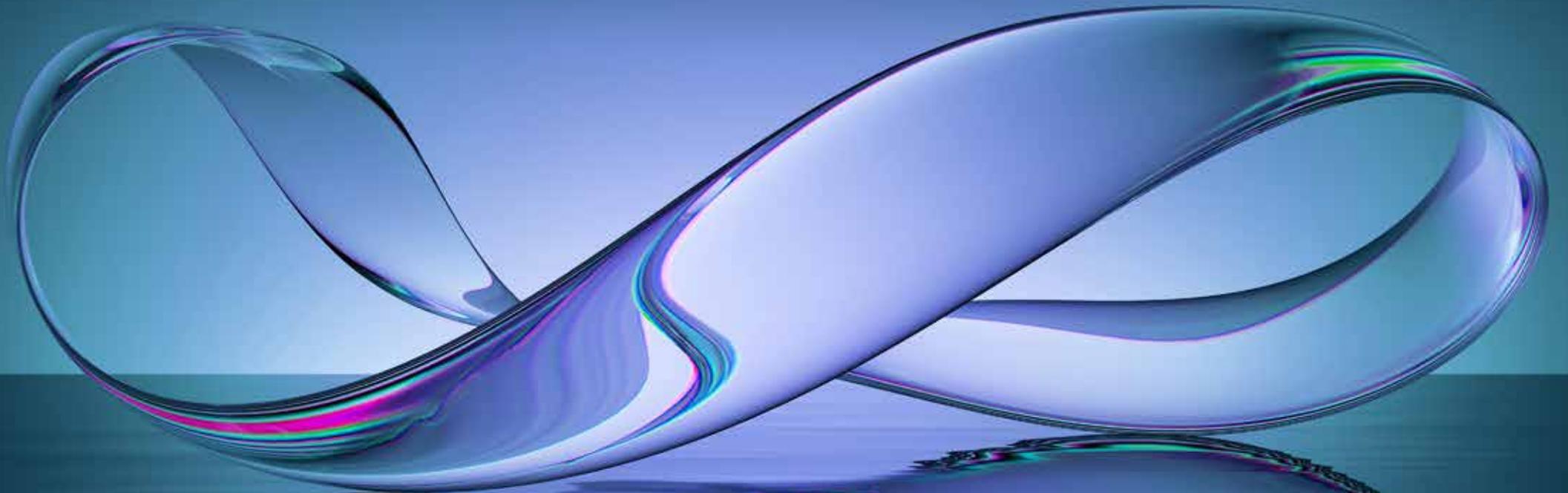




SUSTAINABILITY REPORT | **2022**

Together For a Sustainable Future



Care for Ne**xt**

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ABOUT THE REPORT

This report, in which the focus is sustainability, presents the products and services we offer in such business lines as **flat glass, glassware, glass packaging, chemicals, automotive, glass fiber, minerals, energy and recycling**, detailing the successes we have achieved in the multiple sectors in which we are engaged and the factors underlying these successes. As Şişecam, our goal is to take our place among the top three global manufacturers based on our performance in our fields of activity, the integration of our competent human resources into the digital transformation we have realized and the adoption of smart technologies. Our strategy toward achieving this goal is to ensure accountable growth through the adoption of the “**Global Excellence**” approach and to follow a sustainable route that supports the development of the ecosystem as a whole. Accordingly, we assume our share of the responsibility for the protection of the planet, the empowering of society and the transformation of life through the “CareforNext” strategy that we have

implemented in line, and in integration with the **United Nations Sustainable Development Goals**, and use all of our experience and competencies to ensure sustainable development in every field.

This report covers the sustainability-related economic, social, and environmental activities we carried out between 1st January 2022, and 31st December 2022, and the outputs of these activities. Following this general framework, the texts herein reflect our values and vision related to sustainability, and address the material issues affecting our company’s operations, goals, strategies and progress in these areas in the interest of transparency and responsible business practices. The texts presented herein have been prepared in accordance with the Basic (Core) option of the **Global Reporting Initiative (GRI) Standards**, and the data we provide covers all legal enterprises of Türkiye Şişe ve Cam Fabrikaları A.Ş. in Türkiye and abroad.



CHAIRMAN'S MESSAGE



Dear stakeholders,

The world, which has been home to life for billions of years, has been sending us important signals for a couple of years in the form of effects such as climate change, natural disasters, increasing population density and a pandemic. These global-scale developments have revealed the fragility of the ecosystem and the extent to which the entire chain can be affected by a potential impact. The only way to ensure the sustainability of the planet is through an appropriate analysis of these developments and to harmonize life with nature.

As a global organization with production operations in 14 countries on four continents, Şişecam is advancing towards its ambitious targets through its strategies while making scenario-based analyses and applying effective risk management and data-based decision mechanisms in all of the regions in which it operates, and extends this management approach further to ensure business continuity and to include all of its stakeholders within the value chain, in accordance with its sustainability vision.

As Şişecam, we assume responsibility in contributing to a better future and continue to bring the light of mind and science to all our business areas in the regions in which we operate. We protect the planet, empower society and transform life.

We are capitalizing on the advantage of having embarked upon a sustainability drive at an early stage. We are setting clear targets under our **"CareforNext 2030"** strategy, which focuses on the changing problems and needs of the planet, society and the business community, and is compatible and integrated

with the United Nations Sustainable Development Goals (UN-SDG). As we progress towards these goals, we transparently confirm the compliance of our investments with environmental and social requirements, and attach importance to supporting our projects through sustainable financing. In 2022, we published the Şişecam Sustainability Policy, defining our commitment to the creation of positive effects and values at a global level through applications and solutions designed for the attainment of our goals set under the pillar of **"Protect the Planet"**, **"Empower Society"** and **"Transform Life"**, as well as Şişecam's **CareforNext** approach. As Şişecam, it is our aim to expand our **CareforNext** sustainability approach to include all stakeholders in every aspect of the value chain, from raw material supply to post-consumer recycling.

Since 2020, we have ensured that priorities that we define as a global company are disseminated throughout our ecosystem as a result of our efforts to include our employees, suppliers and stakeholders in the value chain. We are reinforcing our growth philosophy by creating value through transparency and effective governance under the pillars of **"PROTECT THE PLANET"**, **"EMPOWER SOCIETY"** and **"TRANSFORM LIFE"**.

We have taken steps to strengthen our governance structure in support of the effective implementation of our sustainability strategy and to evaluate its performance. Our Sustainability Executive Committee, which is made up of the members of our Executive Board, and the Board of Directors' Sustainability Committee, made up of Board members, ensure that

our sustainability strategy is adopted and effectively managed at all functions and levels. We are committed to continue our sustainability strategy and the achievement of our goals, starting at the highest level and involving our employees. We have drawn up a road map of the actions to be taken with the contributions of different working groups established under the committees, and are moving forward with concrete projects based on the group findings

While applying the best technologies available in support of the Şişecam ecosystem and our planet, and focusing on sustainable production in line with our principle of **“PROTECT THE PLANET”**, we develop new technologies and design inventions by taking advantage of the experience we have gained as one of the first Turkish companies carrying out corporate R&D projects.

As a technology leader, we develop innovative and modern furnace and production technologies with our international business partners and will lead collaborations aimed at making the glass sector more sustainable in the “Plant of the Future” model that we are in the process of implementing.

In addition, we support national and international projects and studies as we continue our own works in the field of alternative raw materials, renewable energy and alternative energy sources as part of our efforts to combat climate change and to achieve carbon neutrality.

In this context, we will consider the possibility of using green hydrogen that is gaining more importance among the alternative energy sources for the production of flat glass after joining the South Marmara Hydrogen Valley Project, which has been deemed worthy of the largest grant ever from the European Union under a single disbursement.

As one of the main components of our emission reduction targets to be achieved by 2030, we are

increasing our renewable energy capacity through our investments, and plans are in place to make further investments, one after the other. We have started analyzing the financial risks we may face related to climate change and to determine a technological roadmap for our conversion to a low-carbon business model by 2030.

Considering that the potential impact of climate change on natural resources and biodiversity may be far beyond current predictions, we maintain strict focus on the conscious consumption of natural resources. Our recycling of 6.8 million cubic meters of water in 2022 in line with our clean water and sanitation targets is the most concrete evidence of the importance we attach to this issue, and we aim to reduce our clean water consumption by 15 percent by 2030.

The Basalia Bio-Cycle Technology that we unveiled in 2021 as our first investment into biotechnologies contributes to the circular economy through the recovery of water and valuable elements while ensuring the appropriate disposal of domestic and industrial waste. It also promises to make significant contributions to decarbonization through the capture of carbon from flue gases. We plan to start using this integrated and modular technology targeting zero waste-zero emissions at our production facilities in Mersin, and then to transfer it to an industrial area.

As the only global company operating in all basic segments of the glass sector, we understand well the recycling potential of glass, and have been working for many years to increase the use of recycled glass and to ensure the development of this field. We have been using cullet as a raw material since 1970 and intend to increase the proportion of cullet used in glass packaging production to **35 percent** by 2030. We are establishing cooperations with different sectors to support our transition to a low-carbon economy.

Şişecam is focusing on reducing the impact of its operations on the environment while evaluating the

environmental and social benefits of all the investments we make or plan to make. To this end, we have invested in a natural soda ash plant in Wyoming in the United States, which has allowed us to reduce our carbon emissions resulting from soda ash production and our water consumption by **50 percent**. We aim to become one of the three leading producers of soda ash in the world through the further investments we will make in this field. We will continue to register our products that have a positive impact on society and nature, based on statements on environmental products, and will continue evaluating our products and production impacts end-to-end based on a lifecycle approach.

In line with our motto **“EMPOWER SOCIETY”**, we are carrying out important works as part of Şişecam’s inclusive work culture. We regard it as one of our responsibilities to ensure the safe transfer of glass heritage to future generations. On the occasion of the declaration of 2022 as the **“International Year of Glass”** by the UN, in part due to the contributions of Şişecam, we have carried out studies on an international scale to draw attention to the endless recycling of glass and its unique contributions to the fields of art, health, technology and industry.

It is of great importance to us to ensure our female employees are involved in every aspect of our business processes. As we progress towards a common vision based on shared wisdom and expand our global footprint, we take advantage of our intercultural interactions. In line with our approach to equality, diversity and inclusiveness, we aim to increase the proportion of women among our employees to **25 percent** by 2030. Within the scope of our **“Women Expression”** program, we inspire our female employees through mentoring, with the aim being to increase the effectiveness of women within our organizational structure. We are promoting factory standards whereby women can work comfortably in all our operations. We became signatories to the **Women’s Empowerment Principles (WEPs)**, which are intended to ensure the involvement of women in economic life

in every sector and at every level. In addition, we are developing concrete projects to create a multinational working environment, for which we are implementing a talent-based development and responsibility model in all countries in which we operate, with no regard paid to religion, language or race.

Throughout our 88-year history, our focus has always been on people and life. We understand that our qualified human resources are our greatest asset, and we create safe working environments by constantly reducing the risk levels of activities and threats to employee safety. We adopt a **"Zero Accident"** principle, and continue our efforts to further internalize the behavior-oriented occupational health and safety culture throughout our ecosystem. We are cited as an example in the industrial field with the pioneering applications we have created.

In line with our motto **"TRANSFORM LIFE"**, we continue our efforts to become a leaner, more flexible and more

agile institution while building the Şişecam of the future. Managing Şişecam with a holistic perspective and strengthening our data-based decision-making abilities are at the top of our agenda. As part of our strategy to generate value from data, we have established an analytical infrastructural architecture. We begun testing a Digital Twin architecture and have created end-to-end Digital Twins of the processes conducted in two of our plants. In 2022, we became signatories to the corporate sustainability **Global Compact** initiative of the **United Nations**, and continue to increase our sustainability on a global scale.

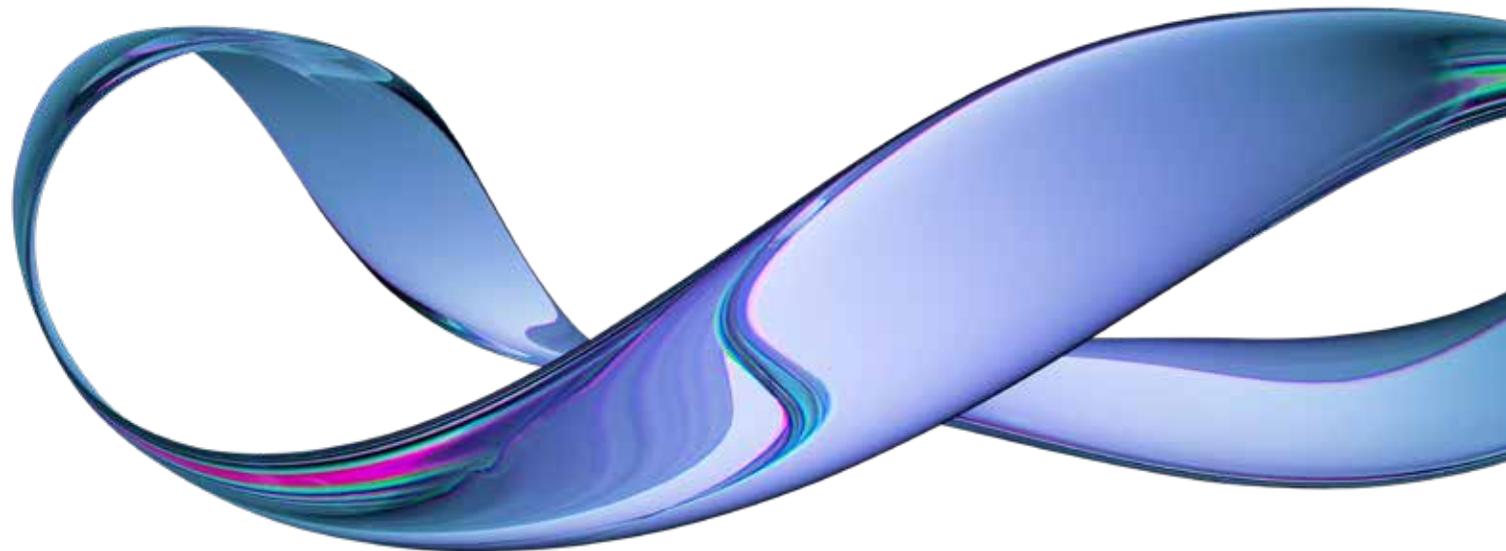
Our focus is on digitalization investments, sustainable product development and value-adding collaborations in our efforts to sustain a resilient business model. In 2022, we completed the first phase of a comprehensive "product lifecycle analysis (LCA)" project for the registration of sustainable products, for the identification of opportunities related to lifecycles and

for the management of sustainability expectations for the entire value chain. In our supply chain, we take care to expand our works and efforts related to society and the environment. In this way, we evolve alongside our value chain and increase our positive effects.

In 2022, we once again took pride in realizing our goals in every field hand-in-hand with our stakeholders, demonstrating our resolve and power to achieve success. We would like to thank all Şişecam employees, suppliers, customers, business partners and investors for their contributions as we continue our journey toward a sustainable future, following the footsteps of Mustafa Kemal Atatürk, our founder and global leader.

Sincerely,

Prof. Dr. Ahmet Kirman
Chairman and Executive Member of the Board



CEO'S MESSAGE

Dear stakeholders,

While celebrating the 100th Anniversary of our Republic and the 87th Anniversary of Şişecam, one of the first companies in the Turkish manufacturing sector that was founded upon the instruction of Mustafa Kemal Atatürk, we are proud to be continuing our activities without interruption and expanding our production capabilities around the world. Undoubtedly, the basis of our success lies in our adoption of a cultural vision and the rational decision-making mechanisms that have been passed down to us from our founder until today.

As a company that has made it a habit to emerge stronger from tough conditions, we increased our consolidated net sales to **TRY 95.3 billion** in 2022 while our international sales accounted for **63 percent** of total sales. Our investments within the year totaled TRY 7.8 billion and our total exports reached US\$ 1.1 billion. These results were achieved alongside a decline in the global growth rate to **3.2 percent** that is expected to fall further to **2.7 percent** in 2023. Despite the challenging conditions, we produced 5.8 million tons of glass, 4.9 million tons of soda ash and 4.4 million tons of industrial raw materials as a result of our efforts to always do better.

As a company that provides services in all basic segments of the glass sector, and with 24,000 employees in 14 countries on four continents, we focus on strategic solutions that allow us to take swift actions that may seem impossible, and to strengthen our ability to adapt to change. We have maintained the continuity of our business through the purchase of Italian company **Refel**, which produces the refractory materials used in glass furnaces, and have begun building a glass packaging plant in Hungary to support our operations in Europe, which is among our growth targets. Considering a rational and data-based management model to be vital, we have launched new projects without losing momentum while monitoring the effectiveness of the digital transformation projects initiated over the past few years in line with the requirements of the time. Our goal is to take a leading position in the use of integrated technological infrastructures within the sector by the end of 2024.

As a global player in the glass and chemicals sectors, we intend to ensure that all our investments and projects result in sustainable outputs that provide benefits to Şişecam and the entire value chain, and that take into account the needs and expectations of the public and the world, from raw materials to final products. The inception of our **“CareforNext”** sustainability strategy, which we are pursuing in line with this approach, ensures that these mechanisms can be operated effectively at all levels within the company.

We aim to contribute to a better world in different areas through our sustainability strategy, based on the mottos **“Protect the Planet”**, **“Empower Society”** and **“Transform Life”**, and take care to carry out all our activities in accordance with the needs of the planet, society and life. We shape our business processes and policies according to our ambitious and concrete goals, and continue on our sustainability journey placing science and technology at the center. We continue to see sustainability, which is a part of Şişecam's DNA, as an integral part of our business strategy and keep a close eye on international studies in this area. In 2022, we became signatories of the **United Nations Global Compact** corporate sustainability initiative, and by adopting 10 principles, made a commitment to pursue and carry out all our strategies and operations in line with these principles.

We regard the climate crisis as an undeniable reality in all of our sustainability practices, and continue our operations in line with our 2050 **“Carbon Neutral”** vision. We consider even the smallest measure taken in this regard to be very valuable, and seek to raise awareness beyond our value chain. As key steps, we have initiated two critical projects for the assessment of the financial risks related to climate change, and to create a technological prioritization-based roadmap to steer our transition to the 2030 low-carbon business model.

Although we had the chance to experience challenges in meeting energy demand by using fossil fuels on a global scale numerous times in different ways, we observed



together in 2022 that the necessary measures had not been taken. Fluctuations in the balance between supply and demand balance led natural gas, electricity and fuel prices to rise, and under these conditions, we can regard the increased demand for renewable energy sources as the only promising output for our world. The International Energy Agency predicts that renewable energy will grow much faster than expected over the next 5 years.

In this sense, as the first step toward our energy transformation, we are planning and carrying out renewable energy projects for on-site consumption. We make use of renewable energy in our production processes, and in doing so, support growth in the sector, seeing it as an opportunity and increase our investments in the frosted and solar glass used in solar energy panels in order to disseminate distributed energy. We have put the frosted glass furnace and operation line in our Mersin facility into operation, and have taken the decision to increase the capacity of the second frosted glass furnace, which will also produce solar glass, from 180,000 tons to 244,000 tons per year. We will thus increase the capacity of our solar glass production line from 20 million m² to 26.6 million m² per year.

We make a difference with our glass products as a good solution partner, and contribute to meeting the increasing needs of the planet through our coated and low-e glasses that facilitate energy and light control in renovated buildings. We keep our declarations on our value-added environmental products up to date. In the field of renewable energy generation, we are increasing our market share in the production of high-quality glass for photovoltaic panels and glass fiber for wind turbines. In addition, we are continuing our efforts to produce products that accelerate the transition to a low-carbon economy in the automotive sector. To this end, we integrate lifecycle analyses into our products and production processes for the creation of sustainable products.

We prefer technologies that ensure low carbon and water footprints, especially in our facility in Hungary, and endeavor to increase the amount of outsourced glass cullet we use for producing glass packaging production by taking advantage of the endless recyclable nature of glass, and to reduce our

packaging waste. With the Basalia Bio-Cycle Technology in which we have invested, we produce innovative solutions for waste disposal and recycling.

Under the **"Empower Society"** pillar of our sustainability concept, we explain the miracles associated with glass in every field, and highlight our values, supported by our management policies describing importance to equality, diversity and inclusivity.

With more than 5,500 female employees, representing **23 percent** of our total employee base, we consider establishing inclusive facilities suitable for female employees in line with our equality policy, and make the necessary investments to increase their contributions to the workforce. We became signatories to the **Women's Empowerment Principles (WEPs)**, which intends to support the participation of women in economic life. While moving towards a common vision, we are supported by different cultures and conceive concrete projects, thus creating an inclusive working environment.

Another development crowning our corporate legacy in 2022 was the United Nations' designation of 2022 as the Year of Glass. On this occasion, we had the opportunity to showcase our technologies and sustainability-oriented efforts that add new capabilities and functions of glass to wider audiences on international platforms, reaching approximately 60 million people through our digital platforms.

As we continue to grow in line with our inclusive perspective, we seek to create benefits across our entire value chain, and our **"Transform Life"** pillar is pivoted on this objective. We take care to present Şişecam's values and principles to all our stakeholders with whom we interact and grow together. We accord priority to the creation of value for our entire ecosystem without leaving any of our stakeholders behind.

