated as a result of the Company's activities during the specified reporting period. The data covers all Şişecam plants.
	<b>Total Hazardous Waste by Disposal Method (tons)</b>	It refers to the total amount of hazardous waste managed according to the disposal method during the specified reporting period. The data covers all Şişecam plants.
	<b>Total Non-Hazardous Waste by Disposal Method (tons)</b>	It refers to the total amount of non-hazardous waste managed according to the disposal method during the specified reporting period. The data covers all Şişecam plants.

Type	Metric	Scope
Environmental Performance Metrics	<b>Energy</b>	
	<b>Total Energy Consumption (GJ)</b>	<p>It refers to the total energy consumption during the reporting period for the Group's production operations. Among the available energy resources, this scope includes primary sources such as natural gas, coal, and LPG used in the facilities. Electricity consumption within this scope includes both purchased electricity and electricity generated on-site. Electricity consumption from renewable sources and from the grid are monitored separately. Total energy consumption is reported in gigajoules (GJ) on a consolidated basis. All geographical locations and production sites are included within this scope. Breakdowns:</p> <ul style="list-style-type: none"> <li>▶ Natural gas: It refers to natural gas consumption during the reporting period, as monitored through invoices from the Company's service providers.</li> <li>▶ Coal: It refers to the consumption amount of coal purchased and monitored by the Company during the reporting period for use in its production operations.</li> <li>▶ LPG: It refers to the consumption amount of LPG purchased and monitored by the Company during the reporting period for use in its production operations.</li> <li>▶ Diesel: It refers to the consumption amount of diesel during the reporting period, monitored through invoices from the Company's third-party service providers.</li> <li>▶ Other: It refers to the consumption amount of other energy resources used during the reporting period for the Company's production operations.</li> </ul>
	<b>Total Consumption by Electricity Source (GJ)</b>	<p>It covers electricity consumption from both purchased electricity and electricity generated on-site during the reporting period. Electricity consumption from renewable sources and the grid are monitored separately, with total electricity consumption reported in gigajoules (GJ). All geographical locations and production sites are included within this scope. Breakdowns:</p> <ul style="list-style-type: none"> <li>▶ Grid: It refers to the grid electricity consumption during the reporting period, purchased by the Company and monitored through invoices from service providers. All geographical locations and production sites are included within this scope.</li> <li>▶ Renewable: It covers electricity consumption from renewable energy generated on-site during the reporting period. All geographical locations and production sites are included within this scope.</li> <li>▶ Recovered Energy: It refers to energy recovered from waste heat, gas, or mechanical energy generated by plant operations and reused in another process during the reporting period. All geographical locations and production sites are included within this scope.</li> <li>▶ Renewable Energy Certificates: It refers to the verified amount of energy certifying that the electricity consumed by the Company during the reporting period was generated from renewable energy sources. (Within this scope, the Company purchases I-RECs.)</li> </ul>
	<b>Specific Energy Consumption (GJ / Gross ton)</b>	It is calculated as the ratio of total energy consumption to the total gross production volume (in tons) for the same period. It is calculated only for architectural glass, glass packaging, glassware, chemicals, and other business segments.
	<b>Greenhouse Gas (GHG) Emissions</b>	
	<b>Scope 1 Emissions (tCO<sub>2</sub>e)</b>	These constitute emissions arising from production operations that were under the direct operational control of Şişecam during the reporting period. Emission calculations are based on activity data derived from the consumption of fossil fuels and carbonate-containing raw materials. The Company calculates its greenhouse gas emissions in accordance with the 'Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (GHG Protocol, 2004)'.
	<b>Scope 2 Emissions (tCO<sub>2</sub>e) – Location-Based</b>	These represent greenhouse gas emissions from electricity consumption monitored through invoices issued by Şişecam's service providers during the reporting period. The Company calculates its greenhouse gas emissions in accordance with the 'Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (GHG Protocol, 2004)'.