In our age, we believe real breakthroughs can be made through R&D investments and digitalization. Today, looking at the 17 United Nations Sustainable Development Goals, we can see that the solutions to many issues can be

found through innovative ideas and practices. As a part of this understanding, Şişecam's scientists continue in their efforts to make improvements to furnace technologies for production and energy efficiency, creating models and designs supported by simulation, as well as product designs in our Şişecam Science, Technology and Design Center – one of the largest R&D centers in Europe – and the required furnaces designs for their production.

I would like to take this opportunity to announce an exciting cooperation project that we have conceived in support of a sustainable future. We are planning to develop furnace and production technologies pivoted on innovative and modern perspectives on platforms we plan to establish in collaboration with our international business partners. With the "Plant of the Future" model that we are planning to implement, we aim to lead collaborations that will make the glass industry more sustainable.

In 2022, we continued our work focused on smart technologies and digitalization, without losing pace. With the scheduled completion of the SAP transformation project by the end of 2024, we will become the corporation with the most integrated technological infrastructure in the world, making use of smart technologies and making a difference in all of our operations.

In 2022, while sharing the values described by Şişecam to the protection of our planet, as well as our targets for growth along with our value chain, with our employees, customers, suppliers, business partners and investors, we would like to thank you for the confidence you have placed in us and for your contributions to our journey of growth and our creation of sustainable value. As we enter the next century of our nation, we will continue our efforts in support of the maintenance of a modern and sensitive society.

Sincerely,

Görkem Elverici
CEO



A MEANINGFUL MEMORIAL TO ATATÜRK FROM ŞİŞECAM



Please click to watch the memorial film.

#Paramparça

To commemorate its founder, the Great Leader Atatürk, on the anniversary of his death in 2022, Şişecam produced a very special film. As part of this unique project where glass meets art, Şişecam commissioned the creation of a portrait of Atatürk with world-renowned Swiss contemporary visual artist Simon Berger.

CORPORATE PROFILE





ABOUT ŞİŞECAM

Şişecam, which was founded in 1935 with the directives of Mustafa Kemal Atatürk, the global leader respected by the whole world, is one of the most established industrial enterprises in Türkiye with a history of 88 years. As of today, Şişecam is among the world's most distinguished manufacturers in the glass and chemicals sectors, with its expertise, technological competence and highly competitive activities.

While our foundations were laid in Beykoz, Paşabahçe with Atatürk's decision to initiate the industrialization move in the glass sector, we went beyond the boundaries of our corporate history during our production journey and became one of the architects of glass culture. In this process, our story, which started with the first glass production facility of Türkiye, has grown over the years by covering different areas and wider geographies. Within the framework of the global vision we inherited from Mustafa Kemal Atatürk, today we are operating in the main business lines of flat glass, glassware, glass packaging, automotive glass and chemicals. We deliver our value-added products to more than 150 countries

with our 45 facilities spread over 4 continents and 14 countries. We grow by strengthening our sustainability focus areas, create value as we grow, and employ more than 24 thousand people in our facilities spread across different geographies.

We position employment as an area of mutual interaction, and we make a difference in the markets we exist with the strength we derive from our employees. We are reinforcing our sectoral leadership day by day with our product quality, production capacity and increasing brand value. We are proud to be the only global company operating in all of the main areas of glass activity and we aim to be one of the three largest manufacturers in the world in all of our areas of activity. In this context, we consider our future plans, which we have shaped as a leading actor in our production areas, and our mission and vision with a perspective of sustainable value creation, and we act in trust and respect with our stakeholders at every moment of our journey. We move forward by prioritizing learning from each other and improving while learning.

	EUROPE	WORLD	
FLAT GLASS	#2	#5	
GLASSWARE	#2	#2	
GLASS PACKAGING	#5	#5	
SODA	#4	#2	
AUTO GLASS*	#4	#8	

* The ranking for Automotive Glass is by turnover while the ranking for the other fields of activity is by production capacity.

VISION, MISSION, AND VALUES

Our Vision

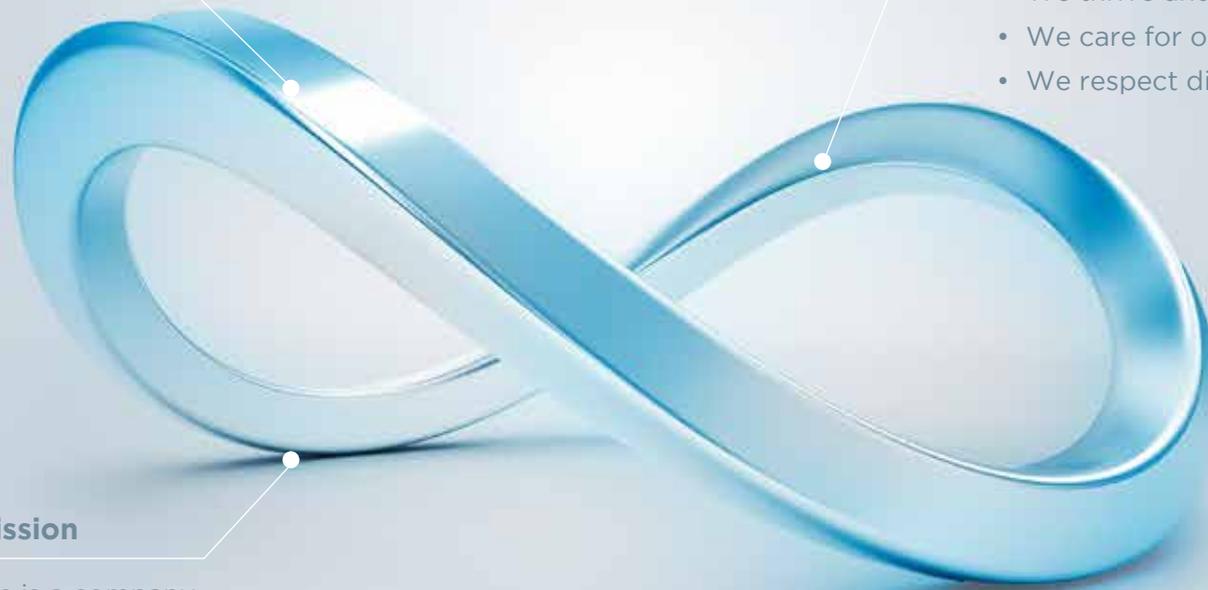
While striving to be among the top leading companies in all of our fields of operations, we aim to be a global company, teaming up with business partners for innovative solutions to differentiate ourselves with our high-end technologies and global brands with utmost respect to people and environment.

Our Values

- We derive strength from our traditions and support each other.
- We display fair and transparent management approach.
- We thrive and develop together.
- We care for our environment.
- We respect differences.

Our Mission

Şişecam is a company that adds value to life through its high-quality products offering comfort and that respects people, environment and the law.





Şişecam Flat Glass

Production of architectural glass (flat glass, patterned glass, mirror, laminated glass, coated glass, solar power glass, and white goods glass)

5th in the world and 2nd in Europe

PRODUCTION FACILITIES

Kırklareli Plant Branch
Mersin Plant Branch
Bursa Plant Branch
Ankara Plant Branch
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 CAPACITY

3.5 million tons/year flat glass

INDUSTRY SCOPE

Construction, furniture, automotive, solar energy and home appliances

TOTAL ANNUAL PRODUCTION

3 million tons of flat glass + patterned glass



Şişecam Glassware

Production of soda, crystalline (leadfree crystal), automatic and hand-made glassware from heat-resistant borosilicate glass, paper cardboard packaging, and retail merchandising

2nd in the world and Europe

PRODUCTION FACILITIES

Kırklareli Plant Branch
Eskişehir Plant Branch
Denizli Plant Branch
Camiş Ambalaj Sanayi A.Ş. Tuzla Plant
Paşabahçe Bulgaria EAD - Bulgaria
OOO Posuda Limited - Russia
Paşabahçe Egypt Glass Manufacturing S.A.E. - Egypt

INSTALLED CAPACITY

565 thousand tons/year

RETAIL STORES

45 franchises in Türkiye, 2 franchises globally, and 1 online store

TOTAL ANNUAL PRODUCTION

364 thousand tons



Şişecam Glass Packaging

Production of glass packaging in various volumes and colors for the food, beverage, pharmaceuticals and cosmetics sectors

5th in the world and Europe

PRODUCTION FACILITIES

Mersin Plant Branch
Yenişehir Plant Branch
Eskişehir Plant Branch
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

INSTALLED CAPACITY

2.7 million tons

TOTAL ANNUAL PRODUCTION

2.4 million tons



Şişecam Chemicals

Production of soda products and chromium chemicals, glass fiber, industrial raw materials, electricity, Vitamin K3 derivatives, and sodium metabisulphite; meets the energy needs of Şişecam companies thanks to its electricity production facility

**2nd in the world in soda production
A global leader in basic chromium sulphate (BCS) production**

PRODUCTION FACILITIES

Mersin Soda Plant Branch
Mersin Kromsan Plant Branch
Oxyvit Kimya San. ve Tic. A.Ş.
Şişecam Elyaf San. A.Ş.
Camiş Madencilik A.Ş.
Provinces where the company operates: Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin
Solvay Sodi AD - Bulgaria
Sisecam Soda Lukavac - Bosnia & Herzegovina
Sisecam Wyoming LLC - USA
Cromital S.p.A. - Italy
Rudnik Krecnjaka Vijenac d.o.o. - Bosnia & Herzegovina

INSTALLED CAPACITY

5 million tons/year soda ash
129 thousand tons Basic Chromium Sulphate (BCS)
70 thousand tons of glass fiber

TOTAL ANNUAL PRODUCTION

4.9 million tons soda
62 thousand tons of glass fiber
4.4 million tons of industrial raw material



Şişecam Automotive

Production of windshield, laminated and tempered sidelight glasses, roof glasses and heated backlight glasses, encapsulation systems, acoustic glasses, antenna integrated systems, coating heated glasses, Head-Up Display featured glasses, lightweight glasses, modular systems

8th in the world and 4th in Europe

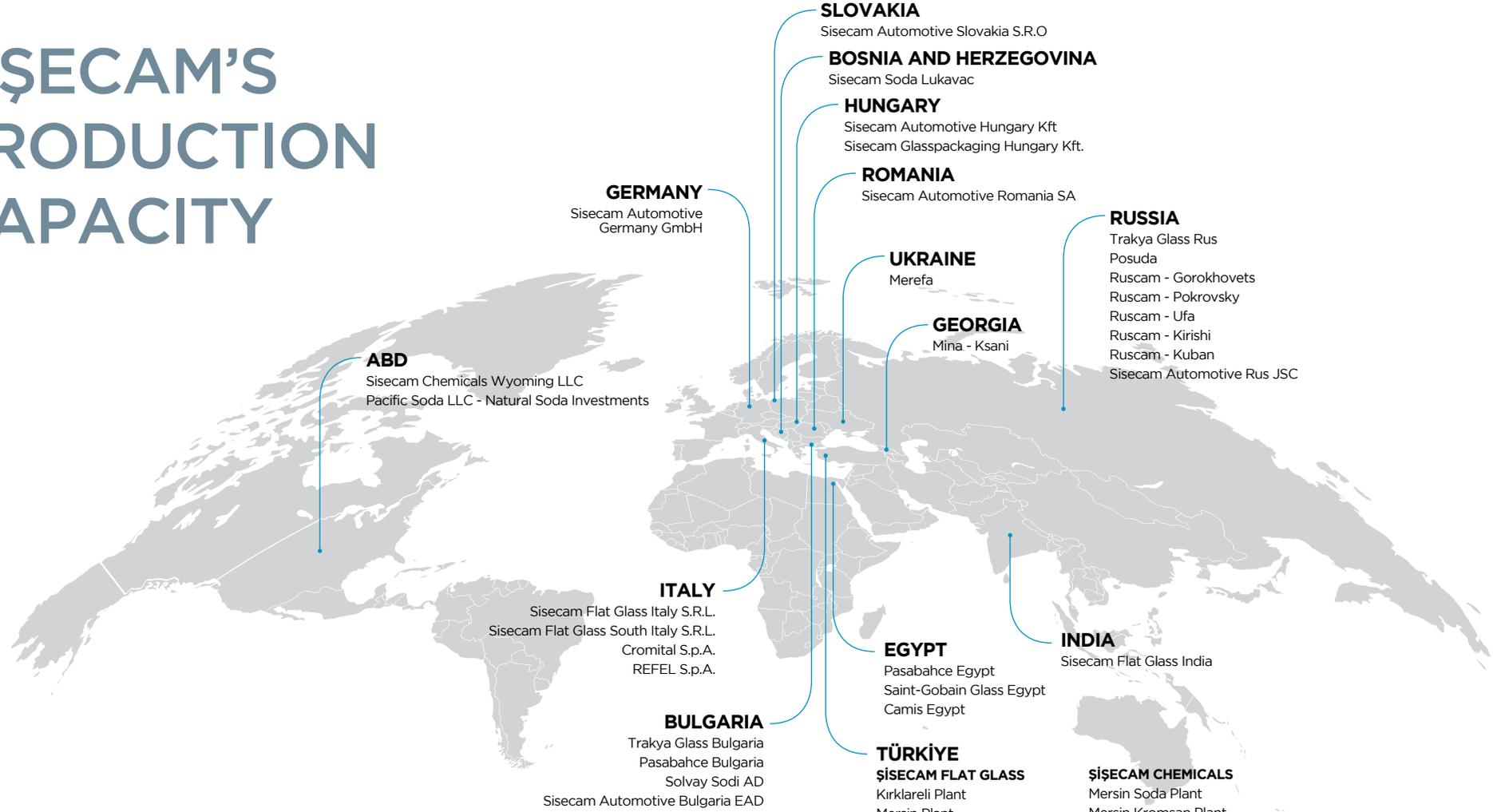
PRODUCTION FACILITIES

Şişecam Otomotiv A.Ş. Lüleburgaz Auto Glass Plant
Şişecam Automotive Bulgaria EAD - Bulgaria
Sisecam Automotive Germany GmbH - Germany
Sisecam Automotive Hungary Kft - Hungary
Sisecam Automotive Slovakia S.R.O. - Slovakia
Sisecam Automotive Rus JSC - Russia
Sisecam Automotive Romania SA - Romania

TOTAL ANNUAL PRODUCTION

22.1 million auto glasses
8.1 million encapsulated glasses

ŞİŞECAM'S PRODUCTION CAPACITY



ABD
Sisecam Chemicals Wyoming LLC
Pacific Soda LLC - Natural Soda Investments

GERMANY
Sisecam Automotive Germany GmbH

ITALY
Sisecam Flat Glass Italy S.R.L.
Sisecam Flat Glass South Italy S.R.L.
Cromital S.p.A.
REFEL S.p.A.

BULGARIA
Trakya Glass Bulgaria
Pasabahce Bulgaria
Solvay Sodi AD
Sisecam Automotive Bulgaria EAD

SLOVAKIA
Sisecam Automotive Slovakia S.R.O

BOSNIA AND HERZEGOVINA
Sisecam Soda Lukavac

HUNGARY
Sisecam Automotive Hungary Kft
Sisecam Glasspackaging Hungary Kft.

ROMANIA
Sisecam Automotive Romania SA

UKRAINE
Merefa

GEORGIA
Mina - Ksani

RUSSIA
Trakya Glass Rus
Posuda
Ruscam - Gorokhovets
Ruscam - Pokrovsky
Ruscam - Ufa
Ruscam - Kirishi
Ruscam - Kuban
Sisecam Automotive Rus JSC

EGYPT
Pasabahce Egypt
Saint-Gobain Glass Egypt
Camis Egypt

INDIA
Sisecam Flat Glass India

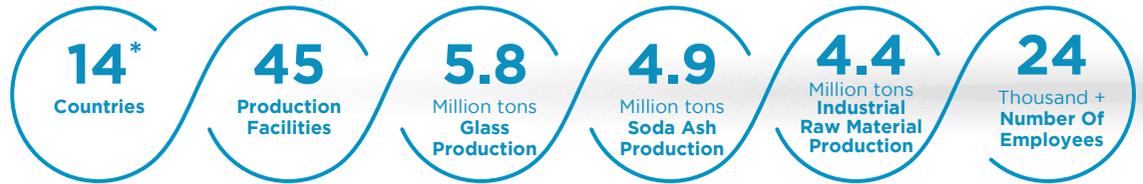
TÜRKİYE
ŞİŞECAM FLAT GLASS
Kırklareli Plant
Mersin Plant
Bursa Plant
Ankara Plant

ŞİŞECAM GLASSWARE
Kırklareli Plant
Eskişehir Plant
Denizli Plant
Camiş Ambalaj Sanayi A.Ş.
Tuzla Plant

ŞİŞECAM CHEMICALS
Mersin Soda Plant
Mersin Kromsan Plant
Oxyvit Kimya Sanayii ve Ticaret A.Ş.
Şişecam Elyaf Sanayii A.Ş.
Camiş Mining Provinces of Operation: Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin

ŞİŞECAM GLASS PACKAGING
Mersin Plant
Yenişehir Plant
Eskişehir Plant

ŞİŞECAM AUTOMOTIVE GLASSES
Şişecam Otomotiv A.Ş.



* As of year-end 2022, Şişecam operates production facilities in the following countries: Türkiye, Bulgaria, Italy, Bosnia & Herzegovina, Romania, Germany, Hungary, Slovakia, USA, Russia, Georgia, Ukraine, India, and Egypt.

ŞİŞECAM IN 2022

In 2022, we continued to diversify our efforts in the national and international markets, enhanced our strength, established new contacts while maintaining our existing customer portfolio, increased our turnover through a larger customer base and supported our production processes with new investments. Thus, in 2022, we became financially stronger and increased our operations with a view to provide the highest quality solutions, safely and on time, to meet the needs of our customers in all areas in which we operate.

ŞİŞECAM IN 2022

As part of our efforts to ensure sustainable growth, we have determined an action plan that meets the global growth trends in our sector based on the predicted 4-5% growth in the global glass market by 2027, and a change in focus of the sector toward value-added products. Our profitable and sustainable growth is thus strategized on a global scale, on operational excellence in design and production, and on increased production efficiency, all of which we have supported with new investments.

We have begun investments into the establishment of a 185 million EUR frosted glass line at our Mersin **Plant**, ensuring a capacity increase of major strategic importance. This investment opens the door to new export opportunities that we predict will bring in an annual turnover of 120 million EUR at full capacity, with approximately 30% of the product from this line earmarked for export.

After pandemic, people have come to appreciate the healthy and recyclable nature of glass, leading to an increase in demand in our markets, ensuring steady growth for the glass sector. Our prediction of this demand, particularly in the flat glass and glass packaging market segments, led us to review our investments with the goal of ensuring a rapid response and the highest quality products to meet the increasing global needs for glass. As an outcome, we decided to make investments to increase our glass packaging production capacity in Hungary to meet the increasing demand in Europe. Our plan is to make investments in Hungary to the tune of 255 million EUR, and to commission the first and second new furnaces in the factory in 2023 and 2024, respectively, with full capacity production scheduled

for 2025. We predict that our investment will expand Şişecam's position in the European market, and will create an additional production capacity of 330,000 tons of glass packaging per year.

As part of our sustainability approach to production, we aim to ensure the continuous access to raw materials and other basic inputs. To this end, our 2022 investments were focused on the principle of self-sufficiency in material supply and manufacturing, leading us to acquire the Italy-based Refel company, one of the world's leading refractory manufacturers, and to address other areas in our product cycle with a holistic approach. In addition, we planned to invest in the field of soda ash, which is an input required by many industries such as those making flat glass, glass packaging, detergent, food and textiles.

As part of our efforts to manage the demand in the market and to ensure the continuity of supply for our own production processes, we made an investment in Wyoming in the United States, where 90% of the world's natural soda ash reserves can be found. We are now projecting to exceed the production capacity of 10 million tonnes of soda ash by 2026 and to become the world's leading provider of soda ash. At the end of 2022, as we leave behind what has been a successful year and take a step closer to the 100th anniversary of our Republic, we can attribute our financial successes to our meaningful and sustainable investments. We maintained our commitment to society, governance and the environment, carrying sustainability beyond the economic dimension in pursuit of a holistic growth strategy.

AWARDS

Prof. Dr. Ahmet Kirman,
Chairman and Executive
Member of Board
recognized with the
**Chairman of the Year
Award at the Le Fonti
Awards.**

Şişecam Antique Glass Works
Collection website beneficiary
of **three Golden Spider
Awards**

Silver Award for
the Digital Treasure
Management Project
in the **Treasury
Transformation Category
at the Alexander
Hamilton Awards**

**Superiority Award
at the International
Occupational Safety
Awards** organized by the
British Safety Council

Şişecam Akademi
recognized with an
ATD BEST Award (Best
Corporation in the Fields of
Training and Development)
by the **Association for
Talent Development (ATD)**

Leadership Award
granted in the Cement,
Glass, Ceramics and Soil
Products industry at the
**Strong Women of Exports
Award Ceremony**

**Gold Star Award at Ford
Otosan Manufacturer Award**
Ceremony for sensitivity and
performance in procurement

**The Best Façade Material
of 2020 Award** for our
Temperable Solar Low-E
Glass Neutral 70/37
product

**Digital Transformation
Success Award** for our
Paşabahçe Stores

**Eco-Friendly Award at
the XONE Design Awards**
for our water bottle
design

2 Silver Awards in the
**“Beverage” category of
the Crescent and Stars of
Packaging for our bottle
designs**

**Best Customer
Experience Management
Award** to Paşabahçe in
the glassware category at
the A.L.F.A. Awards

**Digital Transformation
Category Achievement
Award at the 21st
Retail Sun Awards** for
the Paşabahçe Stores
Erenköy Experience Store

Selected as one of the top
10 companies that young
people most want to work
for in the **“Türkiye’s Most
Admired Companies”
survey**

Ranked 8th in the **“Most
Admired Companies in the
Business World”** survey
published by Capital Magazine

At The International Business Awards and The Stevie Awards for Great Employers

Silver Award for the HROne Global
and Digital Human Resources
Transformation Project in Human
Resources Department of the Year
category

Bronze Award for the Global
Young Talent Program
“Together” in the Best Young
Talent Employment Strategy
category

ECONOMIC PERFORMANCE

Şişecam operates in different production lines to meet the demands of our customers, and adopts standards that meet the stringent requirements of the global markets. As an advantage of our corporate size and business volume, we have a strong position in the capital markets and benefit from the coordinated works carried out by our Investor Relations Directorate and Financial Control and Reporting Directorate, allowing us to fulfill our obligations related to these markets without interruption. As of the end of 2022, the momentum we have gained as a result of our studies have allowed us to:

- Increase in our Corporate Governance Rating to **9.60**, revealing the high level of our management standards,
- Perform above the index with a 227% appreciation in our stocks traded under the **SISE** code at Borsa Istanbul, and
- Increase our corporate value by 197% on the BIST-100 Index, by 194% on the BIST-30 Index, by 162% on the BIST Industrial Index and by 217% on the BIST Holding Index.

ŞİŞECAM'S CREDIT RATING

Moody's	B3/Stable
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Fitch	B/Negative
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JCR Eurasia	BBB-/Stable
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ŞİŞECAM CORPORATE GOVERNANCE RATING

December 16, 2022	9.60
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ANNUAL SALES GROWTH: 197%

Şişecam continues to evaluate risks and opportunities and continues its growth with a holistic development approach.

Sales in Türkiye and International Markets

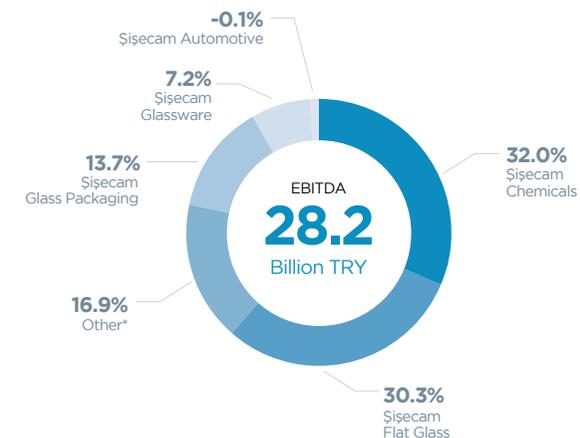
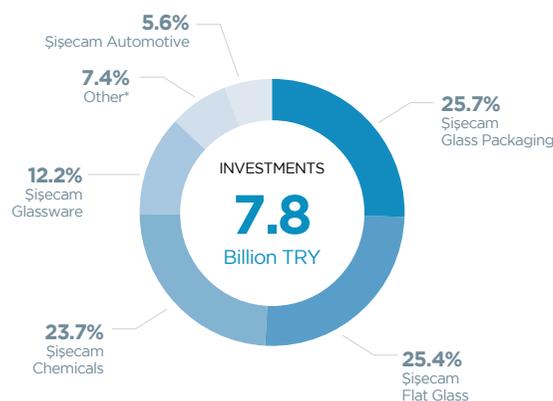
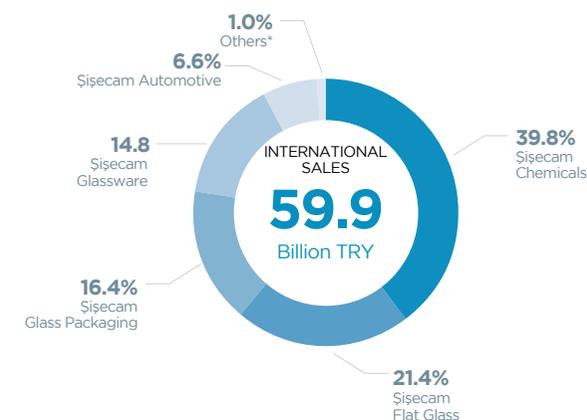
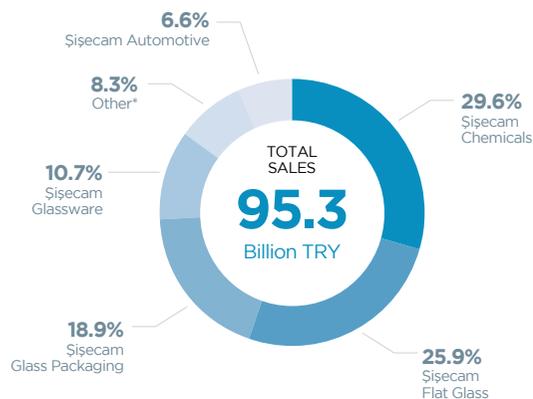
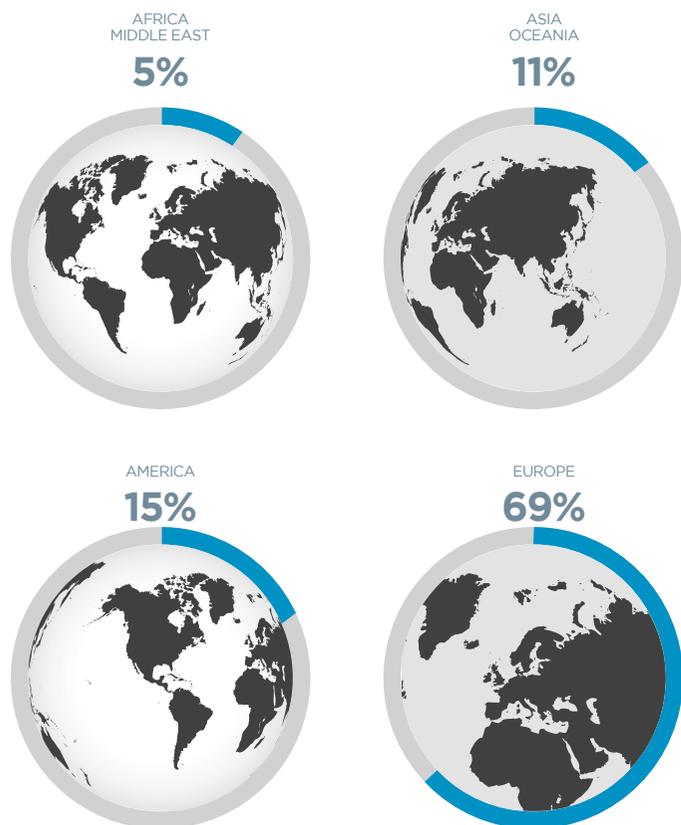
(35.4 Billion TRY)
Sales in Türkiye

37%

(59.9 Billion TRY)
International Sales

63%

Breakdown of Sales by Region



OUR SUSTAINABILITY JOURNEY

1935:

- Official opening of our organization, the foundations of which were laid in 1934 with a view to meeting the basic glass production needs of our country upon the instruction of Mustafa Kemal Atatürk.

2011-2014:

- Şişecam's first international sustainability reports (GRI and CDP).
- Launch of the Glass and Glass Again Project - a recycling awareness and sustainability project.
- Establishment of the Şişecam Ethics Committee.

2015-2018:

- Establishment of the Şişecam Sustainability Committee.
- Listed on the Borsa Istanbul Sustainability Index.
- CareforNext Corporate Sustainability Strategy published.



2019-2021:

- As "One Şişecam", continues to be listed on the BIST Sustainability Index
- 2030 CareforNext Sustainability Strategy published.
- Establishment of the Şişecam Board of Directors Sustainability Committee
- External assurance obtained for sustainability data.

2022:

- "Protect the Planet - Empower Society - Transform Life" working groups established under the Sustainability Committee.
- Listing on the BIST Sustainability 25 Index and attaining an A- level in a Refinitiv evaluation.
- First phase completed in the "Product Lifecycle Analysis (LCA)" project.
- More than 50% of expenditures made into R&D sustainability projects.
- Establishment of the Sustainability Policy

STRATEGY & GOVERNANCE



ŞİŞECAM CareforNext 2030 SUSTAINABILITY STRATEGY

Şişecam adopts a business style that is in line with the United Nations Sustainable Development Goals, that facilitates the attainment of our global and local goals, that prioritizes making a difference across the entire value chain and that takes the necessary initiatives to create sustainable value in our sphere of influence. We take the power that we need to fulfil these commitments from our sustainability strategy and move forward and grow with our stakeholders through value creation.

The CareforNext Strategy that we have adopted as a compass for the determination of the sustainability-related course of our organization, is a set of principles that have been prepared taking into account future generations and the needs and expectations of all our stakeholders within our value chain. The CareforNext Strategy thus targets transformations in its three areas of focus, while also determining Şişecam's sustainability roadmap for the 2022-2030 period, serving as the basis of the action plan for the future. The **CareforNext Strategy** facilitates Şişecam's communication with all of its stakeholders as regards to the three pillars, namely **Protect the Planet**, **Empower Society** and **Transform Life**, and is committed to having a positive impact and providing value on a global scale with the solutions and services offered in these areas.



SUSTAINABILITY GOVERNANCE

The emergence of new risks threatening the future of our planet that need to be managed alongside the climate crisis has led to the establishment of a solution partnership involving companies, and has also revealed the need for companies to adopt a governance model that focuses on the various social and environmental sensitivities. As one of the stakeholders that is party to this sensitivity, we have undergone a transformation in which attention to the appeal of the world and using our preference in favor of sustainable growth under the leadership of our Board of Directors. Under this new system that we have created for the strengthening of sustainability governance, we aim to establish a structure in which the CareforNext Sustainability Strategy, which we have put forward in accordance with the United Nations Sustainable Development Goals, is understood, adopted and supported at all functions and levels.

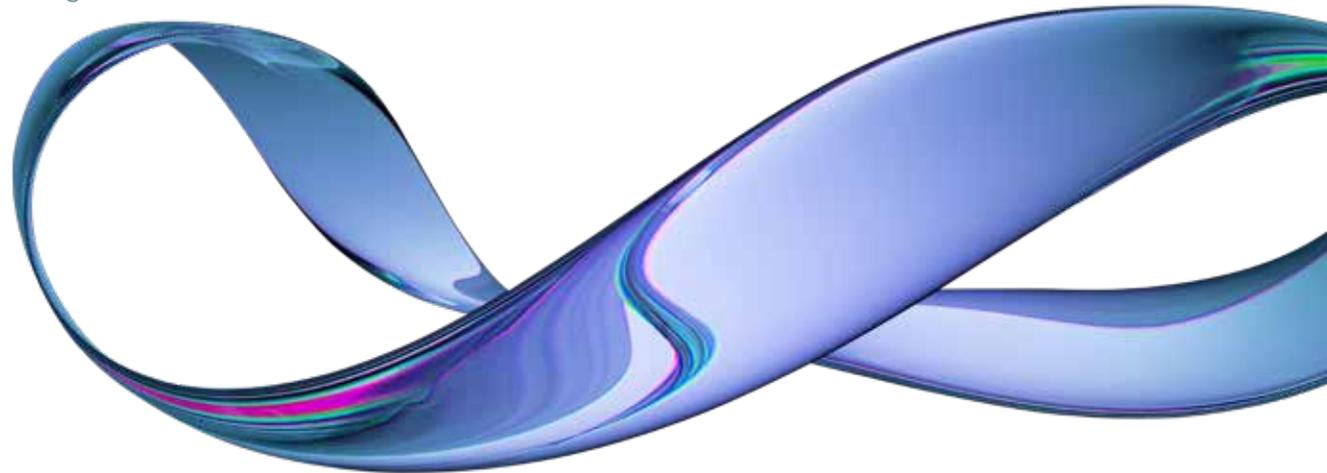
Under the current sustainability governance model applied in our organization, sustainability is overseen by the highest management body. **The Board of Directors Sustainability Committee** was established with this perspective and has been operating at a Board of Directors level and under the leadership of

the Chairman of the Board of Directors of Şişecam. The Board of Directors Sustainability Committee carries out tasks to ensure the full integration of sustainability into Şişecam's structure, determines sustainability-related policies and ensures coordination in sustainability. The Committee ensures that the CareforNext Sustainability Strategy is internalized, monitored and managed by all business units and at all levels, both horizontally and vertically, that the sustainability strategy is owned by the highest ranked authorities and that activities in support of sustainability are guaranteed by senior management.

Within this structure, the **Sustainability Executive Committee** continues to work under The Board of Directors Sustainability Committee, reflecting strategic guidance of the Board of Directors Sustainability Committee and the action plans in activities carried out under the sustainability program. The Sustainability Executive Committee is chaired by the Şişecam General Manager and comprises the Executive Board Members. The Committee carries out various tasks, including creating a sustainability vision and strategy, identifying material sustainability-related issues, ensuring communication with internal and

external stakeholders, and monitoring the progress and performance of the working groups regarding the defined targets.

In 2022, Sustainability Working Groups were established under the Sustainability Executive Committee with the participation of managers in all our functional areas. The Working Groups are engaged in activities under the three defined themes of **“Protect the Planet”**, **“Empower Society”** and **“Transform Life”**, as the three main pillars of the CareforNext Strategy. They also carry out studies for the achievement of the sustainability goals and the objectives under these activities; identify needs and areas in need of development in this regard; and report periodically on the outputs of their work to the Sustainability Executive Committee. Throughout this structure, the CareforNext Sustainability Strategy is supported at all levels, the necessary actions for the achievement of the 2030 targets are added to the score cards of our senior managers in all areas, a sustainability score card is created for the entire group and our sustainability performance is closely monitored for continuous improvement.



SUSTAINABILITY GOVERNANCE



**Board of
Directors
Sustainability
Committee**

CHAIRMAN:

Şişecam Chairman of the Board

MEMBERS:

At least three non-executive Board Members

MAIN DUTIES AND RESPONSIBILITIES:

- Integrating sustainability into Şişecam's structure
- Accelerating integration
- Identifying relevant policies and approaches



**Sustainability
Executive
Committee**

CHAIRMAN:

Şişecam CEO

COORDINATOR:

Chief Strategy Officer

MEMBERS:

Chief R&D and Quality Officer
Chief Human Resources Officer
Chief Supply Chain Officer
Chief Production Officer
Chief Information Officer
Chief Sales Officer
Chief Financial Officer

MAIN DUTIES AND RESPONSIBILITIES:

- Studies to identify sustainability-related ideas, priorities and strategies
- Communication with internal and external stakeholders
- Sustainability targets and performance monitoring of working groups



**Working
Groups**



MAIN DUTIES AND RESPONSIBILITIES:

- Execution of sustainability studies



Care for Ne**xt**

PROTECT THE PLANET



- Climate Change
- Water Use
- Circular Production

EMPOWER SOCIETY



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

TRANSFORM LIFE



- Digitalized Value Chain
- Sustainable Products
- Sustainability Across the Value Chain
- Value-Added Partnerships

GOVERNANCE

BOARD OF DIRECTORS SUSTAINABILITY COMMITTEE

SUSTAINABILITY EXECUTIVE COMMITTEE

WORKING GROUPS

PRODUCTION

PRODUCTION
TECHNOLOGIES

COMMUNICATION

TRANSFORMATION

SUPPLY
CHAIN

LAW

FINANCIAL
AFFAIRS

STRATEGY

SALES

MARKETING

HUMAN
RESOURCES

R&D AND
QUALITY

INVESTMENTS

INFORMATION
TECHNOLOGIES

SUSTAINABILITY-RELATED RESPONSIBILITIES AND STATEMENTS

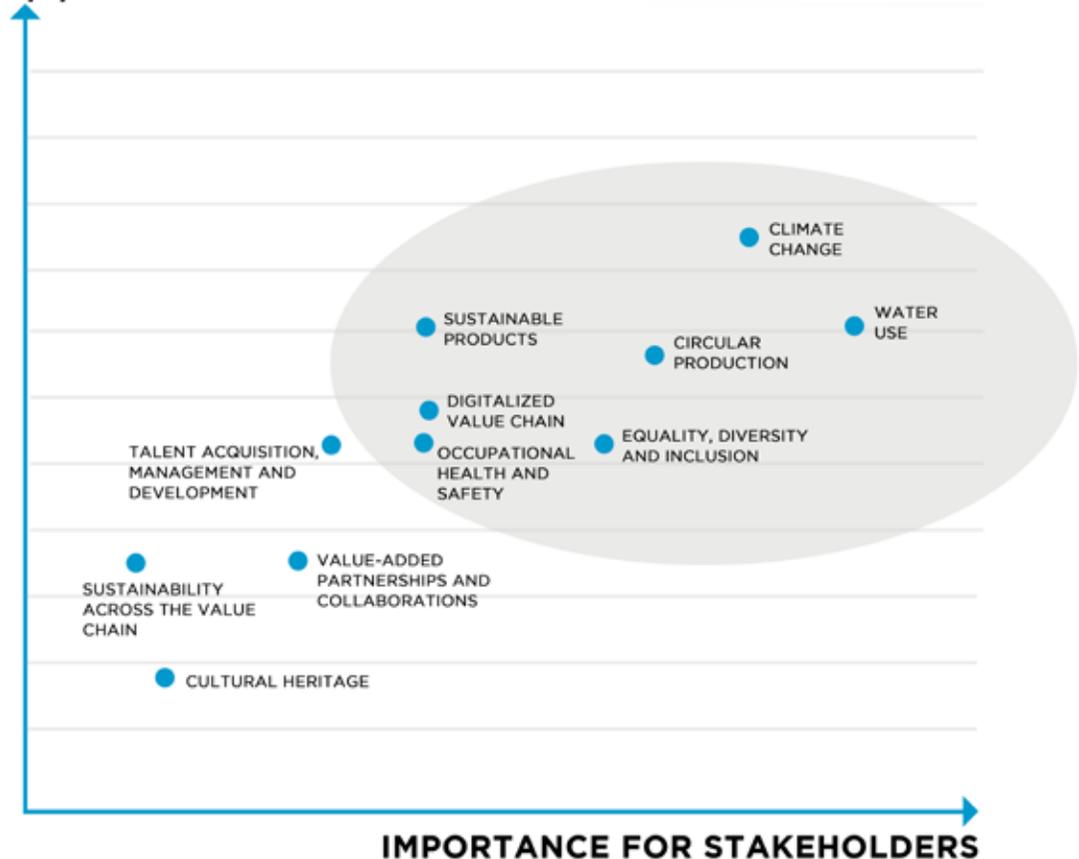


MATERIALITY ANALYSIS

We determined 2022-2030 roadmap and identified material issues for our organisation based on the **Materiality Analysis** carried out in 2021. In doing so, we identified examples of good global and industry-wide practices, the criteria of rating agencies, the sustainability material issues of the previous period, and 200 material issues to be addressed in line with Şişecam's general strategy. We then made a second evaluation of these 200 material issues to highlight those with the potential to have the greatest effect and bring the greatest value to our corporation and stakeholders in environmental, social, managerial and economic terms. The analysis investigated the needs and expectations of our internal and external stakeholders, and made a materiality classification of the priority issues identified for our stakeholders.

For the **Materiality Analysis**, we gathered the opinions of nearly 400 employees from different departments in the 14 countries where Şişecam is operating through one-on-one interviews, meetings, surveys and workshops involving employees at various levels, including managers. In the light of the obtained data, we determined three basic pillars, namely **“Protect the Planet”**, **“Empower Society”** and **“Transform Life”**, based on which we established the “CareforNext 2030 Strategy”. In the final stage, we prepared a strategy document covering the targets, indicators and actions associated with these three pillars in material areas, and thus determined the elements based on which the route of our corporate sustainability journey would be established.