Type	Metric	Scope
Environmental Performance Metrics	<b>Greenhouse Gas (GHG) Emissions</b>	
	<b>Scope 2 Emissions (tCO<sub>2</sub>e) – Market-Based</b>	These represent market-based indirect greenhouse gas emissions, calculated by subtracting the amount of purchased renewable energy (I-RECs) from the Company's indirect GHG emissions resulting from grid electricity consumption during the reporting period. The Company calculates its greenhouse gas emissions in accordance with the 'Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (GHG Protocol, 2004).'
	<b>Scope 3 Emissions (tCO<sub>2</sub>e)</b>	These represent emissions arising from activities across the value chain that are not in the scope of the Company's direct control during the reporting period. These emissions arise from activities such as purchased goods and services, use of capital goods, indirect activities related to fuel and energy, transportation and distribution during procurement, disposal of waste generated in operations, as well as emissions from employee business travel, shuttle services, and commuting. In addition, this scope also includes emissions from transportation and distribution after the delivery of products to customers, the use of sold products and their end-of-life disposal, as well as emissions from the Company's franchises and investee companies.
	<b>Scope 3 Emissions – Category 1: Purchased Goods and Services</b>	<p>This covers energy consumption and carbon footprint-related GHG emissions arising from raw and production materials from direct purchases, which are directly used in the Company's production processes, as well as emissions resulting from the production and processing of indirect procurement consisting of products and services that support the entity's operations but are not directly involved in the production process during the reporting period.</p> <p>For expenditure-based data → <math>tCO_2e = \frac{\text{Financial Value of the Product (2022 USD)} \times \text{Emission Factor} \left( \frac{kgCO_2e}{\text{Unit Financial value (2022 USD)}} \right)}{1000}</math></p> <p>For activity-based data → <math>tCO_2e = \frac{\text{Activity Data of the Product (units, tons, etc.)} \times \text{Emission Factor} \left( \frac{kgCO_2e}{\text{Unit Product Quantity (units, tons, etc.)}} \right)}{1000}</math></p>

Type	Metric	Scope
Environmental Performance Metrics	Greenhouse Gas (GHG) Emissions	
	Scope 3 Emissions – Category 2: Capital Goods	<p>This covers indirect GHG emissions resulting from capital goods (e.g., machinery and equipment, buildings, land and land improvements, vehicles, and fixtures) directly used by the Company in its owned production processes, service delivery, and operations. Fixed asset purchases in 2024, covering all facilities, have been calculated using an expenditure-based methodology based on their financial values as reported in the financial statements. EPA v1.3 data have been used as emission factors. For companies operating in Türkiye, the USD/TL exchange rate as of December 31, 2024 (22.79) was used, while for companies operating in other countries, the average USD/TL exchange rate for the period (32.51) was applied. Inflation accounting was applied as of yearend for companies operating in Türkiye.</p> $tCO_2e = \frac{\text{Financial Value of the Fixed Asset (2022 USD)} \times \text{Emission Factor} \left( \frac{kgCO_2e}{\text{Unit Financial value (2022 USD)}} \right)}{1000}$
	Scope 3 Emissions – Category 3: Fuel- and Energy-Related Activities	<p>Regarding energy and fuel consumption calculated for Scope 1 and Scope 2 activities, emissions from the well-to-tank (WTT) process were calculated for fuels, and emissions from transmission and distribution (T&amp;D) losses were calculated for electricity. Electricity and fuel consumption data were sourced from Şişecam. T&amp;D loss emission factors were determined using the 2023 version of the IEA database, based on the country-specific data corresponding to the location of the relevant plant. WTT emission factors were determined using the latest 2024 DEFRA dataset for each fuel type.</p> $tCO_2e = \frac{\text{Fuel or Energy Consumption Value (m}^3, kWh, tons) \times \text{Emission Factor} \left( \frac{kgCO_2e}{\text{Fuel Quantity (m}^3, kWh, tons)} \right)}{1000}$