IMPORTANCE FOR ŞİŞECAM MANAGEMENT



SUSTAINABILITY AT A GLANCE



PROTECT THE PLANET

- Climate Change
- Water Use
- Circular Production



EMPOWER SOCIETY

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



TRANSFORM LIFE

- Digitalized Value Chain
- Sustainable Products
- Sustainability Across the Value Chain
- Value-Added Partnerships

GOOD PRACTICES



- Governance
- OHS
- HR
- Digitalization
- R&D
- Energy
- Water
- Circular Production
- Chemical



OUR 2022 SUSTAINABILITY PERFORMANCE

CareforNext 2030 TARGETS

2022 PROGRESS

RELATED SECTION

PROTECT THE PLANET

CLIMATE CHANGE

2050 carbon-neutral vision	Risk analysis project in line with the TCFD – Project initiated for the preparation of a low-carbon production roadmap.	Combating and Adaptation to Climate Change
Determination of 2030 targets compatible with SBTi (Science-based Targets)		
Increase of installed Renewable Energy capacity to 53 MW	10 MW	Energy Management
Indicator: Installed RE capacity		
Transition to fully electric furnaces	In planning	

WATER USE

15% reduction in clean water consumption	4,8	Water Use
Indicator: Clean water consumption per unit production (m ³ /production)		

CIRCULAR PRODUCTION

50% reduction in packaging waste	In planning	Circular Production
Use of 35% cullet in glass packaging	9%	Circular Economy and Glass
Indicator: Use rate of cullet		

CULTURAL HERITAGE

Global dissemination of glass heritage and culture	2022 International Year of Glass	Cultural Heritage
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TALENT ACQUISITION, MANAGEMENT AND DEVELOPMENT

Increase of functional and personal competencies with training (47 persons hours training/year)	32	Talent Acquisition, Management and Development
Indicator: Hours of training per person per year		
Acquisition of next generation talents	Together internship program (transfer of 85 interns to the staff)	
Increase in employee engagement rate	75%	Employee Experience and Commitment

OCCUPATIONAL HEALTH AND SAFETY

Zero occupational accidents	10	Occupational Health and Safety
Indicator: Lost Time Injury Frequency Rate (LTIFR)		
Well-being program	In planning	

EQUALITY, DIVERSITY AND INCLUSION

Achieving 25% female employment	23.2%	
Implementation of Women Expression Program	70%	Equality, Diversity and Inclusion
Creating a multinational and inclusive working environment		

DIGITALIZED VALUE CHAIN

Transition to a digital working environment		
Completion of digitization across corporate operations	Digital Twin Projects - SAP Transformation Projects	Digitalized Value Chain
Making decisions based on data analytics		

SUSTAINABLE PRODUCTS

Increasing the share of sustainable products in turnover	15,5%	R&D
Indicator: Share of sustainable products in the turnover		
Lifecycle analysis program and eco-labelling	EPD studies for 11 products and LCA studies for 4 products	

SUSTAINABILITY ACROSS THE VALUE CHAIN

Dissemination of the supplier capacity development program	In planning	
Ensuring suppliers comply with the Code of Conduct	50%	Supply Chain
Indicator: Ratio of suppliers that have adopted the "Şişecam Supplier Code of Conduct"		

COLLABORATIONS THAT ADD VALUE

Establishment of collaborations and partnerships serving SDG 17 (Partnerships for Goals)	"Corporate Memberships" section	Memberships of Organizations
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EMPOWER SOCIETY

TRANSFORM LIFE

10 MW installed renewable energy capacity

32 hours of training per person per year

Ratio of Suppliers that have adopted the «Şişecam Supplier Code of Conduct»

ŞİŞECAM CareforNext 2030 SUSTAINABILITY TARGETS


PROTECT THE PLANET



Climate Change

- 2050 Vision for Carbon Neutrality Setting of 2030 Target Compatible with SBTi (Science Based Targets) Development of Installed RE Capacity of 53 MW
- Transition to Fully Electric Furnaces

Water Use

- 15% Reduction in Clean Water Consumption

Circular Production

- Reducing Packaging Waste by 50%,
- Use of 35% Cullet in Glass Packaginging



Cultural Heritage

- Global Dissemination of Glass Heritage and Culture

Equality, Diversity and Inclusion

- Reaching a 25% Female Employment Rate
- Implementation of the Women Expression Program
- Creation of a Multi-National Work Environment

Talent Acquisition, Management and Development

- Increasing Functional and Personal Competences through Training (47 person-hours of training per year)
- Introduction of Next-Generation Skills, Increasing Rate of Employee Loyalty

Occupational Health and Safety

- Zero Occupational Accidents
- Well-Being Program




EMPOWER SOCIETY



Digitalized Value Chain

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

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- Labelling

Sustainability Across the Value Chain

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

Value-Added Partnerships

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




TRANSFORM LIFE



KEY STAKEHOLDER GROUPS AND PARTICIPATION PLATFORMS

Şişecam evaluates the needs and expectations of each stakeholder in our value chain, and acts with the goal of creating the highest value. To this end, we integrate ideas, suggestions and feedback we receive into our work, and consider the principle of continuous improvement as our guide in such processes.

We communicate with various stakeholders in several focus areas, pay attention to ensuring that all decisions and actions we take are in line with our sustainability priorities, and strive to communicate in a way that has a positive impact on society, life and our planet.

INVESTMENT ORIENTED

Evaluating investments from the perspective of low carbon economy and carrying out risk/opportunity analyses

Analysts

Face-to-Face Meetings, Workshops

Investors

Face-to-Face Meetings, Phone/Teleconference and E-Mail Communication, Workshops

Stock and Bond Investors

Board Meetings, Investor Conferences at Türkiye and Abroad, Roadshows, Telephone/teleconference and e-mail, Periodic Information Reports, One-to-one Meetings

PEOPLE ORIENTED

Initiatives to increase competencies and employee commitment in accordance with the Empowering Society understanding

Employees

Satisfaction Surveys, Suggestion and Idea Sharing Platforms, Face-to-Face Interviews, Seniority Incentive Awards, Recognition and Reward System, Şişecam Emergency Case Team (S.A.V.E.) Structuring, Motivational Activities, Sports and Social Activities Club Activities and Employee Well-being Practices, One Şişecam Human and Culture Program

Universities

Conferences, Collaborations, Internship Programs

PRODUCT ORIENTED

Dissemination of the Protect the Planet philosophy while focusing on customer satisfaction with a lifelong perspective

Customers

Satisfaction Survey, Social Media, Face-to-Face Meetings and Conferences, Telephone and E-Mail

Media

Press Conferences, Press Releases, Conferences

PRODUCTION ORIENTED

To contribute to development through the knowledge and values of our corporate heritage

Public Institutions

Regular reporting, Meetings, Forums and Conferences, Press Releases, One-to-One Meetings

Suppliers

Daily Workflow, Face-to-Face Meetings, E-mail Communication

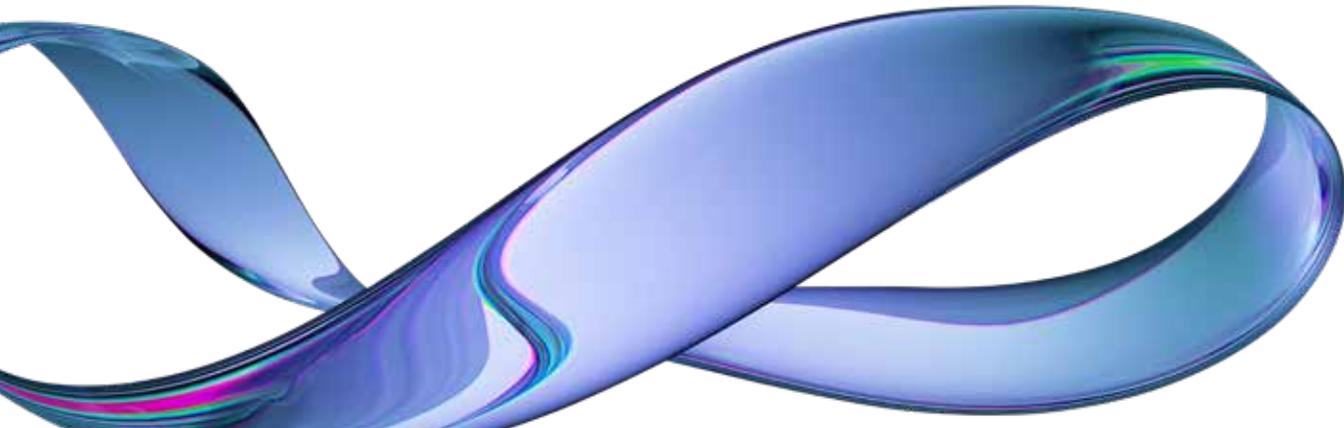
Non-Governmental Organizations

Strategic Collaborations, Events

MEMBERSHIPS OF ORGANIZATIONS

Şişecam	Flat Glass	Glass Packaging	Glassware	Automotive	Chemicals
ARGEMİP (R&D Centers Communication Platform)	BEYSAD (White Goods Suppliers Association)	Eskisehir Chamber of Industry	Eskisehir Chamber of Industry	Glass Producers Association of Bulgaria	ENSIA (Energy Industrialists and Businessmen's Association)
Celsian Glass Solar (Glass Trend Council)	Ankara Chamber of Industry	Eskisehir Chamber of Commerce	Eskisehir Chamber of Commerce	Buzau Chamber of Commerce	TCMA (Composites Manufacturers Association)
DGG (Deutsche Glastechnische Gesellschaft)	BuildingSMART Türkiye	Mersin Chamber of Commerce and Industry	Istanbul Minerals and Metals Export Associations	Cerkezkoç Chamber of Commerce and Industry	Turkish Wind Energy Association
ESG (European Society for Glass Science and Technology)	GENSED (Turkish Solar Energy Industry Association)	Yenisehir Chamber of Commerce and Industry	Istanbul Chamber of Industry	Istanbul Chamber of Commerce	Gebze Chamber of Commerce
GAE (Glass Alliance Europe)	Gujarat Employers Organisation	Association of Glass Packaging Producers (Russia)	Istanbul Commodity Exchange	Lüleburgaz Chamber of Commerce and Industry	Balıkesir Chamber of Commerce
ICG (International Commission on Glass)	İMSAD (Association of Construction Material Producers)	Bashkortostan Chamber of Commerce and Industry	Istanbul Chamber of Commerce	Targovishte Chamber of Commerce, Bulgaria	Balıkesir Chamber of Industry
Istanbul Chamber of Industry	İZODER (Heat, Water, Sound and Fire Insulators Association)	Krymsk Chamber of Commerce and Industry	KASAD (Carton Packaging Manufacturers Association)	TAYSAD (Association of Automotive Parts and Components Manufacturers)	Mediterranean Exporters Association
Istanbul Chamber of Commerce	Mersin Chamber of Commerce and Industry	Leningrad Chamber of Commerce and Industry	OMÜD (Corrugated Board Manufacturers Association)	Turkish Businessmen Association - Romania	Aydın Chamber of Industry
(ICC) International Chamber of Commerce	Mersin-Tarsus Organized Industrial Zone	Russian-Turkish Business Association	Central Anatolian Exporters Association	MKİK Török Tagozat (Hungarian Chamber of Commerce and Industry)	Aydın Chamber of Commerce
TAPV (Family Planning Foundation of Türkiye)	Tarsus Chamber of Commerce and Industry	Vladimir Chamber of Commerce and Industry	Association of Chemical Engineers-Eskişehir	MAGYAR GÉPJÁRMŰIPARI EGYESÜLET (Hungarian Automobile Industry Association)	Bilecik Chamber of Commerce and Industry
TKYD (Corporate Governance Association of Türkiye)	Lüleburgaz Chamber of Commerce and Industry	Chamber of Commerce and Industry of Bashkortostan Republic	Association of Chemical Engineers-Denizli		ESAPA (European Soda Ash Producers Association)
TÜYİD (Investor Relations Association)	Polatlı Chamber of Commerce	Russian-Turkish Business Association	Association of Chemical Engineers-Kırklareli		Turkish Leather Foundation
Corporate Treasury Managers Association	The All Indian Glass Manufacturers' Federation	Chamber of Commerce and Industry of Vladimir region	Ankara Chamber of Commerce		ICDA (International Chromium Development Association)
Blockchain Türkiye	TÜRKBESD (Turkish White Goods Manufacturers Association)	Chamber of Commerce and Industry of Leningrad region	Denizli Chamber of Industry		Istanbul Chamber of Industry
Turkish Informatics Foundation	Vadodara Chamber Of Commerce & Industry	Chamber of Commerce and Industry of Krymsk city	Denizli Chamber of Commerce		Istanbul Chamber of Commerce
EDG (European Domestic Glass)	Yenisehir Chamber of Commerce and Industry	GS-1 UNISCAN	Eastern Anatolia Exporters Association		Kırklareli Chamber of Commerce and Industry
Packaging Manufacturers Association	GÜNDER (International Solar Energy Society)		Eskisehir Chamber of Industry		Kozan Chamber of Commerce
Turkish Mineral Water Producers Association - MASUDER	German National Glass Association (Bundesverband Flachglas)		Eskisehir Chamber of Commerce		Mersin Chamber of Commerce and Industry
IPGR (International Partnership for Glass Research)			Istanbul Minerals and Metals Export Associations		Milas Chamber of Commerce and Industry
Türkiye Exporters Assembly			Izmir Chamber of Commerce		Safranbolu Chamber of Industry and Commerce
CEVKO (Foundation for Environmental Protection and Recycling of Packaging Waste)			Lüleburgaz Chamber of Commerce and Industry		SERHAM (Ceramic, Glass and Cement Raw Materials Association)
			Central Anatolian Exporters Association		Silifke Chamber of Commerce and Industry
			TUSİD		TKSD (Turkish Chemical Manufacturers Association)
			ZÜCİDER (Turkish Houseware Association)		Chamber of Mining Engineers
			GSI Türkiye Foundation Economics ISL		Turkish Miners Association
			Chamber of Chemical Industries - Egypt		Chamber of Geological Engineers
			Cairo Chamber of Commerce		İMMİB (Istanbul Minerals and Metals Exporters' Associations)
			Egyptian Organization for Standardization & Quality		Chamber of Forest Engineers
			Chemical & Fertilizers Export Council - Egypt		
			Büyükkarşın Organized Industrial Zone		

Camiş Elektrik	Şişecam Çevre Sistemleri	Şişecam Dış Ticaret	Şişecam Enerji	Şişecam Sigorta	Paşabağçe Stores
EÜD (Energy Generators' Association)	Eskisehir Chamber of Commerce	Mediterranean Exporters Association	Istanbul Chamber of Commerce	Istanbul Chamber of Commerce	Adana Chamber of Commerce
Istanbul Chamber of Industry	Istanbul Chamber of Commerce	Istanbul Mineral Exporters Association	PETFORM (Petroleum and Natural Gas Platform Association)	Union of Chambers and Commodity Exchanges of Türkiye	Ankara Chamber of Commerce
Istanbul Chamber of Commerce	Istanbul Chamber of Commerce	Istanbul Chamber of Commerce	IMMIB (Electricity and Electronics Exporters' Association)		Antalya Chamber of Commerce
Lüleburgaz Chamber of Industry and Commerce	Yenisehir Chamber of Commerce and Industry	Mersin Chamber of Commerce and Industry			Bodrum Chamber of Commerce
		Central Anatolian Exporters' Associations			Bursa Chamber of Commerce
		TURKTRADE (Foreign Trade Association of Türkiye)			Denizli Chamber of Commerce
		Uludag Exporters' Association			Gaziantep Chamber of Commerce
					Istanbul Chamber of Commerce (25 Stores)
					Istanbul Chamber of Commerce (Headquarters)
					Izmir Chamber of Commerce
					Kocaeli Chamber of Commerce
					Konya Chamber of Commerce
					Mersin Chamber of Commerce and Industry
					Eskisehir Chamber of Commerce
					MKK (Central Registration Agency)
					TOBB
					Chain Stores Association (Headquarters)
					United Brands Association
					Chamber of Commerce and industry of Nizhny Novgorod Region



BUSINESS ETHICS, COMPLIANCE AND LEGISLATION STUDIES

Şişecam Group's Code of Ethics are based on **honesty, transparency, impartiality, confidentiality, respect for employees, sustainability, compliance with laws and legislation, responsibility toward society, and zero tolerance for bribery and corruption.** Our relations with our customers, suppliers, shareholders and other stakeholders are established based on these basic principles. Şişecam's core corporate principles and values highlight ethics and compliance issues, whereas its new investments and growing geographic distribution ensure compliance with numerous local and international laws. Our goal is to carry our company into the future with an inclusive system that disseminates all of our values.

Studies of legislation and compliance within the Group provide for the holistic and central guidance of compliance activities, and the determination of compliance strategies based on good practices and internal and external legislation, thus ensuring the necessary coordination. The **compliance governance system** was established with a risk-based approach and allows us to proactively monitor compliance risks.

At Şişecam Group, our studies into ethics and compliance issues are supported by the corporate policies we have established. Accordingly, in addition to existing policies, such as those related to Anti-Bribery and Anti-Corruption, Gifts, Hospitality and Donations, we published various policies in 2022, including those on Anti-Retaliation, Human Rights, Anti-Money Laundering and Combating the Financing of Terrorism, and Sanctions. Within the framework of the Gifts and Hospitality Policy, a declaration system has been established within the company through which gifts accepted and given are reported in accordance with the determined limits. Furthermore, all stakeholders, both internal and external, are given an annual reminder of the Code of Business Ethics.

The Code of Business Ethics and all in-house regulations related to compliance can be considered a guide for all our employees, and are translated into all languages spoken in the geographies in which Şişecam operates. Our employees take "**Şişecam Business Ethics Training**" to raise their awareness on the Code of Ethics.

It is the responsibility of the Ethics Committee to ensure compliance with the Code of Business Ethics within the Group's activities, to evaluate any practices contrary to the Code of Business Ethics, to spread the culture of business ethics throughout the Group and increase the level of awareness on this issue.

In the event of an employee witnessing or suspecting any action that can be deemed incompatible with the code of ethics, they can report it via ethicshotline.sisecam.com, the **Şişecam Ethics Hotline** (and the relevant phone numbers determined for each country), serving in 14 languages, or share it verbally or in writing with their relevant managers. The ethics hotline also allows anonymous reporting. The Prevention of Retaliation Policy regulates protective measures for anyone filing such a report. In accordance with Şişecam Group's in-house regulations, all such reports are submitted to the Ethics Committee for examination with the necessary sensitivity, and responded to with appropriate actions.

A total of **4,852 hours** of training was provided to our employees within the scope of Şişecam Ethics Training in 4 languages.

4,852 employees participated in our global online training program detailing the principles of business ethics.

Employees were provided with **1,697 hours** of training within the scope of Abusement Awareness Training.

[Click here](#) to view Şişecam Group's Code of Ethics.

[Click here](#) to view Şişecam Group's Anti-Bribery and Anti-Corruption Policy.

[Click here](#) to view Şişecam Group's Corporate Governance Policies.

SYSTEM, PRODUCT AND FACILITY CERTIFICATIONS

At Şişecam, we focus on quality and exclusivity in our production activities and come up with the most effective solutions for our customers in accordance with international standards. To this end, we ensure on a local and global scale that each of our facilities complies with the appropriate management system and the product certifications while seeking to expand the installation and requirements of integrated

management systems in all our facilities. To support this approach, we prioritize sustainability in every field, and take global standards as a basis not only for our products but also for our buildings, in holistic alignment with the green building concept.



Our R&D Center building in Gebze and our İş GYO & Şişecam Headquarters building in Tuzla have both been granted a **LEED Gold Certificate**.



Our Flat Glass Plant Management Building in Ankara has been granted a **LEED Platinum Certificate**.

FACTORY	COUNTRY	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001	IATF 16949	ISO 22000
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Flat Glass Kırklareli Plant	Türkiye	✓	✓	✓	✓	✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Flat Glass Bursa Plant	Türkiye	✓	✓	✓	✓	✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Flat Glass Mersin Plant	Türkiye	✓	✓	✓	✓	✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Flat Glass Ankara Plant	Türkiye	✓	✓	✓	✓	✓		
Trakya Glass Bulgaria EAD	Bulgaria	✓	✓	✓	✓			
Sisecam Flat Glass Italy Srl	Italy	✓	✓	✓	✓			
Türkiye Şişe ve Cam Fabrikaları A.Ş. Glass Packaging Management and Sales Center	Türkiye	✓				✓		
Trakya Glass Rus AO	Russia	✓	✓	✓	✓			
Sisecam Flat Glass India Limited	India	✓	✓	✓	✓			
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Eskişehir Plant**	Türkiye	✓	✓	✓	✓	✓		✓
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Kırklareli Plant	Türkiye	✓	✓	✓	✓	✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Denizli Plant*	Türkiye	✓	✓	✓	✓	✓		

FACTORY	COUNTRY	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001	IATF 16949	ISO 22000
Camiş Glass Packaging Industry A.Ş. Tuzla Plant***	Türkiye	✓	✓	✓	✓	✓		
Paşabahçe Bulgaria EAD	Bulgaria	✓	✓	✓				✓
OOO Posuda Limited	Russia	✓	✓	✓				
Paşabahçe Egypt Glass Manufacturing S.A.E.**	Egypt	✓	✓	✓	✓			
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Mersin Plant**	Türkiye	✓	✓	✓	✓	✓		✓
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Yenişehir Plant**	Türkiye	✓	✓	✓	✓	✓		
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Eskişehir Plant**	Türkiye	✓	✓	✓	✓	✓		✓
Ruscam Gorokhovets Plant	Russia	✓	✓	✓				✓
Ruscam- Ufa Plant	Russia	✓	✓	✓	✓			✓
Ruscam- Kirishi Plant **	Russia	✓	✓	✓				
Ruscam- Kuban Plant	Russia	✓	✓	✓				✓
Ruscam- Pokrovsky Plant**	Russia							
Mina-Ksani Plant	Georgia	✓		✓				✓
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Soda Plant**	Türkiye	✓	✓	✓	✓	✓		✓
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Kromsan Plant	Türkiye	✓	✓	✓	✓	✓		
Şişecam Elyaf San. A.Ş. Balıkesir Plant	Türkiye	✓	✓	✓	✓	✓		
Camiş Madencilik A.Ş.	Türkiye	✓	✓	✓		✓		
Oxyvit Kimya San. ve Tic. A.Ş.**	Türkiye	✓	✓	✓	✓	✓		



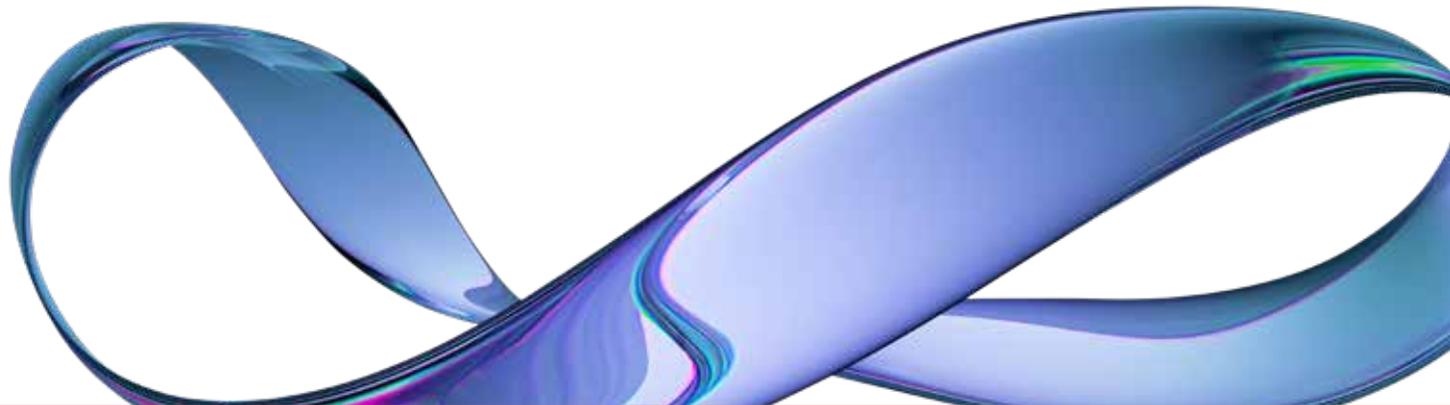
FACTORY	COUNTRY	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001	IATF 16949	ISO 22000
Wyoming LLC	USA	✓	✓					
Şişecam Soda Lukavac d.o.o.**	Bosnia and Herzegovina	✓	✓	✓	✓			✓
Cromital S.p.A.	Italy	✓	✓					
Refel S.p.A	Italy	✓	✓	✓				
Camiş Elektrik Üretim A.Ş.	Türkiye	✓	✓			✓		
Şişecam Otomotiv A.Ş. - Lüleburgaz Plant	Türkiye	✓	✓	✓	✓	✓	✓	
Şişecam Automotive Bulgaria EAD	Bulgaria	✓	✓	✓			✓	
Sisecam Automotive Romania SA	Romania	✓	✓	✓			✓	
Sisecam Automotive Rus JSC	Russia	✓	✓	✓			✓	
Sisecam Automotive Germany GmbH	Germany	✓	✓				✓	
Richard Fritz Prototype + Spare Parts GmbH	Germany	✓	✓				✓	
Sisecam Automotive Slovakia S.R.O.	Slovakia	✓	✓				✓	
Sisecam Automotive Hungary Kft	Hungary	✓	✓				✓	

Factories marked with an asterisk have one or more of the documents mentioned in the description.

* TS 6500, ISO 10002, ISO 15378

**Halal, KOSHER, FSSC 22000, GMP+

*** BRC V.6





PROTECT
THE PLANET

COMBATING AND ADAPTATION TO CLIMATE CHANGE

The IPCC (Intergovernmental Panel on Climate Change) Report on Combating Climate Change claims that global warming will exceed 1.5°C within this century, based on the national contribution statements submitted at COP 26 and 2030 predictions, and suggests that global warming can be kept below 2°C only with rapidly implemented measures aimed at combatting climate change. Recent assessments in the report suggest that the impacts of climate change are already being seen around the world, and that these impacts have been more severe than expected. The report claims that much more severe consequences of climate change will be seen, especially in the short term, and irreversible consequences if global adaptation is not achieved.

Şişecam contributes both to consultation meetings and studies organized by the relevant authorities for the evaluation, at a national level, of such arrangements as the European Green Deal and the European Union (EU) Carbon Border Tax Mechanism and to the determination of sectoral priorities. Our own analyses, however, are made on the basis of the potential financial impacts

of the implementation of carbon border taxes, the relevant risks, and the production and product groups. We assess opportunities under such regulations as the EU Green Taxonomy, the Wave of Transformation in Buildings and Zero Energy Buildings, which have rapidly gained importance.

To meet the expectations regarding the risk assessments on Combating and Adapting to Climate Change and to contribute to the production of financial risk assessments in this regard in a holistic manner, we have initiated assessment studies in accordance with the TCFD (Task Force on Climate Related Financial Disclosures) methodology.



RISK CATEGORIES IN THE FOCUS OF CLIMATE CHANGE

RISK CATEGORY	RISK DESCRIPTION	RISK DEGREE	ACTIONS
Regulation (Existing)	Direct Carbon Costs and Relevant Liabilities	Low	<ul style="list-style-type: none"> Central teams and facilities regularly follow up the current regulations to ensure full compliance with the legal requirements. Şişecam has established a central monitoring, control and purchasing system to contribute to the management of mandatory carbon costs, and makes use of various financial mechanisms in the EU-ETS market to counter financial risks. Accordingly, actions are taken to meet needs in the best way possible, and to obtain financial benefits when the quota is exceeded.
Regulation (Upcoming)	Planned Carbon Pricing Mechanisms	High	<ul style="list-style-type: none"> Developments within the scope of the EU-ETS are followed by European Industry Associations. Regulatory financial impacts, such as EU-ETS-related short-, medium- and long-term impacts, carbon pricing in geographies of operation, and the adaptation needs relative to the physical impacts of climate change are closely monitored. The rising cost of the EU Carbon Border Adjustment Mechanism (CBAM) as a result of rising EU-ETS prices is regularly updated. To be prepared for the potential obligations that may be imposed after 2026, studies have been initiated into the establishment of a line and product-based energy-carbon monitoring infrastructure. It is ensured that carbon pricing is included in any feasibility studies related to new investments in critical regions. Under the national ETS implementation planned for Türkiye, we take part in specialized working groups and support the benchmarking and cost analysis studies for the glass sector. Risk analysis studies are carried out in accordance with the TCFD framework for internal evaluation purposes.
Technology	Adaptation to the technological infrastructure required for the transition to a low carbon economy	High	<ul style="list-style-type: none"> In an attempt to maintain its market, Şişecam follows technological developments and keeps an eye out for investment opportunities in research, development and technological improvement. Şişecam is a project stakeholder in the "South Marmara Hydrogen Valley Project" being implemented in Türkiye. We consider the availability of alternative raw materials in our efforts to reduce the carbon footprint of glass production. As routine in our facilities, we select the most efficient equipment and systems, carry out energy audits, develop projects aimed at increasing efficiency, and make use of digitalization, monitoring systems and preheating applications. Planning studies aimed at increasing the share of clean electricity in our operations are continuing within the scope of the CareforNext Strategy. We have also initiated low-carbon production roadmap studies to identify the technological needs required to achieve our 2050 Net Zero Vision.

RISK CATEGORY	RISK DESCRIPTION	RISK DEGREE	ACTIONS
Market	Any shift in the market will disturb the balance between supply and demand, will change consumer preferences, and adaptation to such change.	High	<ul style="list-style-type: none"> A process prioritizing the development of sustainable products based on a lifecycle approach is followed. Studies are carried out to develop architectural glass with insulation and heat/energy conservation properties, and those that offer air conditioning advantages, as well as glass packaging with reduced weight and an increased recycled material ratio. Lifecycle analysis studies covering the entire architectural glass product range have been carried out and environmental product statements have been published. The actions of the main players in the sector related to products and technologies are closely monitored.
Corporate Reputation	Public perception of the contributions of the company to the transition to a low carbon economy	High	<ul style="list-style-type: none"> The net-zero vision related to the climate change and renewable energy targets are followed under the Protect the Planet approach, which is one of the main axes of the CareforNext Sustainability Strategy. Communication studies are carried out to ensure the status of glass as a vital material for a carbon-neutral future, demonstrating Şişecam's contributions to the fight against the climate crisis at the point of use through its climate-friendly products and low-carbon solutions. Şişecam Çevre Sistemleri A.Ş. supports the recycling of glass to achieve more effective results in efforts to reduce carbon footprints. Developments are shared transparently with the public through reports.
Acute Physical Risks	Physical damage caused by extreme weather events resulting from climate change	Medium	<ul style="list-style-type: none"> Facilities and buildings constructed are resistant to various climatic conditions and comply with green building certification standards. Studies based on scenario analyses are carried out.
Chronic Physical Risks	The effects on operations of climate shifts and changes in parameters such as the precipitation regime, wind and temperature	Medium	<ul style="list-style-type: none"> Alternative supply networks and support programs that do not leave suppliers behind are established. Investments made to ensure the continuity of raw material supplies through the establishment of an operational network, including raw material production. Projects have been implemented to improve energy and water management. Investments have been made in Wyoming and Refel to manage cost increases and access to raw materials.

Since the climate crisis and related problems will lead the majority of global economic risks in the long term, it is critical to manage them within the framework of a holistic strategy that takes in the entire value chain. In this context, the immediate implementation of the large-scale emission reduction actions required for

the green transformation will be possible through partnerships and cooperations involving industry, energy, housing, transportation, and public sectors aimed at the achievement of emission reduction targets. Şişecam takes a sensitive approach to the global

climate change problem, and is accelerating its actions to take GHGs under control and move forward with firm steps. We aim to contribute to the global targets through critical activities aimed at combating climate change, and to encourage the green transformation in our fields of impact.

OUR ACTIONS TO MEET OUR 2030 COMMITMENTS

Increasing the share of energy and climate-friendly products and contributing at the point of consumption

Reducing the carbon footprint of products and production through the fulfilment of the recycling cycle

Disseminating the lifecycle approach through the design and development processes of innovative products

Research of innovative solutions through R&D studies and collaborations

Self-consumption-oriented electricity generation from renewable sources in our facilities

Innovative furnace technologies and energy conversion studies in glass furnaces

Use of waste heat potential in all activities

Development of carbon positive solutions based on **BASALIA** technologies

Following-up of the transition to alternative energy technologies and ecosystems

Identification and implementation of operational improvements and productivity-enhancing projects

Preventing energy losses through the renewal and improvement of equipment

Implementation of energy efficiency projects based on energy audits

Development of energy efficiency projects in buildings

Carrying out research studies into the use of alternative raw materials

Our efforts in this direction are allowing us to make significant changes particularly in our energy usage. As a result of our studies to identify the best practices in regards to energy efficiency, the recovery of lost energy and the reduction of energy needs, we have been able to reduce specific energy consumption by 12% in glass manufacturing over the last 15 years. We take a holistic approach to strengthening our energy-intensive operational processes by carrying out energy efficiency studies in which the focus is sustainability, and continue our investments in accordance with the sustainability vision. This has led to the implementation of more than 350 environmental and energy-oriented projects in which we invested more than US\$17 million in 2022.

Aside from our activities targeting continuous improvement and increased efficiency, we plan to implement new projects aimed at reducing our energy intensity by taking advantage of developing technologies, based on the understanding that sectoral decarbonization targets can be achieved through the use of the best available technologies and innovative breakthroughs. In this context, as Şişecam, we are carrying out initiatives and projects in tandem with the development areas emphasized in the IPCC report on Combating Climate Change, such as structural adjustments, carbon and energy management, clean and renewable energy, electrification, and production based on hydrogen technologies. In particular, our

strategic plan includes the transition to electric furnace technologies, where electricity is used in the glass melting process, and investments that make it possible to make greater use of green electricity in energy-intensive processes. Through our adoption of such technologies, we achieve savings of up to 70% in glass melting emissions. Steps are being taken to enter our fully electric glassware furnace into service, which is among our CareforNext targets, and we are carrying out development studies for the application of hybrid furnace technologies in the medium term through the use of innovative furnace designs in accordance with the cold repair schedule of glass furnaces.

We consider the research studies on the use of green hydrogen, which is one of the significant potentials for the sector, in production as part of cross-sectoral collaborations and joint projects and closely follow the developments in hydrogen technology. In line with the CareforNext sustainability approach, at Şişecam we have initiated studies as a partner in the South Marmara Hydrogen Valley project, making a significant contribution to the fight against climate change and the achievement of carbon neutrality targets. Accordingly, we have started experiments into the use of green hydrogen in the flat glass production process.

In line with 2050 Net Zero Vision stated within the CareforNext Sustainability Strategy, we are targeting an 8-fold increase in renewable energy generation

capacity to achieve an installed capacity of 53 MW as part of our transition to clean energy, particularly in the electricity consumption of factories.

Our current installed capacity of 10 MW has been achieved through establishment of active solar power plants on the roofs of the Mersin Flat Glass plant and Şişecam Science, Technology and Design Center. Both wind and solar energy investments are featured in our renewable energy plans. In addition to the solar power panels commissioned in Northern and Southern Italy, we plan to complete the installation of rooftop solar power plants at the Ankara Flat Glass and Eskişehir Glass Packaging Plants in 2023.

We are continuing to evaluate the feasibility of the utilization of renewable energy in our facilities as part of our energy transition efforts. We have completed the calculation and technical guidance studies for the projects being developed into the use of wind and solar energy in our prioritized facilities, and the necessary investments were included in the 2022 investment portfolio. The generation of renewable energy on-site for our own consumption constitutes the first step in Şişecam's energy transition strategy. Through its efforts toward the long-term use of clean energy, Şişecam will play a significant role in the evolution of the alternative energy ecosystem.



ŞİŞECAM'S ENERGY TRANSITION PLAN



To ensure these studies are conducted in a holistic manner and to determine the quantitative decarbonization targets in accordance with the 2050 net-zero vision, we are compiling a technological roadmap for the decarbonization of Şişecam's production and value chain. The output of the model-based study, which will be carried out with support from international consultants, will form the basis of studies detailed on a regional basis and will also be a reference in terms of expressing the needs of the sector in countries, such as Türkiye, where there are studies on national decarbonization strategies. We plan to extend the scope of this study, which is focused primarily on Scope-1 and Scope-2 emissions from glass productions, to other activities.

We achieved 15% reduction in GHG emissions for a single bottle type with reduced-weight glass packaging solutions thanks to our efforts to reduce the carbon emissions from our production processes,

and creating a positive impact on the use phase through the development of sustainable and energy-efficient products and the design of glass packaging products that require fewer raw materials and less energy. To this end, we are continuing our studies into the development of climate-friendly and sustainable products for our product portfolio, including energy-saving architectural glass with heat and solar control features; lightweight automotive glass; photovoltaic panels; glass fiber for wind turbines, %100 recyclable glassware, etc.



RENEWABLE ENERGY THROUGH SOLAR PANEL GLASSES

The low iron oxide content of solar panel glass not only protects the internal equipment of panels, but also increases efficiency through a light transmittance performance that exceeds that of normal ferrous glass. Solar panel glasses produced in Sandy and Prism patterns offer low reflectivity values and provide maximum efficiency thanks to their patterned structures. The special Anti-Reflective (AR) coating applied to the glass surfaces increases light transmittance by approximately 2%, with a positive impact on performance and efficiency.

WIND TURBINES AND INSULATION MATERIAL IN AUTOMOTIVE: GLASS FIBER

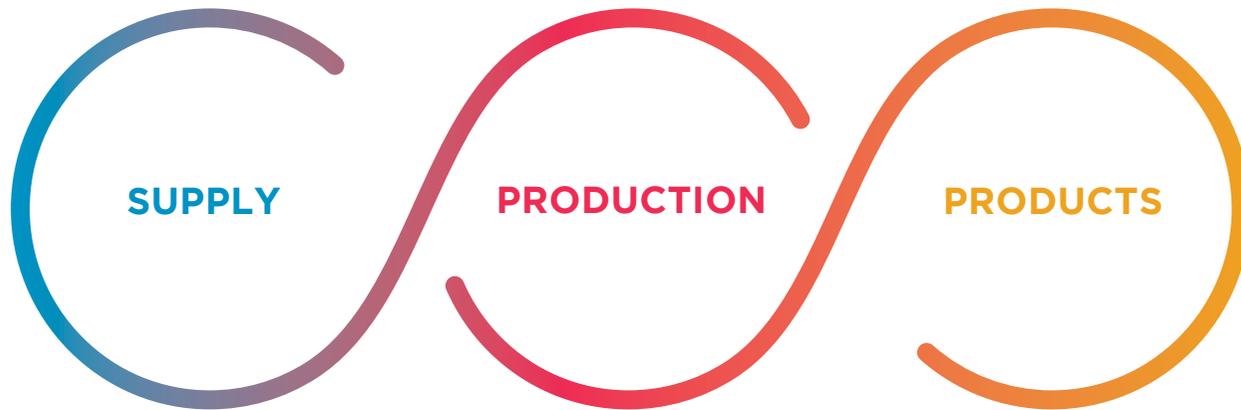
Şişecam has been engaged in the production of glass fiber – one of the main inputs of composite industries – since 1975, and today produces chopped strand mats, multi-end rovings, single-end rovings and chopped strands products, as the basic inputs of the composite sector, thus contributing to various applications and sectors, including those producing wind turbine blades, interior and exterior automotive parts, engineering plastics, maritime and industrial applications, and construction. Şişecam is continuing its glass fiber production in accordance with the TSE ISO 9001, 14001 and 50001 quality standards, and has been certified by various international quality organizations, including Lloyds, ACS, RJS, TZW and DNVGL, in both the domestic and international markets. Our experimental studies into the development of glass fiber with a high Young's modulus (>92 GPa) (R-Glass) for use in wind turbine blades are continuing with particular focus on the production of unique patented high-modulus glass fiber.

OUR ACTIONS TO REDUCE EMISSION INTENSITY IN THE VALUE CHAIN

In addition to its production process and outputs, Şişecam is also contributing to the development of a game-changing technology that can contribute to the reversal of climate change through its investments into the **BASALIA** solution, thus contributing to the

decarbonization of the sector. Through the **BASALIA** bio-cycle project that is planned to be implemented in 2023, related to the management of carbon storage technologies and circular resources, we aim to use energy and material inputs for our industrial processes

recouped from waste of all kinds – whether in solid, liquid or gas form, and whether organic or inorganic in origin – in the chain of sequential and holistic reactions, to be separated by integrated and modular processes.



- Recycling of cullet
- New generation refractory
- Alternative raw materials and energy
- Low-carbon electricity supply
- Investment in natural soda

- Advanced process control
- Use of cullet at high rates
- Use of waste heat
- Facility-specific energy efficiency projects
- Use of renewable energy
- Alternative energy technologies

- Innovative product design and development processes
- Lightened glass packaging
- Products with a high percentage of recycled glass
- Energy- and climate-friendly architectural glass products
- Natural Soda
- Low footprint products and production through an LCA (Lifecycle analysis) approach

As Şişecam, we operate in an energy-intensive industry, and while developing our actions to reduce emissions, we also benefit from methods and technologies that facilitate the industry. With the "Low Carbon Business Model", which is one of the basic building blocks of our decarbonization vision, we consider these methods and technologies for all our operations and collaborations with our stakeholders, and as the most basic output of this, we aim to expand decarbonization in terms of raw materials and products with the "Low Carbon Value Chain" and "Climate Positive Products and Services".

ENERGY MANAGEMENT

We transfer the energy- and process-related raw and specific data gathered from meters, programmable logic controllers (PLCs), supervisory control and data acquisition (SCADA) systems and distributed control systems (DCSs) to asset data templates. As part of our digital transformation, we are developing the Energy Monitoring System, which we have been following for a long time, through which we are able to track total energy consumption, total water consumption and other real-time energy variables, and carry out analytical studies. The main energy inputs for our facilities, businesses and buildings are natural gas, imported coal, electricity, steam, LPG, compressed air and water. Accordingly, we prioritize efficient energy transformation with minimum risk in the fields of conventional and renewable energy.

Although decarbonization targets are determined for each sector, and even for each company, individually, transformations in energy resources and energy use are a common factor, and we carry out our integration through several main areas in accordance with the 2050 Net Zero roadmap determined by the International Energy Agency for the energy sector.

First, while incorporating global transformations and guidelines into our systems with the help of our teams, we carry out our energy efficiency efforts in a sustainable and efficient manner while taking into account the conditions of our facilities. With an

awareness that transformation begins with change, we monitor in real time the energy consumption of our facilities and equipment through an Energy Monitoring System to identify the main sources of energy loss and areas with potential for improvement. The results of the major and minor changes we made in 2022 led to total energy savings of 36,300 GJ, increasing our motivation to maintain the effects of these changes.

Another topic on the roadmap of our net-zero target is the use of clean energy. The Şişecam Headquarters are powered by renewable energy, for which we hold a guarantee certificate, and we continue to evaluate opportunities to expand the use of I-REC certified electricity in the other geographies in which we operate. In 2022, we increased our I-REC certified energy supply by approximately 20% over the previous year to reach 18,536 GJ.