Type	Metric	Scope
<p><b>Environmental Performance Metrics</b></p>	<p><b>Greenhouse Gas (GHG) Emissions</b></p>	<p>Emissions arising from the transportation of raw materials used in production and packaging materials to the facilities are classified under upstream transportation prior to production.</p> <p>According to the GHG Protocol, the criteria that defines the boundary for upstream distribution prior to production is the financial control over freight costs. When freight costs are covered by the reporting Company, the related distribution activities are classified under upstream distribution. Conversely, when freight costs are not covered by the Company, these transportation activities are classified under downstream transportation and distribution after production.</p> <p>Emission categories have been defined based on delivery terms (Incoterms) as follows:</p> <ul style="list-style-type: none"> <li>▶ EXW, FCA, FAS, FOB → Downstream Transportation and Distribution</li> <li>▶ CPT, CFR, CIF, CIP, DAP, DPU, DDP → Upstream Transportation and Distribution</li> </ul> <p>In the calculations, DEFRA 2024 emission factors corresponding to each mode of transportation (road, sea, air, and rail) were used. Emissions were calculated using the functional unit of ton × kilometer (ton·km).</p> <p>Distance data:</p> <ul style="list-style-type: none"> <li>▶ For road transportation: Google Maps</li> <li>▶ For maritime transportation: sea-distances.org</li> <li>▶ For airline transport: airportdistancecalculator.com</li> <li>▶ For rail transportation: It has been estimated based on route mapping via Google Maps.</li> </ul> <p>For sea freight consignments without specified port information, the most commonly used commercial port of the relevant country was assumed as the point of arrival. For sea freight shipments to countries without a port, the port of the nearest country was taken as the point of arrival, and the remaining distance was calculated based on road transport. Emissions related to this remaining distance were accounted for under road transportation.</p> <p>When vehicle capacity by mode of transportation could not be determined, the average transportation capacity from the relevant dataset was used as the basis. Additionally, transports classified as “sea freight – other” were assumed within the product tanker category</p> <p><math>tCO_2e =</math></p> $\frac{\text{Unit Load Transfer per Unit Distance (ton}\cdot\text{km)} \times \text{Mode of Transportation Emission Factor} \left( \frac{\text{kgCO}_2e}{\text{Load Transfer (ton}\cdot\text{km)}} \right)}{1000}$
	<p><b>Scope 3 Emissions – Category 4: Upstream Transportation and Distribution</b></p>	

Type	Metric	Scope
Environmental Performance Metrics	Greenhouse Gas (GHG) Emissions	
	Scope 3 Emissions – Category 5: Waste Generated in Operations	<p>GHG emissions arising from waste and wastewater disposal, as well as emissions from their transportation to disposal facilities, have been included in the calculations for all plants' operational activities. In addition, emissions from treatment processes undergone by water supplied from the mains prior to its use have also been included within the scope.</p> <p>Well water, on the other hand, was excluded from the system boundaries as it is of a quality that does not require treatment. Based on the assumption that waste is transported to disposal facilities, emissions related to such transportation were included in the calculations. Waste types were categorized according to the DEFRA 2024 dataset classification and matched with the corresponding emission factors. The emission factor for mains water supply was also obtained from the DEFRA 2024 dataset.</p> <p>Emissions from waste transfer have been calculated using the functional unit of ton × kilometer (ton·km) and emission factors specific to each type of transport vehicle</p> <p>For the Disposal of Production Waste → <math>tCO_2e = \frac{\text{Waste quantity (ton)} \times \text{Emission Factor by Waste Type and Disposal Method} \left( \frac{kgCO_2e}{\text{Waste Quantity (ton)}} \right)}{1000}</math></p> <p>For the Disposal of Wastewater → <math>tCO_2e = \frac{\text{Wastewater Volume (m}^3\text{)} \times \text{Disposal of Wastewater Emission Factor} \left( \frac{kgCO_2e}{\text{Wastewater Volume (m}^3\text{)}} \right)}{1000}</math></p> <p>For the Mains Water Supply → <math>tCO_2e = \frac{\text{Volume of Water Withdrawn from the Mains (m}^3\text{)} \times \text{Water Supply Emission Factor} \left( \frac{kgCO_2e}{\text{Water Volume (m}^3\text{)}} \right)}{1000}</math></p>
	Scope 3 Emissions – Category 6: Business Travel	<p>This covers GHG emissions arising from flights, train journeys, taxi rides, public transportation, and accommodation related to Company employees' business travel. During emission calculations, the number of trips for each single journey is calculated separately and then summed.</p> <ul style="list-style-type: none"> <li>▶ <b>Train journeys</b> were calculated based on equivalent road distances, and DEFRA emission factors were applied.</li> <li>▶ <b>Hotel accommodations</b> were calculated based on the number of nights and country-specific DEFRA emission factors.</li> <li>▶ <b>Flight distances</b> were determined based on the distance between airports and multiplied by DEFRA emission factors, taking into account the flight class (Economy/First Class) and flight distance category.</li> </ul>