CLIMATE CHANGE AND ENERGY MANAGEMENT

ŞİŞECAM IN 2022

Energy Efficiency Studies

- Our facility in Bulgaria has achieved electricity savings of approximately 204 MWh through the installation of transparent panels on appropriate roofs and by transitioning to LED bulbs.
- The transition to energy-saving light bulbs have led to energy savings in our facility in Çine, Aydın.
- In an operational change within Camiş Mining, the screen panels were enlarged to reduce energy consumption related to the return of material that could not pass through the 5-layer sieve back into the mill. This allowed us to reduce the load transferred to the mill and to reduce our energy consumption.
- We made improvements to the equipment and operations in our soda factory to increase energy efficiency.
- In our glass packaging facility in Yenişehir we achieved electricity savings of approximately 360 Mwh through the elimination of air leaks.
- In our glass fiber facility, we reduced the rate of SO₃ in Kaolin from 0.45% to 0.30% and achieved energy savings equivalent to 48.7 tons of CO₂ in energy cost per ton. Our transition to the use of LPG from natural gas in our glass furnaces allowed us to achieve energy savings of 16.5 million TRY. We achieved energy savings amounting to 378 MWh thanks to our operational improvements.
- We achieved energy savings of 327 MWh per year in our flat glass facility in Bursa thanks to operational improvements.
- We saved 876 Mwh as a result of operational improvements to our glassware facility in Egypt.

Şişecam-Produced Frosted Glass

- In its facility in Mersin, Şişecam aims to increase its frosted glass production capacity to 324,000 tons per year and energy glass production capacity to 26.6 million m² per year. As a result of this decision, which is part of our sustainability-oriented value-added production strategy, we will continue to support the development of the rapidly growing solar energy sector in Türkiye. With an investment amounting to approximately TRY 3.4 billion, we shall commission a furnace in 2024 that will facilitate the production of 324,000 tons of frosted glass per year and an energy glass line with a processing capacity of 26.6 million m² per year. Solar energy stands out as the most viable solution for electricity generation.

Generating Energy from Renewable Sources

- As a result of our installation of photovoltaic panel systems at Flat Glass - South Italy Plant, we are obtaining 4% of the energy needs of the facility from solar sources.
- We continue to generate energy from photovoltaic panels installed at our Science, Technology and Design Center and at the Flat Glass Mersin Plant.

Türkiye's Lightest Mineral Water Bottle from Şişecam

- Our mineral water bottles, which stand out due to their environmental-friendly features, are lighter than those of our competitors, and providing savings in the amount of energy and raw materials used per bottle. The carbon emissions resulting from both production and shipping are thus significantly reduced. Şişecam's ultra-light mineral water bottles weigh only 110 g, and produce 15% less production-related carbon dioxide than standard mineral water bottles, which weigh 130 g. This allows more bottles to be carried on trucks, leading to a reduction not only in costs, but also in carbon emissions per kilometer, by approximately 14%. Mineral water bottles produced in the Yenişehir Plant are offered to the market in both flint and emerald green colors, and plans are in place to offer them to the global market in 2023.



ADAPTATION TO CLIMATE CHANGE

We identify climate change-related risks and the necessary measures to be taken for adaptation on a facility and location basis. We prioritize ecosystem-centric adaptation solutions and carry out risk assessments and measurements based on current scientific data. In light of these considerations, we are

making the necessary preparations to disseminate the necessary actions for climate change-resistant growth by addressing the specific vulnerabilities in the locations and within the ecosystems in which Şişecam operates and obtains its resources. At this point, we are developing an ecosystem-based adaptation

strategy that takes into account the vulnerabilities of our stakeholders and the ecosystem, and identify the necessary activities in the environmental and social fields in this regard.

Climate Change Risks for which Adaptation Measures have been taken

Europe

- Increase in the number of deaths due to heatwaves and in the adaptation problems of living creatures
- Adverse impacts on agricultural production due to droughts, leading to problems in food security
- Water scarcity risk for southern Europe and the western part of Central Europe
- Flood risk in coastal and riparian areas
- Risks associated with rising sea levels in coastal areas

Africa

- Irregularity of the precipitation regime and discharges into rivers
- Risk of increasing sea levels
- Food security and migration problems

Asia

- Risk of flooding and rising sea levels due to the melting of the Himalayan Hindu Kush glaciers and monsoon rains
- Increased risk of drought and water scarcity, and with increased severity and frequency
- Problem of food security and migration caused by water scarcity and extreme natural events
- Increase in energy demand and energy security problems

North America

- Rising sea levels
- Risk of storms and hurricanes
- Interruptions to economic activities due to infrastructural and superstructural damage
- Food security problems due to reduced fisheries and agricultural production
- Migrations due to climatic threats to settlements



MEASURES AND PREPARATIONS



Water Scarcity

In all of the geographies in which we operate, there are risks of reduction and pollution of surface waters and groundwaters, as well as the risk of water scarcity due to irregular precipitation. In order to mitigate these risks, we are developing projects aimed at reducing water consumption, using water in closed loops, and harvesting rainwater.



Flood Risk

The geographies in which we operate face risks of river floods and inundations due to the irregularity of precipitation regimes. Accordingly, we assess the proximity of our facilities to flood plains and the extent of potential damages. Based on these assessments, it is planned to increase the resistance of buildings and equipment and to flood damage and to carry out the necessary improvement and reinforcement works.



Rising Sea Levels

Although not a primary level risk that concerns our facilities in general, we assessed the impact of rising sea levels on our supply chain, the distribution of products and services, and settlements.



Forest Fires

The risk of wildfires particularly in Southern Europe and North America pose a serious threat to manufacturing and supply chain operations and settlements. We are carrying out studies into capacity building through prevention and intervention based on our assessments of the risk levels of our facilities and premises.

Our employees who are part of the **Şişecam Volunteer Disaster Response Team** have received training in disaster response, and so possess the necessary experience and equipment to take part in search and rescue and disaster response activities in cooperation with public authorities and aid organizations.



Food Security and Demographic Movements

All geographies in which we operate are exposed to the risk of disruption in food production activities due to water scarcity and global warming. However, risks such as damage to infrastructure and superstructure and pandemics can be expected to result in demographic migrations that are both regional and global in their extent.

We identify areas of regional **“vulnerability”** and develop policies that prioritize **“climate change-resilient”** social and economic development.

Another issue to which we give importance associated with the efforts to combat and adapt to climate change is the rehabilitation of areas from which natural resources and minerals have been extracted, the areas belonging to our facilities, and the increased forestation of these areas and their surroundings. We aim to increase the amount of carbon “sinks” in the land through restorative activities and the improvement of carbon sink

areas, and consider rehabilitation activities to be an important instrument in the achievement of carbon neutrality and the fight against climate change.

Temperature increases pose an important vital risk in all of the geographies in which we operate, considering the adaptation limit of living creatures. According to the IPCC Climate Change Impacts, Adaptation and Vulnerability Report (AR6), the

losses of habitat due to droughts and temperature increases in terrestrial and aquatic ecosystems are accelerating, and living species and habitats are changing. As part of our efforts to combat climate change, we consider restorative actions and the improvement of carbon sink sites as well as biodiversity conservation among most important items on our agenda.

ENVIRONMENTAL COMPLIANCE

As Şişecam, we make our assessments on the following topics under environmental compliance:

- Legal requirements,
- International standards,
- Customer expectations.

We identify the parameters that affect compliance with the current requirements and continuously monitor our performance in this regard. We follow all newly published or updated legal regulations, and plan all the necessary actions to ensure our compliance.

The section of System, Product and Facility Certifications and other relevant departments identify the parameters to follow up compliance with the environmental requirements of the international standards and monitor these parameters in line with our principle of continuous improvement.

Aside from our mandatory obligations as regards to compliance, Şişecam continues to maintain a prominent position in the sector through its leading position and good practices. We have identified our performance indicators and 2030 targets according to a principle

of continuous improvement, and move forward with main steps toward achieving these targets. The increased environmental consciousness around the world, the transition to a low-carbon economy and the necessary requirements for environmental adaptation have increased global awareness of the risks of climate change. The collaborations we have established and the environmental awareness of the production networks in which we are involved in the supply chain are the driving force for behind the improvements we make in all our processes.



MANAGEMENT OF AIR EMISSIONS

As Şişecam, we focus primarily on the control of emissions in our efforts to reduce them. For the reduction of the NO_x and SO_x gases associated with glass production, we have identified areas for improvement in all our facilities and are continuing to take the necessary steps accordingly. In addition, we take actions to address specific issues in each of our facilities related to the particulate emissions resulting from our operations, and continue our efforts to reduce these emissions.

MANAGEMENT OF AIR EMISSIONS

ŞİŞECAM IN 2022

- In the Camiş Mining facility in Aydın we have established a humidification line to prevent the dusting of broken feldspats in the stock area, thus reducing the amount of particles released into the atmosphere.
- The dust collection system installed on the sand drying band in the Camiş Mining facility in the Mersin OIZ has allowed us to significantly reduce our particle emissions.
- The panels installed at our Camiş Mining facility in Bilecik have eliminated dusting and have reduced our particle emissions.
- At our facility in Vijenac in Bosnia and Herzegovina, electromagnetic and pressure-regulated valves have been installed in critical locations/dust emission sources throughout the automatic and semi-automatic operating parts of the system.



WATER USE

Each passing day sees the climate crisis increasing its impact on a global scale. Natural events such as floods and droughts that affect water resources and trigger water stress on a global scale make it important to manage our water resources as part of our efforts to adapt to the changing climate.

To ensure our efficient use of water resources, we are continuing our studies into the improvement of our operations based on the results of our assessments on a regional or facility basis, paying particular attention to the management of basins in the geographies in which our facilities are located. As part of these efforts,

we implement various practices to ensure that the people in the region have constant and reliable access to water resources for agricultural production.

At Şişecam, reducing our use of clean water is among our priority targets, leading us to keep abreast of the best practices in the sector and implement them within our own operations accordingly. As a primary measure, we ensure the traceability of water in our facilities, and have drawn up our own Şişecam standards that stand as evidence of the importance we attach to water in all of the geographies in which we operate.

We identify areas in which we can improve our water recovery operations in our facilities in accordance with the operational scale and add units to our systems as necessary. Regarding our water usage, we ensure the maintenance of water quality at the necessary point based on the evaluation of the quality of the water at every stage of our operations. We determine our recovery efforts based on an evaluation of the water needs, climate and operations of the region, and carry out studies in our facilities to improve our sustainability.

WATER USAGE

ŞİŞECAM IN 2022

- We recovered 6.8 million m³ of water.
- In our household glassware facility in Kırklareli, we applied a reverse osmosis approach to obtain demineralized water from raw water. The wastewater produced by the reverse osmosis unit is stored for use as process water or water for fire suppression, resulting in approximately 120 m³ of water savings every day.
- We have completed the installation of the pump and pump platform and have connected the pump to the existing pipeline, and have carried out the necessary electrical infrastructure works to provide water between the relatively low- and high-altitude ponds used for agricultural irrigation in the vicinity of the Düvertepe facility of Camiş Mining.
- We have completed the renovations at our Cromital facility to reduce the risk of chemical contamination.
- As a result of our wastewater recovery works at the Şişecam Automotive facility in Bulgaria, we are recovering 120–150 m³ of water per day from the system.



CIRCULAR PRODUCTION

Although reducing emissions is the key target in efforts to reduce climate change on a global scale, issues such as the circularity of economies and cooperation between sectors and regions are gaining increasingly prominence, and the number of countries and companies incorporating these issues into their targets is growing. Considering that 70% of GHG emissions are associated with such processes as the extraction and processing of natural resources, the dissemination of circular production practices is inevitable for the achievement of global decarbonization targets. It is, therefore, somewhat remarkable that the circularity of the global economy is declining in contrast to the increasing prominence of circular economic practices in recent years. According to the Circularity Gap Report, the rate of circularity in the global economy was 9.1% in 2018, and decreased to 8.6% in 2020 and 7.2% in 2022.

This decrease in the circular use of resources indicates that we have reached an alarming point in terms of sustainability.

The reduction in the use of circular materials, which is of vital importance for our planet, means that more natural resources and raw materials are being extracted and processed. We, as Şişecam, assess our products and production inputs with a lifelong perspective so as to prevent the use of natural resources and emission-intensive processes. In order to increase the rate of circularity, we put forward solutions that bring benefits in terms of ecological design, functional use and post-use utilization, and that facilitate the reuse of raw materials and outputs form the production cycle, thus continuing our practices for the facilitation of industrial synergy.

To this end, we have developed various projects through which we reduce the amount of materials we use in our operations through practices such as improvements to packaging materials, increasing the amount of lightened products we use, opting for materials with a long use life and high strength (for example, choosing plastic pallets over wooden ones), and recycling the scrap molds used in production for reuse in our operations. As a guiding principle, we seek to reduce our use of natural resources, to increase our use of recycled resources, to reuse our by-products and waste, and to develop appropriate solutions for our facilities that take into account the production method, the process outputs, and the needs and applications that can be satisfied from within our stakeholder network.



CIRCULAR PRODUCTION

ŞİŞECAM IN 2022

	FACILITY	IMPROVEMENT AND RECOVERY
Reduction	Flat Glass Russia	The generation of waste from Styrofoam during production has been prevented.
	Flat Glass Bulgaria	Increasing the rate of cullet and avoiding calcium sulfate flow has facilitated the prevention of the generation of blending waste, leading to savings of €96.000 to date. The aim is now to prevent the creation of 55 tons of waste per month.
	Flat Glass Mersin	As a result of improvements made in 2022, waste reductions of 12 jute/day and 58 bags/day have been achieved, while the waste generated in the tentosol coating process has been reduced by 10-15%. Accordingly, we have prevented the waste associated with 675 wooden pallets and 1.800 plastic barrels.
	Glassware Eskişehir	A switch has been made from 270 g/m ² cardboard to 200 g/m ² cardboard for offset printed D-flute products, while reusable ABS packaging has replaced cardboard packaging for temporary products, and thermal pallet shrink has been reduced from 150 microns to 130 microns.
	Flat Glass Ankara	The use of natural resources has been reduced by using ink-printed outer parcel labels rather than paper labels.
	Glass Packaging	Studies have been carried out into the reduction in use of cardboard honeycomb separators. By reducing the width of the cardboard separators from 13 cm to 10 cm and reducing the number of separators used during jumbo size preloading from 6 to 5, savings have been achieved and the use of natural resources has been reduced.
Reuse	Glass Packaging Georgia	The wooden pallets used for shipments to our customers are returned to our facility for reuse. 48.000 wooden pallets have been reused, equating to savings of 1,100,000 GEL.
	Glassware Kırklareli	Raw materials previously lost as a result of overflow, spillage and crumbling are now being reused, and 100% made use again, resulting in savings of 150-2,050 tons of raw materials and avoiding waste of raw materials.
	Flat Glass Bulgaria	ESP (flue gas waste) powder, as an output of our processes, is used instead of NaSO ₄ . Savings of 66.000 EUR have been achieved in disposal operations and 55,000 EUR in raw material procurement costs (NaSO ₄), and the disposal of 179.1 tonnes of resources has been prevented.
	Flat Glass Ankara	Reusable foam separators whose parts attached to the glass plate were broken, are collected and returned to the supplier for renewal.
Recycling	Flat Glass South Italy	A company specialized in separating broken glass pieces from plastic was hired to make use of glass pieces broken during in-house operations. 1,800-2,000 tons of waste has been recovered.
	Glassware Eskişehir	Polyester strapping is now being used instead of polypropylene in pallet strapping operations.
	Glassware Denizli	Solid waste separation bins have been installed achieving savings of 36,000 TRY.
	Flat Glass Ankara	The waste resulting from the cutting of the edges of the PVB used in the production of laminated glass, as well as the plastic tubes on which PVB is rolled, is sent to recycling companies.

CIRCULAR ECONOMY AND GLASS

The use of cullet as an input in place of raw materials is one of the most basic circular production practices at Şişecam. The fact that glass does not lose quality or quantity during recycling ensures that cullet can be

included in the production cycle numerous times, and provides also significant advantages in the achievement of decarbonization targets by preventing emissions related to raw material extraction and processing.



GLASS RECYCLING

ŞİŞECAM IN 2022

Collection and Recycling of Glass Waste on Izmir-Istanbul Highway

- A project launched for the collection and recycling of packaging glass waste from the facilities and fuel stations along the Izmir-Istanbul highway was launched in 2022. Under a project involving Şişecam Çevre Sistemleri A.Ş. , Coca-Cola, Otoyol A.Ş., EGEÇEV and Karacalar, glass recycling containers will be placed at facilities along the Izmir-Istanbul highway, as a result of which the annual recycling of 500-1000 tonnes by Şişecam is planned.

Recycling of Glass Packaging Waste at Kozyatağı Metro Grossmarket

- In a project in which Metro Grossmarket is carrying out waste collection works, while Şişecam Çevre Sistemleri A.Ş. is supplying containers and waste transportation, 500-1000 tonnes of glass is expected to be recycled every year by Şişecam.

Recycling of Medical Glass Packaging Waste

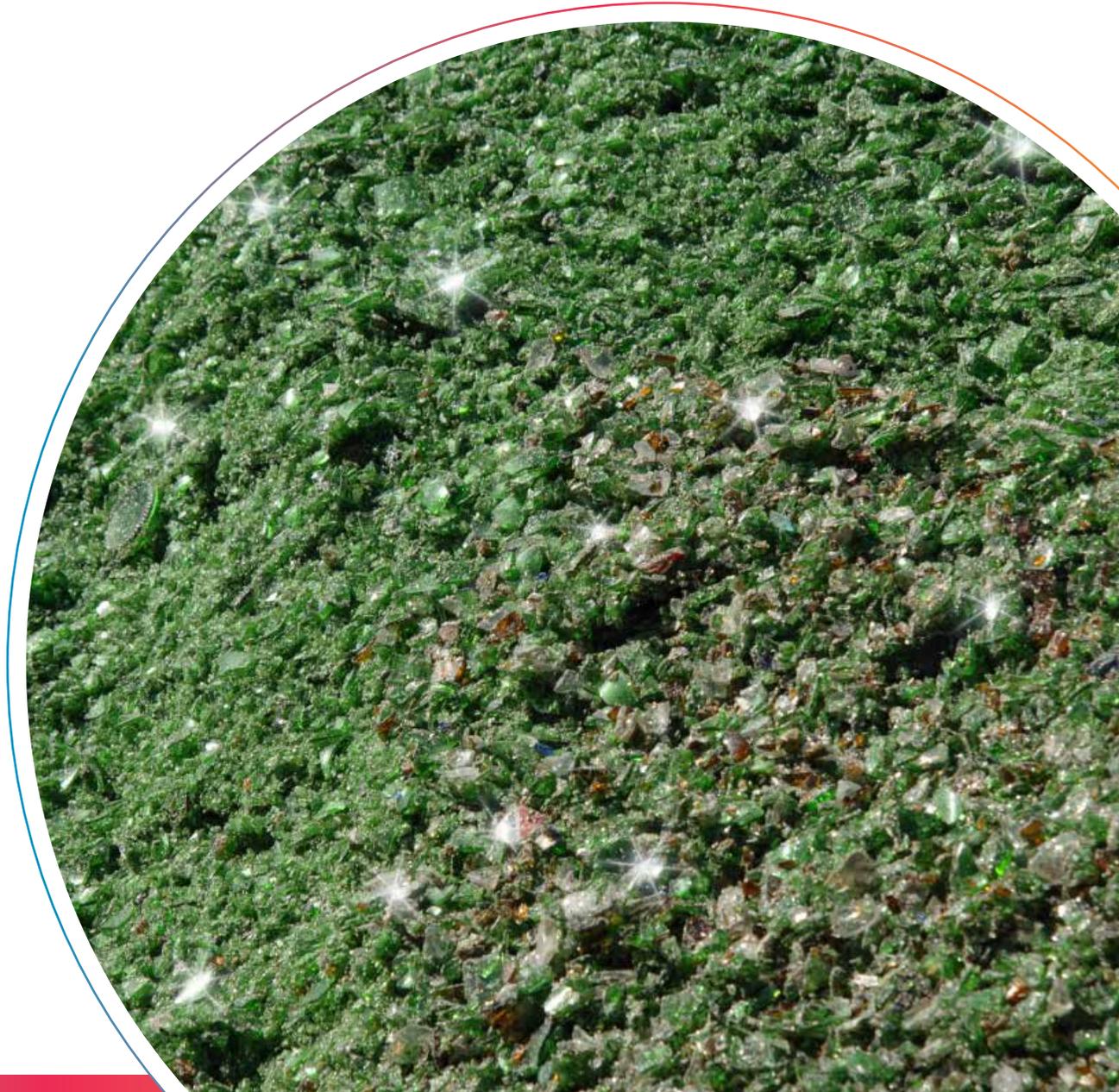
- Medical glass packaging waste collected, disinfected, and separated by İSTAÇ is transported and recycled by Şişecam Çevre Sistemleri A.Ş. in a project in which 500-1000 tonnes of glass is expected to be recycled by Şişecam per year.

CIRCULAR ECONOMY AND GLASS

In order to reach our base rate of 35% cullet usage for 2030, we are establishing recycling plants at our facilities while taking steps to increase the capacity of our existing recycling facilities. For our facilities outside Türkiye, we have determined the additional investment amounts required for compliance with EU regulations and have included them in our investment planning.

We aim to increase both the quantity of glass we produce and our product portfolio with the cullet obtained from recycling, and have obtained certificates from third-party certification bodies guaranteeing that these products contain 100% recycled glass. We are also continuing our efforts to develop our product portfolio for which we have carried out a lifecycle analysis (LCA), made an environmental product declaration (EPD) and obtained the necessary certificates (GRS - Global Recycle Standard, etc.), with a view to producing goods with a high recycled glass content and low environmental impact. As part of these works, we completed the LCA-related processes for our Aware Collection, and our Sodium Carbonate, Sodium Bicarbonate and Laminated Auto Glass products in 2022.

Şişecam recognizes the importance of collecting and separating glass after it is used, and so offers support to local and national authorities in increasing the number of separation and collection points and in the implementation of deposit programs. To this end, we took part in studies into the development of a National Deposit Return System that is planned to be implemented in 2023 as a leading representative of our sector, and have contributed to the preparation of the necessary legal infrastructure. We focus on raising social awareness through various communication channels and campaigns to ensure these preparations are recognized by society, thus increasing their contributions.



PIONEERING MOVE WITH NATURAL SODA ASH

In line with the principles of self-sufficiency, and lifecycle and sustainable production, which lie at the heart of our operations, we made an investment in a facility in Wyoming, United States. This investment led us being ranked second in the world in the field of soda ash, thus increasing our competitiveness and contributing to our identification as a global player that directs the market. This additional production capacity will allow us to increase our soda ash production capacity to over 10 million tonnes by 2026, and to be a global leader in the field of soda ash. We have developed Pacific and Atlantic Projects in conjunction with another powerful organisation that will allow us to expand the sphere of influence of our cooperation based on a new partnership structure and further investments.

We currently envisage making investments totaling US\$4 billion into natural soda ash in the United States. We have thus taken our place in a profitable development area, and have opened the door to ecological success by not limiting our investments to financial growth. We have contributed to reducing the environmental footprint of our glass production by

reducing carbon and water intensity by approximately 50% in glass produced using natural soda ash obtained from our Wyoming Plant instead of synthetic soda ash.

We have reached a point today where we are making a difference through our investments, and affecting the lives of thousands of people with the differences we create, having established a sustainable production cycle hand in hand with our 24,000+ employees while grow our production cycle by ensuring a contact between the nature and our investments.

**WORK
THAT MAKES
A DIFFERENCE**



EMPOWER **SOCIETY**



CULTURAL HERITAGE

As one of the main stakeholders in the industrialization of the glass sector in our country, we had the chance to direct the formation and development of the domestic glass sector following our establishment in 1935 under the leadership of Mustafa Kemal Atatürk. Due to our central role in this journey, every step we have taken in the field of glass has been part of the history of glass in our country. Our production power and capacity have grown over the years to extend beyond our corporate structure, leaving in our wake a legacy marked by our contributions to the development of a glass culture in Türkiye.

Şişecam's heritage is built on its efforts to protect and disseminate the glass culture on a local and international scale. We act in accordance with our awareness of our status as a global power operating in every field related to glass, and fulfill all the requirements expected of this leading role we assume in the sector and society. We protect glass, provide consultancy services to other sectors on the most appropriate use of glass, and prioritize the preservation of our glass heritage for transfer to future generations by including society in this process. With this in mind, we look upon the current century as the "Age of Glass", and celebrate this with

the presentation of unique works in glass to society through our Antique Glass Works Collection and the dissemination of our scientific approaches to glass production through our Şişecam Glass Symposiums. We take pride in our contributions to the declaration of 2022 as the "International Year of Glass", keeping in mind that our heritage is the basis of our goals.

THE ANTIQUE GLASS WORKS COLLECTION

The Antique Glass Works Collection is a selection of historical works in glass discovered in Anatolia and brought together by Şişecam for preservation as cultural values and adopting our history. The collection can be separated into two groups as "archaeological" and "ethnographic", and includes 520 works produced between 6th century B.C. and the 19th century A.D. The individual pieces reflect the time period in which they were produced, bearing traces of the Ancient Greek, Roman, Byzantine and Ottoman eras

The collection sheds light on the history and development of glass and can be visited at Şişecam's

Headquarters. The collection, documenting our nation's 3500-year-old heritage in glass, can also be accessed by art lovers through the website www.sisecamcameserleri.com, where the works are presented in 3D with information on their historical background. The website was established to facilitate the dissemination of our glass heritage to a wider audience, and has been recognized with "Golden Spider" award for its visual richness, cultural value and ease of use. Visitors can access the collection online at any time and be taken on a journey into history to witness the story of glass.



37th ŞİŞECAM GLASS CONFERENCE

We consider this century to be the Age of Glass due to the sustainable future it inspires with its endless recycling capacity. Based on this understanding, we organized the Şişecam Glass Conference, where we opened the future of the glass sector to discussion, in Istanbul on November 17-18. During the conference, which was attended by students, academicians, sector professionals and scientists from around the world, 74 studies were presented under the 2022 theme of "Inspiration for the Tomorrow: Celebrating the International Year of Glass 2022". In 10 parallel sessions

held on different themes, innovative ideas to support the development of the sector were put forward, the economic, environmental and social sustainability of the glass sector was discussed, and the importance of glass for the attainment of a sustainable future was underlined.

The 2022 [Şişecam Glass Conference](#) was held with the theme of "Inspiration for Tomorrow: Celebrating the International Year of Glass 2022".

The conference was held with the participation of people from 5 continents and 39 countries, with 291 attending the face-to-face event and 414 attending online.



EQUALITY, DIVERSITY AND INCLUSION

Şişecam adopted the values of equality, diversity and inclusion at the very outset of the development of our corporate culture. In accordance with our principle of equality, we adopt an approach based on justice and respect among our employees with respect of human rights. Accordingly, practices, such as forced and coercive labor and child labor are forbidden within our corporation as direct contraventions to the principle of human rights. Likewise, no discrimination or partiality based on language, religion, faith, race, nationality, age, sexual orientation, sex, disability status or any other dissimilarity, is deemed acceptable within our corporation. We treat all our employees according to the principles of equality in all areas, and to ensure the traceability of the application of this approach in practice in our corporation, we have adopted an objective evaluation system to be followed in all recruitments, promotions or internal position changes. Within this system, equal opportunities are offered to each and every employee within our organization to take advantage of their potential, backed by a remuneration and promotion policy based on objective criteria. Accordingly, we assess our employees in terms of their competences, experience, performance, workload, job description, career position, equivalent salary systems in the sector and the allocated budget. Based on such assessments, we apply an incentive-based remuneration policy supported by benefits and a performance-based bonus system.

In accordance with our diversity principle, we show due respect to employees with different opinions,

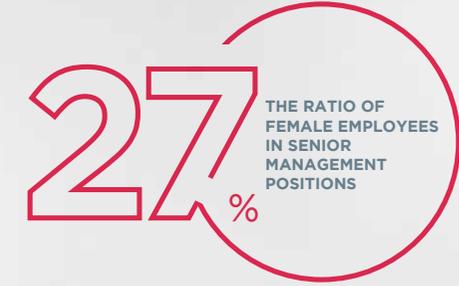
thoughts, preferences, experiences, cultures and social environments, and act with the awareness that these differences are the elements that feed the creativity and originality of our organization. We support diversity, and work to ensure diversity is freely accepted within our organization in all its forms. Accordingly, we act with the responsibility that comes with our status as a global brand that straddles many different geographies, and that employs hundreds of employees of different ethnicities that feed our productivity, based on the knowledge that “our differences make us creative” in our working environment, which has been established based on the principle of freedom.

Our approach to participation is part of our culture, and to this end we support the involvement of our employees in our decision-making processes by providing independent mechanisms through which they can freely express their opinions. As part of our cultural transformation, our executive team strives to create an open and sustainable environment for communication in which participatory leadership practices are adopted. Accordingly, we have established platforms through which our employees can present and implement innovative ideas, thus supporting our continuous development and renewal by taking their feedback into account.



Our corporation's [Diversity and Inclusion Principles and Board of Directors Diversity Policy](#) as well as the [Şişecam Group Human Resources Policy](#), which aims to bring all our stakeholders together on a common ground, can be accessed via the links.

By the end
of 2022:
We had more
than 5,500
female
employees



EQUALITY, DIVERSITY AND INCLUSION

ŞİŞECAM IN 2022

- We established a Board of Directors Diversity Policy and entered it into effect.
- Under a collaboration initiated with the IESE Business School within the scope of “Şişecam Women Expression” program, three female leaders graduated from the AMP (Advanced Management Program) and PMD (Program for Management Development) programs. Within a global learning environment, our managers received training in the fields of finance, operational excellence, strategy, marketing, digitalization, change management and leadership competencies in programs carried out over 6 months. The participant feedback related to the programs indicated 100% of satisfaction. To deepen the attained technical knowledge with the memory and experience of the corporation, a mentoring program has been initiated for our four female leaders, and is continuing under the guidance of Prof. Dr. Ahmet Kırman, Chairman and Executive Member of the Board, and Görkem Elverici, CEO. In recognition of the importance we attach to our female colleagues within the organization, we received a leadership award in the Cement, Glass, Ceramics and Soil Products Sector category at the “Strong Women of Exports” awards ceremony organized for the first time by the Turkish Exporters Assembly (TIM).
- We completed the fifth “Glass Applications Certificate Program”, which was launched under a collaboration involving Şişecam Academy, Balıkesir University and İŞKUR, and supports the creation of employment in the business lines in which we are involved, with the aim being to increase the competences of women in the field of glass. The latest outing of the program was attended by 55 trainees. The program has, to date, led to the employment of a total of 128 participants in Şişecam’s Glass Fiber Plant in Balıkesir.
- Under the “Women Friendly Factory” project, we have expanded the areas of employment of the women in our company by initiating task assignments that support gender equality in our business lines.
- We improved the architectural layouts of our working environments to ensure the highest level of comfort to our employees. We have renovated our buildings for the benefit of our disabled employees, and have made architectural adjustments to our factories to satisfy the basic and social needs of all our employees.
- We have carried out awareness-raising activities to ensure the omission of sexist language from our discourses.
- Within the scope of our “Together” global young talents program, we have maintained our policy to accept equal numbers of female and male interns, contributing to gender equality in employment. To make our sustainability reports accessible to visually impaired stakeholders, we have provided audiobook versions of the reports in both the Turkish and English languages on our website.
- We have reviewed the remuneration policies affecting our female colleagues, as well as the number of female employees in managerial positions. We have carried out projects to promote a participatory culture in our work environments with particular focus on the prevention of discrimination against, and the harassment of women.



TALENT ACQUISITION, MANAGEMENT AND DEVELOPMENT

Şişecam has established various social participation and professional development areas for our employees in order to create a happy and comfortable working environment and to promote sustainable success. We aim to contribute to the work-life balance through the arrangement of special activities, clubs and workshops for our employees, as well as vocational and technical training courses that help our employees maximize their potential. Through our renewed human resources HROne Contact Center application that is accessible by all our global employees, we follow our human resources activities by adhering to common criteria in all of the companies within our Company. We act with the principle of continuous improvement in all our processes; update our internal mobilization, promotion, internship and recruitment practices; renew our training programs in a format that responds to the interests of the age; and organize our working environment with an architectural consciousness, emotional awareness and focus that prioritizes our employees. We continue to operate our “Together” global internship program, and our “First Step” summer internship program for young people, and make use of our “Journey” global talent management program to support effective workforce planning. Furthermore, our Performance

Development System, operating under the motto “We for Success”, ensures our employees are evaluated fairly and rewarded for their performance. In the system we have established, we find a common ground between the personal goals of our employees and our corporate goals, and take into account not only the things we produce, but also how and with whom we produce. In this regard, we continue on our journey to success supported by an inclusive corporate culture in which open communication with all our stakeholders is encouraged and stakeholder satisfaction is prioritized.

We have been recognized with awards at The Stevie International Business Awards and The Stevie Awards for Great Employers:



Our HROne Global and Digital Human Resources Transformation Project was deemed worthy of a Silver Award in Human Resources Department of the Year category



Our Global Young Talent Program “Together” received a Bronze Award in the “Best Youth Employment Strategy” category.



TALENT ACQUISITION, MANAGEMENT AND DEVELOPMENT

ŞİŞECAM IN 2022

- To provide the best experience to our employees, we have implemented the HROne Contact Center application in all of the companies within our organization to act in an objective, fair and standardized procedure in all human resources functions.
- We completed the “Together” global internship program with the participation of 166 interns, and the “First Step” summer internship program with the participation of 227 interns. 52% of the interns who participated in the “Together” program are employed by Şişecam. The satisfaction rates recorded for the “Together” and “First Step” programs were 93% and 91%, respectively.
- Through our TakeAway application, we improved our internal recruitment processes and established an equal and fair career development and rotation space for our employees. We met 56% of our workforce needs in 2022 through our internal recruitment processes by offering our existing employees the opportunity to enrich their experience.
- We updated the Şişecam Kariyerim (Şişecam Career) website, providing users with a more dynamic and inclusive experience with richer content. Our website is available in a total of 11 languages, including the languages of all the countries in which we operate.
- We were selected as the subject company in the local step of the CFA Institute Research Challenge, one of the most prestigious institutes in the world of financing. A total of 197 students from Türkiye, Georgia and Azerbaijan took part in the competition, which ran from November to the end of February. A total of five teams qualified for the finals, and we provided short- and long-term internship opportunities to a total of 20 students.
- We hosted MBA students from the London Business School, one of the world’s leading universities in the field of business management, at our Şişecam Headquarters. A total of 25 students had an inspiring day during which they met with our General Manager and were given the opportunity to see the work carried out by our R&D center.
- Under a University-Industry Collaboration, the students had the chance to listen to the experiences of our expert employees within 12 course contents in 10 different universities.
- We launched new “Glass Technologies Engineering Certificate Programs” at Middle East Technical University and Eskişehir Technical University. A total of 96 engineering students participated in our six-week program during which they had the opportunity to prepare for business life and learn the about the technologies used in glass production. The students who were successful in these programs joined our teams for internship programs.
- We cooperated with the Vocational School departments of two universities in Lüleburgaz in support of the recruitment of qualified blue- and gray-collar talents. A total of 20 students were accepted into the 4-month internship program, and those deemed successful were prioritized for recruitment.
- Within the scope of our YGS university preference consultancy project, guidance support was provided to the children of 20 of our employees who took the exam.
- A total of 23 doctorate students are continuing their studies under the guidance of our R&D center within the scope of the “Together” doctoral program (2244 TÜBİTAK Industry Doctoral Program). We are currently assessing these students for potential employment within our group.
- Within the “First Step to Business World Internship Program”, which was held for the sixth time with Sabancı University, a total of 50 students from six departments were accepted into a 2-week online program. The students received training in eight subjects supporting their entry into business life, and participated in a total of six sessions in which they obtained information about Şişecam and its operations. At the end of the program, the participants held an inspiring meeting with our General Manager, as was the case in previous years.
- Through our measurements and evaluations of our talent management program, we identified our talent data that can be considered for three years to support our functional transformation agenda. In this process, employees that were considered to have high potential were supported by customized development programs and prepared for leadership roles in the new positions established during our organizational transformation. While 68% of promotions to managerial roles were made up of our talent pool, 73% of them were our candidates in our reserve pool.
- Based on 2022 being the Year of Glass, we made a total of 12 technical trips with nine different universities.
- We worked together with 25 students on their graduation projects in the last year of their undergraduate studies in six different universities.
- We have expanded our collaborations and promotional activities with universities on a global scale, organizing a total of 136 events at 36 universities.

EMPLOYEE EXPERIENCE AND COMMITMENT

At Şişecam, we encourage the establishment of relationships between our employees and our organisation on the basis of satisfaction, respect, equality, openness and participation, as a main priority. We evaluate Employee Engagement Survey, which is applied biannually, to understand the demands and expectations of our employees; we organize various

events and workshops through the NOW! Sports and Social Activities club application, with a view to making a positive contribution to the well-being of our employees and their work-life balance; we use the so-called NAR Suggestion Development Platform to allow them to present their ideas in a participatory environment; and we reward projects that make a

difference by making positive contributions to our processes through the Stars of the Year program. We believe loyalty comes from the heart and can be earned through the maintenance of a culture of equality, fairness and respect in which creativity is supported, understanding that strong ties with our employees are the basis of this culture.

EMPLOYEE EXPERIENCE AND COMMITMENT

ŞİŞECAM IN 2022

- We made positive contributions to the work-life balance of our employees by organizing 229 NOW! events, including tournaments, live broadcasts, hobby clubs, workshops and sports activities across our global network.
- We initiated the One Şişecam People and Culture Program to complete the transformation of One Şişecam and to determine our corporate culture and values. We adopted these elements at all levels and across all the companies within our group, and prioritized the establishment of stronger lines of communication with our employees through the common language we will create.
- We inspired our employees to share their creative ideas through the establishment of the Nar Suggestion Development Platform, and of the 1,101 suggestions received, 137 were deemed worthy of rewards.
- In 2022, we continued our free "Employee Support Program", which provides 24/7 legal, health, veterinary and psychological support to all Şişecam employees and their family members.
- Our CEO Talks events, which are held three times a year, continued, serving as a point of connection between our employees and executive teams, facilitating flows of information as a line of shared communication.
- We launched a study into the gathering of all our applications serving the well-being, health and happiness of our employees under a single roof. Accordingly, we today provide support to our employees under 11 headings via the corporate Life-Wellbeing mobile application.
- We have created spaces in which we can increase our interactions with our employees through various activities, such as "Hello to Summer", "We Meet at Şişecam with our Families", "New Year Celebrations", and the "Stars of the Year" and "Seniority Incentive Award" ceremonies.
- To create a social context and to contribute to society, the first step has been taken toward the establishment of a Şişecam Emergency Case Team (S.A.V.E.), made up of volunteer employees with competencies in disaster and emergency response procedures. Volunteer applications have been received, team members have been identified, and the necessary structures, training and governance mechanisms have been determined.
- We reward the efforts of our employees in various categories under the "Stars of the Year" program.
- Under the "We Meet at Şişecam with our Families" program, we open the doors of our production processes to the families of our employees and introduced them to the journey of glass.

My Şişecam Employee Engagement Survey

In an effort to maintain and maximize employee satisfaction, we encourage our employees to give us feedback through the Employee Engagement Survey, which is conducted biannually, and aims to identify our strengths and weaknesses in terms of development.

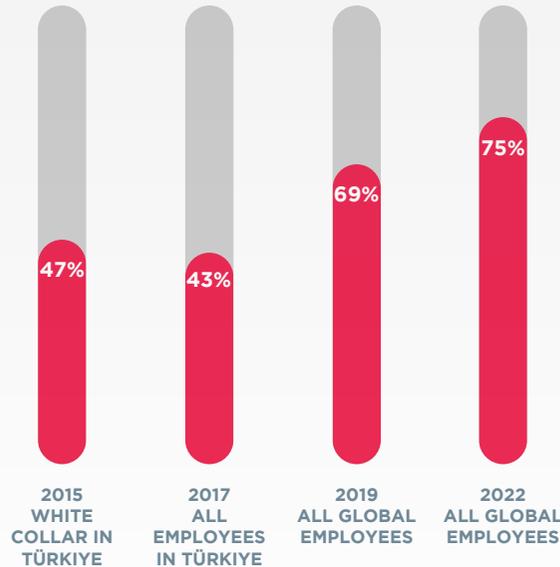
We attach the highest priority to the satisfaction of our employees, and make the necessary arrangements and shape our actions based on their concerns in the interests of a happier working environment.

MY ŞİŞECAM EMPLOYEE ENGAGEMENT SURVEY

ŞİŞECAM IN 2022

- In light of the feedback gathered from our employees through the biannual Employee Engagement Survey, we identify our strengths and weaknesses, and formulate an action plan that prioritizes employee satisfaction. Some 83% of our employees in 14 countries participated in the survey and shared their opinions.
- We have established a target tracking system to be followed by our management staff.
- We identify milestones, based on which we record our progress towards our targets, ensuring that our survey results are effectively reflected in our processes.
- We have carried out studies of the areas identified for improvement, and monitor the applicability of the actions for the targets by comparing the outputs of the actions taken with the planned results.

Global Employee Engagement Survey



ŞİŞECAM ACADEMY

Şişecam Academy highlighted the following areas for priority development in 2022.

LEADERSHIP DEVELOPMENT

The Leadership School runs three training modules for executive staff under the Leadership Development Program.

1.The First Step to Management: This program aims to improve the leadership skills of managers who have been newly appointed as directors.

2.Development Managers: This program aims to improve the leadership skills of our existing managers in directorship positions.

3.Leadership 2.0 Trainings: This program aims to improve the professional, personal and leadership skills of managers at the director level or above.

Regarding the development of our senior managers who have graduated from programs designed in line with Şişecam's leadership competencies and that support basic leadership skill development, Leadership 2.0 training courses have been arranged, diversified according to individual needs and supported by further advanced leadership programs. We have prepared a catalog for the Leadership 2.0 program to contribute to the professional, personal and leadership development of all managers at the director level and above, offering personalized development solutions in line with their individual needs and priorities, and supporting their development of micro-competencies. This catalog allowed us to complete leadership trainings in 2022 in line with the preferences of our managers, and prioritized according to their individual development needs.

Under this program, 24 different leadership topics were covered in 63 groups and over a total of 130 training days for a total of 1,055 managers globally, including Türkiye.

FUNCTIONAL SCHOOLS

The Functional Schools we offer to our employees support their continuous development, and are updated and redesigned for our global network to include the knowledge, skills and competencies expected from them under our new organizational model, and in line with the operational and organizational changes made under the One Şişecam Activity Model Transformation. Within the current system, we meet with our employees through eight schools, in which the focus is on **Human Resources, Financial Affairs, the Supply Chain, Marketing, Sales, Production, Quality or Glass Technologies**, depending on the respective area of expertise of the employee, and support them in the most effective way on their career paths.