Type	Metric	Scope
Environmental Performance Metrics	<b>Greenhouse Gas (GHG) Emissions</b>	
	<b>Scope 3 Emissions – Category 7: Employee Commuting</b>	This covers GHG emissions arising from the use of shuttle service vehicles, rented vehicles, and employees' personal vehicles for commuting and transportation purposes. Data on employee transportation has been evaluated based on either distance traveled or fuel consumption, depending on the vehicle type retrieved from the system. Total fuel consumption was calculated using hypothetical fuel consumption values determined by vehicle type, and emissions—including WTT—were calculated using IPCC emission factors. Emissions from shuttle service vehicles, rented vehicles, and company vehicles were included in the calculations; however, rented and company vehicles falling under Scope 1 were excluded, and only emissions from shuttle service vehicles were assessed under Scope 3. Calculations were made based on kilometers for shuttle service vehicles and on liters for other vehicles, in line with the available data format.
	<b>Scope 3 Emissions – Category 9: Downstream Transportation and Distribution</b>	This covers GHG emissions arising from the export of products manufactured by the Company, their distribution to local procurement centers, and retail sales. Delivery operations are carried out via sea, air, rail, and road transport. These emissions were calculated using the same method as those applied to Category 4.
	<b>Scope 3 Emissions – Category 11: Use of Sold Products</b>	GHG emission calculations related to the use phase by end users of products sold by the Company are based on sales data for flat glass, automotive glass, glass fiber, glass packaging, glassware, chromium, soda ash, and Oxyvit. Emissions were calculated considering the inputs required during the use of these products
	<b>Scope 3 Emissions – Category 12: End-of-life Treatment of Sold Products</b>	Sales data for glass, soda ash, chromium sulfate, and refractory products sold by the Company form the basis of the calculations. It is assumed that products other than chemicals are recycled, while chemical products are disposed of as industrial waste.
	<b>Scope 3 Emissions – Category 14: Franchises</b>	Emissions from energy consumption at the Company's stores are addressed under this category. The total annual electricity consumption of the stores was obtained and multiplied by the IEA 2023 emission factors to calculate emissions. Additionally, total water consumption was assessed using the water supply emission factor based on DEFRA data.
	<b>Scope 3 Emissions – Category 15: Investments</b>	It is calculated by aggregating the direct emissions (Scope 1 and Scope 2) of entities in which the Company has invested, based on the ownership share (i.e., equity interest). Scope 1 and Scope 2 emissions of Saint Gobain Glass Egypt S.A.E., Saint Gobain Egypt for Glass Industries S.A.E., Saint Gobain Trade Egypt, Saint Gobain Mirrors Egypt, Solvay SiseCam Holding AG, and Solvay Sodi AD were included in the calculations in proportion to the Company's equity share.
	<b>Scope 1 Emissions Intensity (tons CO<sub>2</sub>/gross ton)</b>	This is calculated by dividing the Group's emissions from production operations under its direct operational control by the gross tonnage of production during the reporting period.
	<b>Scope 2 Emissions Intensity, Location-Based (tons CO<sub>2</sub>/gross ton)</b>	This is calculated by dividing the GHG emissions from electricity consumption, monitored through invoices from the Group's service providers during the reporting period, by the gross tonnage of production for the same period.
	<b>Scope 2 Emissions Intensity, Market-Based (tons CO<sub>2</sub>/gross ton)</b>	This is calculated by dividing the market-based indirect GHG emissions—determined by subtracting the amount of purchased renewable energy (I-RECs) from the Group's indirect GHG emissions resulting from grid electricity consumption during the reporting period—by the gross tonnage of production for the same period.

Type	Metric	Scope
Environmental Performance Metrics	<b>Other Emissions</b>	
	NOx (kg)	It refers to the amount, measured in kilograms, of nitrogen oxides (NO and NO <sub>2</sub> ) emitted from stationary sources in connection with the Company's production activities during the specified reporting period. The data covers all Şişecam plants.
	SOx (kg)	It refers to the amount, measured in kilograms, of sulfur oxides (SO and SO <sub>2</sub> ) emitted from stationary sources in connection with the Company's production activities during the specified reporting period. The data covers all Şişecam plants.
	<b>Environmental Expenditures</b>	
	Environmental Expenditures (TRY)	It refers to the monetary value in Turkish Lira (TRY) of the legally required and non-legally required environmental expenditures that can be mapped through the Company's financial reporting system during the specified reporting period.

# Reporting Guide

## Environmental Metrics

1	Total Water Withdrawal by Source (m <sup>3</sup> ) (GRI 303-3)
2	Total Energy Consumption Amount (GJ) (GRI 302-1)
3	Amount of Glass Cullet Used in Glass Production (tons) (GRI 301-2)
4	Scope 1 Emissions (tCO <sub>2</sub> e) (GRI 305-1)
5	Scope 2 Emissions (tCO <sub>2</sub> e) (GRI 305-2)
6	Scope 3 Emissions (tCO <sub>2</sub> e) (GRI 305-3)
7	Scope 3 Category #1: Purchased Goods and Services
8	Scope 3 Category #2: Capital Goods
9	Scope 3 Category #3: Fuel- and Energy-Related Activities
10	Scope 3 Category #4: Upstream Transportation and Distribution
11	Scope 3 Category #5: Waste Generated in Operations
12	Scope 3 Category #6: Business Travel
13	Scope 3 Category #7: Employee Commuting
14	Scope 3 Category #9: Downstream Transportation and Distribution
15	Scope 3 Category #11: Use of Sold Products
16	Scope 3 Category #12: End-of-life Treatment of Sold Products
17	Scope 3 Category #14: Franchises
18	Scope 3 Category #15: Investments
19	Total Waste Amount (tons) (GRI 306-3) a) Total Amount of Hazardous Waste by Disposal Method (tons) (GRI 306-3) b) Total Amount of Non-Hazardous Waste by Disposal Method (tons) (GRI 306-3)

## Social Metrics

20	Rate of Female Employees (%) (GRI 2-7)
21	Total Training Hours (Person x Hour) (GRI 404-1)
22	Occupational Health and Safety (OHS) training hours (Person x Hour) (GRI 403-5)
23	Lost Time Injury Frequency Rate (LTIFR) (GRI 403-2)

# Independent Assurance Statement



## Limited Assurance Report to the Board of Directors of Türkiye Şişe ve Cam Fabrikaları A.Ş.

We have been engaged by the Board of Directors of Türkiye Şişe ve Cam Fabrikaları A.Ş. and its subsidiaries (“Şişecam” or the “Group”) to perform a limited assurance engagement in respect of the Selected Sustainability Information (the “Selected Information”) stated in the Şişecam 2024 Sustainability Report (the “2024 Sustainability Report”) for the year ended 31 December 2024 and listed below.

### Selected Information

The scope of the Selected Information for the year ended 31 December 2024, which is subject to our limited assurance work, set out in the pages between 79 and 91 of the 2024 Sustainability Report with the sign “” is summarized below:

### Environmental Performance Metrics

- Energy
  - Total Energy consumption (GJ)
  - By Electricity Sources (GJ)
- Greenhouse gas emissions
  - Scope 1 Emissions (tCO<sub>2</sub>e)
  - Scope 2 Emission (tCO<sub>2</sub>e) – Location based
  - Scope 2 Emission (tCO<sub>2</sub>e) – Market based
  - Scope 3 Emission (tCO<sub>2</sub>e)
    - Category 1: Purchased Goods and Services
    - Category 2: Capital Goods
    - Category 3: Fuel and Energy-Related Activities
    - Category 4: Upstream Transportation and Distribution
    - Category 5: Waste Generated in Operations
    - Category 6: Business Travel
    - Category 7: Employee Commuting
    - Category 9: Downstream Transportation and Distribution
    - Category 11: Use of Sold Products
    - Category 12: End-of-Life Treatment of Sold Products
    - Category 14: Franchises
    - Category 15: Investments

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- Water Consumption
  - Total water withdrawal by source (m3)
  - Amount of cullet used in Glass Production (ton)
- Waste
  - Total non-hazardous waste by disposal method (ton)
  - Total hazardous waste by disposal method (ton)

### Social Performance Metrics

- Lost time Injury Frequency Rate, LTIFR (%)
- OHS trainings (person x hour)
- Total Number of Employees (#)
- Employee trainings (person x hour)

Our assurance was with respect to the Selected Information marked with “” in the 2024 Sustainability Report, and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with “” in the 2024 Sustainability Report and, any other elements included in the 2024 Sustainability Report and, therefore, do not express any conclusion thereon.

### Criteria

The criteria used by the Group to prepare the Selected Information is set out in section Şişecam 2024 Sustainability Report-Reporting Principles (the “Reporting Principles”) on pages between 92 and 103 of the 2024 Sustainability Report.

### The Group’s Responsibility

The Group is responsible for the content of the 2024 Sustainability Report and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.



### Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures to megawatt-hour (MWh) and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work did not include examination of the derivation of those factors and other third-party information.

### Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants ("IESBA"), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

### Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410 "Assurance Engagements on Greenhouse Gas Statements" ("ISAE 3410") issued by the International Auditing and Assurance Standards Board.



A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 (Revised) and ISAE 3410. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of Group management and the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information, including the assessment of key processes and controls in place for managing and reporting such information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation;
- performed limited substantive testing on a sample basis on the preparation and collation of the Selected Information prepared by the Group; and
- undertook analytical procedures over the reported data.

### Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Group's Selected Information for the year ended 31 December 2024, is not properly prepared, in all material respects, in accordance with the Reporting Principles.



#### Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Türkiye Şişe ve Cam Fabrikaları A.Ş. as a body, to assist the Board of Directors in reporting Şişecam's performance and activities related to the Selected Information. We permit the disclosure of this report within the 2024 Sustainability Report for the year ended 31 December 2024, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Türkiye Şişe ve Cam Fabrikaları A.Ş. as a body and Şişecam for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve  
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Ali Yörük, SMMM  
Independent Auditor

Istanbul, 9 October 2025



# GRI Content Index

## Declaration of Use

Şişecam has prepared its report for the period from January 1, 2024, to December 31, 2024, with reference to the GRI 1: Foundation 2021 Standard.

## GRI 1 Use

GRI 1: Foundation 2021

GRI Standard	Metrics	Disclosures
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Şişecam, p:9
	2-2 Entities included in the organization's sustainability reporting	About the Report, p:3
	2-3 Reporting period, frequency and contact point	About the Report, p:3
	2-4 Restatements of information	GRI Content Index: There is no restated information in the report.
	2-5 External assurance	External Assurance Report, p:105
	2-6 Activities, value chain and other business relationships	About Şişecam, p:9
	2-7 Employees	Social Performance Metrics, p:79-85
	2-8 Workers who are not employees	Social Performance Metrics, p:81
	2-9 Governance structure and composition	Şişecam 2024 Annual Report, p:16-19
	2-10 Nomination and selection of the highest governance body	Şişecam 2024 Annual Report, p:221
	2-11 Chair of the highest governance body	Şişecam 2024 Annual Report, p:221
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, p:20
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance, p:20
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, p:20
	2-15 Conflicts of interest	Business Ethics, Compliance, and Regulatory Framework, p:31



GRI Standard	Metrics	Disclosures
<b>General Disclosures</b>		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Business Ethics, Compliance, and Regulatory Framework, p:31
	2-17 Collective knowledge of the highest governance body	Şişecam 2024 Annual Report: p:221
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Şişecam Senior Executive Compensation Policy</a>
	2-19 Remuneration policies	Equality, Diversity, and Inclusion, p:42
	2-20 Process to determine remuneration	Equality, Diversity, and Inclusion, p:42
	2-21 Annual total compensation ratio	GRI Content Index: This information is not disclosed for confidentiality reasons.
	2-22 Statement on sustainable development strategy	Şişecam CareforNext Sustainability Strategy, p:19
	2-23 Policy commitments	Global Initiatives and Sustainability Performance, p:30
	2-24 Embedding policy commitments	Global Initiatives and Sustainability Performance, p:30
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, p:26
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p:26 Business Ethics, Compliance, and Regulatory Framework, p:31
	2-27 Compliance with laws and regulations	Business Ethics, Compliance, and Regulatory Framework, p:31
	2-28 Membership associations	Corporate Memberships, p:71-74
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p:26
2-30 Collective bargaining agreements	Şişecam 2024 Annual Report, p:65	
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Priorities, p:25
	3-2 List of material topics	Sustainability Priorities, p:25



GRI Standard	Metrics	Disclosures
<b>Climate Change</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Combating Climate Change, p:35-38
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Combating Climate Change, p:35-38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Metrics, p:89
	302-2 Energy consumption outside of the organization	Environmental Performance Metrics, p:89
	302-3 Energy intensity	Environmental Performance Metrics, p:89
	302-4 Reduction of energy consumption	Energy Efficiency, p:38
	302-5 Reductions in energy requirements of products and services	Şişecam Energy Transition Initiatives, p:37
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Combating Climate Change, p:35
	305-2 Energy indirect (Scope 2) GHG emissions	Combating Climate Change, p:35
	305-3 Other indirect (Scope 3) GHG emissions	Combating Climate Change, p:35
	305-4 GHG emissions intensity	Environmental Performance Metrics, p:90
	305-5 Reduction of GHG emissions	Combating Climate Change, p:36
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Performance Metrics, p:91
<b>Water Use</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Water Use, p:39
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Use, p:39
	303-2 Management of water discharge-related impacts	Water Use, p:39
	303-3 Water withdrawal	Environmental Performance Metrics, p:87
	303-5 Water consumption	Environmental Performance Metrics, p:87



GRI Standard	Metrics	Disclosures
<b>Circular Production</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Circular Production, p:40
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environmental Performance Metrics, p:88
	301-2 Recycled input materials used	Circular Production, p:40
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Production, p:40
	306-2 Management of significant waste-related impacts	Environmental Performance Metrics, p:88
	306-3 Waste generated	Environmental Performance Metrics, p:88
	306-4 Waste diverted from disposal	Environmental Performance Metrics, p:88
	306-5 Waste directed to disposal	Environmental Performance Metrics, p:88
<b>Sustainable Products</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Sustainable Products, p:66
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainable Products, p:66
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index: There were no such incidents during the reporting period.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	GRI Content Index: 100% of our products are labeled in accordance with legal regulations.
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: There were no such incidents during the reporting period.
<b>Digitalized Value Chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Digitalized Value Chain, p:51

GRI Standard	Metrics	Disclosures
<b>Occupational Health and Safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Occupational Health and Safety, p:51-53
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p:51
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p:51
	403-3 Occupational health services	Occupational Health and Safety, p:51
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p:51
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p:52
	403-6 Promotion of worker health	Occupational Health and Safety, p:52-53
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p:52-53
	403-8 Workers covered by an occupational health and safety management system	Social Performance Metrics, p:84
	403-9 Work-related injuries	Social Performance Metrics, p:84
<b>Equality, Diversity, and Inclusion</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Equality, Diversity, and Inclusion, p:42
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Metrics, p:83
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Şişecam 2024 Annual Report, p:113
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Metrics, p:82-83
	405-2 Ratio of basic salary and remuneration of women to men	Social Performance Metrics, p:84
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity, and Inclusion, p:42



GRI Standard	Metrics	Disclosures
<b>Equality, Diversity, and Inclusion</b>		
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	GRI Content Index: There are no operations or suppliers in which the right to freedom of association and collective bargaining may be at risk.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of forced or compulsory labor.
<b>Sustainability Across the Value Chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Sustainability across the Value Chain, p:59-65
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Social Performance Metrics, p:86
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability across the Value Chain, p:60-61
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainability across the Value Chain, p:60-61
<b>Talent Acquisition, Management, and Development</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Talent Acquisition, Management, and Development, p:44-49
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Acquisition, Management, and Development, p:48
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Acquisition, Management and Development, p:44-49
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Metrics, p:85
<b>Value-Added Collaborations and Partnerships</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Value-Added Collaborations and Partnerships, p:68
<b>Corporate Heritage</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities, p:25 Corporate Heritage, p:54



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