TECHNICAL DEVELOPMENT

We follow technical developments in each function and at all levels, and provide our employees with the necessary support for their technical development based on an individual development needs analysis.

LANGUAGE DEVELOPMENT

As a key component in our global adaptation strategy, we have created a Foreign Language Development Program for our employees through which we provide such opportunities as personalized digital content, online and face-to-face lessons, and practical language sessions involving global conversation groups. We thus aim to increase the competencies of our employees in foreign languages, particularly English and Russian.

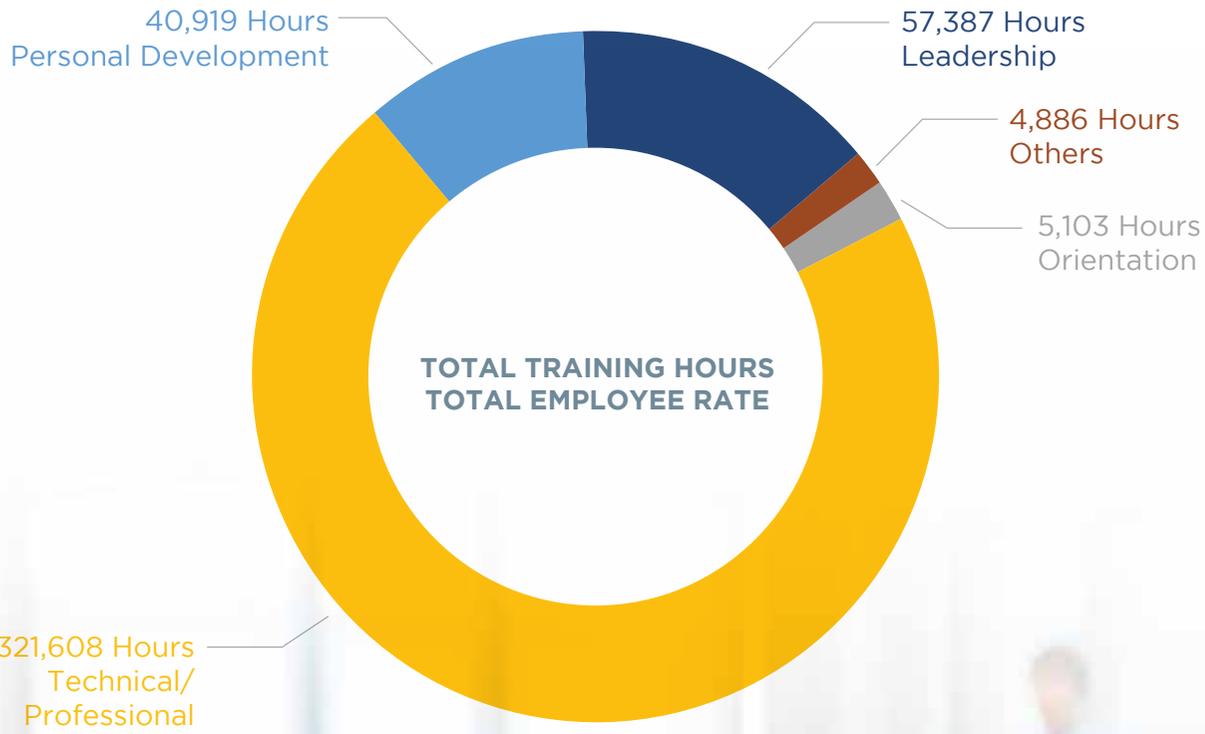
CORPORATE DEVELOPMENT PROJECTS

We carry out various projects aimed at the improvement of our systems and processes across multiple functions, thus contributing to Şişecam's desire for constant development and learning. Accordingly, in 2022, we established a polyvalence system for hourly paid employees based on Phase III of the Plant Human Resources Project, contributed to cooperative efforts aimed at the development of business skills in our factories under the Joint Working and Cooperation Understanding Project, and supported the development of volunteer teams to be deployed in the event of emergencies and disasters within Şişecam under the SAVE Project.

ŞİŞECAM ACADEMY

ŞİŞECAM IN 2022

- Through Şişecam Academy, we have created a platform for unlimited learning for our employees and experienced unlimitedness in training. Through the Şişecam Academy Unlimited Learning program, we offer free learning opportunities to our employees. Having compiled a database of 3 million training materials in 15 languages, we are now setting out on a journey to provide a new learning experience. In this process, we have provided our employees with access to approximately 6,500 e-books, 1,500 podcasts, 700 webinars and technical videos, 550 courses and 25 academic journals, as well as many other printed publications.
 - Working in cooperation with the Insead Business School with a view to raising the leaders of the future, we have completed the second module of the Insead Executive Leadership Development Program with the participation of 21 employees in our global network.
 - Within the scope of the Leadership 2.0 Training courses, we have provided 1,055 managers with 130 days of training on 24 topics related to leadership.
 - We offer eight training courses through our Functional Schools and have completed these courses with the participation of 324 employees to date.
 - Within the scope of Phase III of the Plant Human Resources Project, we have established a polyvalence system and defined the necessary Legal/Mandatory Training/Certificates, Technical Trainings, Work Instruction-Based Trainings and Behavioral Trainings on a line-by-line basis for our hourly paid employees. In this way, we have assessed the individual training needs of our hourly paid employees, providing them with development opportunities appropriate to their needs.
 - We launched the the Foreign Language Development Program in 2017 with the aim of improving the English and Russian language skills of our employees in eight countries, and have contributed to the language trainings of 927 employees since then.
- As part of the HROne Global Human Resources Transformation Project, we have restructured the Human Resources School and made it available for the provision of global services. Through the renewed Human Resources School, we aim to support the development of competent and productive professional human resources in this field.
 - Our Şişecam Academy has been deemed worthy of the ATD BEST (Best Institution in the Field of Training and Development) Award by the Association for Talent Development (ATD) – considered a global authority in the fields of employee training and performance development, and the most prestigious institution operating in this regard. This award is given every year to institutions that create added value through strategies aimed at the optimum matching of training and development activities, and that support their employees with pioneering development opportunities. As the recipient of such an award, we take our place in a group that includes the largest corporate academies around the world.
 - In order to increase the competences of our employees and to support them in realizing their potential, we offer our employees training opportunities in various fields within Şişecam Academy.
 - The strategic learning model applied within our In-House Mentorship Program has recorded a satisfaction rate of 94%, while 91% of the participants stated that they had benefited from the program.
 - Through our Individual Development Journey program, we have identified the strengths and areas in need of improvement among our employees, and have prepared individual development plans for those who participated in the program.
 - We have provided our employees with 32 person-hours of training to improve their functional personal skills.
- We completed the Strategic and Operational Leadership Program designed jointly with INSEAD, one of the best schools in the field of business administration, with the participation of 21 factory managers who received a total of 2.184 person-hours of training. Under the program, we matched professional executive coaches with our managers and planned eight one-to-one coaching sessions for each of them. We offered a total of 216 person-hours of coaching to our managers, giving them the opportunity to further develop their leadership skills. Working in cooperation with INSEAD business school, we have established two separate Talent Development Programs specifically for Şişecam, and a total of 39 of our managers have so far graduated from these programs.
 - We deploy Şişecam managers to mentor potential management candidates within the scope of our Journey Global Talent Management program, supporting their development through socialization activities, the transfer of the corporate memory and the sharing of experiences. Within the scope of the program, mentoring training sessions have been completed with 50 of our volunteer manager mentors who have been matched with 100 volunteer mentees. The mentors conducted a total of eight one-on-one interviews with each mentee, including target setting and closing interviews. We believe the Şişecam in-house mentoring program to be a strategic learning model and aim to diversify its target audience, method, and subject and disseminate it. Another mentoring program has been organized for seven of our leaders, six of whom are women, to support the development of talents in line with our principles of diversity and inclusion. Through a program organized under the mentorship of Prof. Dr. Ahmet Kirman, Chairman and Executive Member of the Board, and Görkem Elverici, CEO, we have provided for the highest level of experience transfer and have supported the development of our leaders through the provision of different perspectives.



We were recognized with an **ATD BEST Award (Best Corporation in the Fields of Training and Development)** by the Association for Talent Development (ATD)

By the end of 2022, each domestic employee had completed an average of **32 hours** of training.

By end of 2022, a total of **428,822 person-hours** of training has been provided to our employees.



Collaborations With Schools

Through Şişecam Academy, we are able to provide training and development activities beyond our borders, and enter into collaborations with educational institutions in our areas of operation simultaneously with our in-house training programs. We enter into local

and global collaborations with high schools, universities and industrial organizations to inform young people about glass and glass production technologies, and support their internship process and employment at the end of our training processes. We are thus able

to bring young talents together with our organization, bringing a fresh perspective to our organisation on one hand, and increasing the quality of the workforce in the glass sector on the other, thus contributing to the development of the sector as a whole.

COLLABORATIONS WITH SCHOOLS

ŞİŞECAM IN 2022

- We completed the 6th Glass Application Certificate Program, which we carried out with Balıkesir University, with the participation of 51 students. As a result, employment opportunities have been provided to 160 students in the Balıkesir Glass Fiber Plant since 2018, when the program was launched.
- We completed the six-week Glass Industry Applications Certificate Program with the participation of 54 students from METU and 53 students from ESTU.
- Under our “Anatolian Scholars” scholarship program we provided scholarship support to another in-need student – the third student studying at Koç University with our support.
- We have provided scholarship support to 10% of the students studying in the Department of Mechatronics of Bursa Yenişehir Şişecam Vocational and Technical Anatolian High School.
- The Denizli Handmade Glassware Manufacturing Apprenticeship Training Program was joined by 17 apprentice candidates who applied through the Necati Bilican Vocational Training Centre in Denizli, and who started working as glass handmaking apprentices in our Şişecam Household Glassware Plant in the city.
- We launched the “3+1 Workplace Applications Internship Program” in cooperation with the vocational school departments of Kırklareli University and Trakya University and offered internship opportunities to 20 students in our Lüleburgaz factory for four months, prioritizing 16 successful students for recruitment.
- Working in cooperation with the Ministry of National Education and the EU Erasmus Fund, Şişecam Academy ran an Industrial Automation Internship Program for four students from the Industrial Automation departments of the Bursa Yenişehir Şişecam Vocational and Technical Anatolian High School and the Atatürk Vocational and Technical Anatolian High School. The students were offered internship opportunities in our factory in Bulgaria under the Erasmus+ Internship Mobility program.

Academy Seminars

We continued to host our Academy Seminars for employees in Türkiye, accessible through the Teams Live Events platform, addressing current topics and subjects designated by our expert guests. Through this series of seminars, Şişecam Group employees were

provided information in various fields, including health, economy and psychology, addressing also personal issues, and providing them with the opportunity to learn, develop themselves and satisfy their curiosities.

ACADEMY SEMINARS

ŞİŞECAM IN 2022

Organized seminars:

- **The Brain Leading Processes and Transformation**
- **Pre- and Post-Pandemic: Global and Turkish Economy**
- **Shortcuts to Happiness**



Alternative Training Technologies

Through the Şişecam Academy, we have updated our e-learning materials to allow us to benefit from the latest training technologies and have made our training content more comprehensive. We have recreated the

videos we use in our training modules in an interactive format, with the aim being to provide a more dynamic and attractive experience to our employees. Then, we released virtual reality applications that covered

our orientation and factory production processes, expanding the digitalization and technological renewal strategy we employed in training beyond technical and personal development domains.

ALTERNATIVE TRAINING TECHNOLOGIES

ŞİŞECAM IN 2022

- We launched our Global Orientation Virtual Reality Application to facilitate the standardization of the job adaptation process for all our employees.
- Our Factory HR Virtual Reality Application allowed us to increase the safety of our employees and reduce the risks of occupational accidents by allowing our production line employees to experienced the workflow and routine procedures before they started working.
- We launched two online learning platforms, “Odilo” and “Udemy Business”, for our employees, in accordance with our “unlimited learning” motto.
- Through the “Odilo” platform, we created content supported in local languages for all our white-collar employees and shared more than 3 million resources, including podcasts, videos and articles.
- We launched a project under which licenses were provided to 750 employees in the first phase in cooperation with “Udemy Business”, and a total of 1,500 licenses have now been issued, thus creating new social and dynamic learning spaces.



OCCUPATIONAL HEALTH AND SAFETY

Şişecam's Occupational Health and Safety (OHS) Policy prioritizes people, and we establish working environments that reflect this priority based on a principle of "a healthy workforce supports a safe workplace". To this end, we carry out studies to identify our strengths and weaknesses and launch projects to ensure the effective management of risks. We involve all our employees in the processes initiated to ensure security in our business environment, both locally and globally, analyzing examples of good practices and

discussing how we can develop them and integrate them into our own processes.

Our organization keeps abreast of OHS policies and procedures in compliance with the OHSAS 45001 Standard. In accordance with our OHS approach, we carry out our activities in a way that allows us to anticipate risks and take action in advance with the participation of all of our employees, in compliance with international standards, supporting these standards

even further. In this context, we use the outputs of our processes to support the development of our employees, provide them with training to increase their awareness of OHS issues, involve our employees in the efforts to determine our risks, follow the progress of necessary actions with a participatory perspective, and move forward with the goal of transforming our zero accident target into a corporate policy.

OUR ONGOING OCCUPATIONAL HEALTH AND SAFETY PRACTICES

ŞİŞECAM IN 2022

- We implemented a Virtual Reality Technical Training Project for employees working on the production line, allowing employees to experienced their specific processes in a safe environment before starting work in the real environment, thus reducing potential accidents.
- To contribute to our sphere and society in the event of natural disasters and emergencies, we completed voluntary employee health checks by organizing informative seminars in cooperation with AKUT to establish the Şişecam Emergency Case Team (S.A.V.E).
- Following a Behavior-Oriented Occupational Health and Safety approach, we identified behaviors among our employees that could be classified as safe or unsafe according to OHS principles and carried out studies into the transformation of unsafe behaviors identified into safe behaviors and habits.
- We implemented the forklift collision prevention system to reduce the number of occupational accidents caused by collisions, imposed speed limits for forklifts, and thus prevented possible collisions between forklifts and personnel.
- We conducted an OHS Culture Survey through which we obtained information about the general situation in our facilities, and carried out activities to create safe working environments based data gathered during facility visits, workshops, focus group studies and one-on-one interviews.
- We measure our employees against key performance indicators related to OHS using the digital OHS Report Card Application, and carry out studies to improve performance based on periodical evaluations made during OHS Board Meetings.
- We share Şişecam's occupational accident statistics with all employees and departments of our group on a monthly and annual basis through the "OHS Bulletin" that is published quarterly for each field of activity via e-mail and through the internal documentation system, and carry out activities to raise awareness within the company.

2022 OCCUPATIONAL HEALTH AND SAFETY PANDEMIC-RELATED PRACTICES

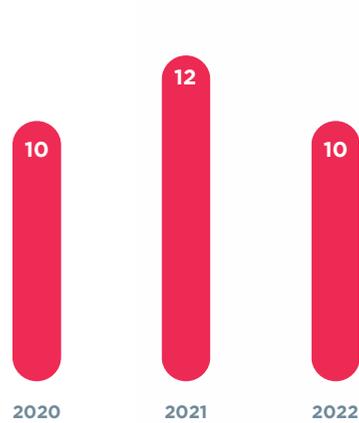
We renewed our TSE COVID-19 Safe Production Certificates in 2022 based on the understanding that “the health of our employees is our priority”. To increase our corporate immunity to the pandemic, we keep the system through which we follow-up

the number of cases up-to-date, and coordinate the isolation of infected employees. We have gradually reduced the measures we apply as the number of cases has decreased, but maintain the readiness of our control system. In line with our action plan, to ensure

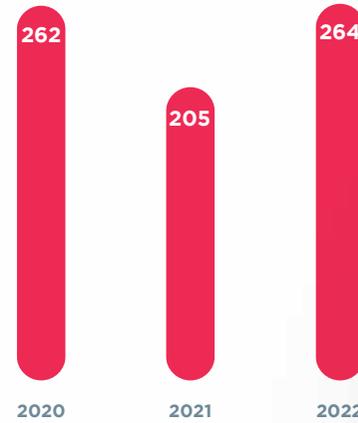
rapid action when there is a risk of transmission, we follow-up the number of cases on a weekly basis and continue to keep all our resources, equipment, and infrastructure ready for a potential emergency.

As of the end of 2022, we have provided 237,236 person-hours of training in Occupational Health and Safety.

INCIDENT RATE



LOST DAY RATE



* Incident Rate (IR) is the number of lost time injuries in the reporting period multiplied by 1 million, divided by the total hours worked in the reporting period.

**Lost Day Rate (LDR) is the number of lost days in the reporting period multiplied by 1 million, divided by the total hours worked in the reporting period.

OCCUPATIONAL HEALTH AND SAFETY

ŞİŞECAM IN 2022

HIGHLIGHTS OF AWARENESS RAISING ACTIVITIES

Chemicals - Bosnia Lukavac Soda Plant: As part of the European Occupational Safety and Health Week, we organized meetings, seminars and competitions to raise awareness of the importance of active participation in occupational health and safety.

Glassware - Denizli Plant: We digitized the daily operator controls to support the occupational health and safety of our employees, thus achieved savings in time and workload.

Chemicals - Mersin Chrome Plant: With the SDS Document Storage Box application, we secured important documents on the studies carried out with chemicals and ensured to intervene, eliminate the hazards from, or dispose of the chemicals in a faster and safer manner in the event of a possible accident.

HIGHLIGHTS OF PREVENTIVE ACTIONS

Glassware - Bulgaria Plant: We carried out studies to improve the carriage of pallets on the conveyor belt, thus preventing falls of pallets and reducing the potential for occupational accidents.

Glass Packaging - Bursa Plant: We carried out studies of mold lifting and rotation systems to reduce the loads to which our employees in the mold workshop are exposed due to work, with the aim of reducing the potential for occupational disease.

Bursa Regional Management: We launched a QR code application for the instant notification of dangerous situations and near-miss events and contributed to the re-establishment of occupational safety through rapid interventions in possible dangerous situations.

Flat Glass - Mersin Plant: We renewed the TR4 infill and created a water-cooled platform to prevent parts from falling into the working area through the wall and the gap in order to increase our work efficiency by creating a safe working environment.

Flat Glass - Şişecam Automotive Lüleburgaz Plant: We applied the forklift collision prevention system to reduce the number of occupational accidents caused by collisions and imposed speed limits on forklifts, thus preventing possible collisions between forklifts and personnel.

HIGHLIGHTS OF CORRECTIVE ACTIONS

Glassware - Paşabahçe Egypt Plant : We implemented the OHS report card system project and achieved a reduction in the number of accidents, accident frequency rates and accident severity rates in our workplaces by defining safe scorecards for our employees and raised awareness on OHS issues.

Glass Packaging - Mersin Plant: Through the use of adjustable workbenches, we allowed our employees to adjust their working surfaces to suit their height, and made the dust collection systems on the tables more effective, thus reducing the ergonomic risks that our employees may encounter.

Glassware- Camiş Ambalaj Sanayii A.Ş. Tuzla Plant: Through the self-service logistics application, we made the necessary arrangements to minimize the occupational safety risk associated with loading. In this way, we reduced the workload of our respective employees and increased the loading speed.

INTERNATIONAL YEAR OF GLASS

Based on our 87 years of experience and our accumulated knowledge, we believe our company can serve as a guide to local and global needs as we move into the future, and assume a leading role in all areas in which we operate, motivated by our desire to raise awareness of glass through our activities. To this end, we contributed with all our resources to the declaration of 2022 as the United Nations International Year of Glass so as to emphasize the contributions of glass to civilizations and its sustainability as a material.

After 2022 was declared the International Year of Glass, we focused on remembering and being reminder of glass as the **“Main Sponsor of the Year of Glass”**. During this process, we all saw that due to its unique structure, glass is an indispensable for the sustainable future we dream about for humanity and our planet. Thus, in 2022, we emphasized the technological, scientific and economic importance of glass, reminded the public of its historical journey throughout civilization and explained its strategic importance for a sustainable world on every platform. We proudly celebrated the 2022 International Year of Glass in our century, which we call the Age of Glass, telling the world about the miracles and secrets of glass through communication projects and special events, including symposiums, advertisements, installations, exhibitions, workshops and fairs. Through the story of glass we told, we all touched glass together throughout the International Year of Glass, remembering that we could claim the past by knowing the role of glass in civilizations and the future through the infinite recycling potential of glass.

WORK
THAT MAKES
A DIFFERENCE

TRANSFORM **LIFE**



SUSTAINABILITY ACROSS THE VALUE CHAIN

At Şişecam, sustainability is not limited to our organizational structure, as we strive to promote to concept within all actors in our value chain. To this end, we adopt a digitalized value chain approach that prioritizes the satisfaction of our customers and suppliers, and aim to implement environmental, social and governance practices throughout our value chain to support the creation of a more sustainable world.

CUSTOMER RELATIONS

As a reflection of our corporate culture in which the expectations of our customers are our focus, we have established a Customer Quality Management System within the One Şişecam transformation. We have carried out studies to evaluate the feedback, complaints, suggestions and comments of our customers, and have planned the Şişecam S4 Wave 2 Project for the digitalization of the processes. We thus aim to increase the quality of service we provide by responding to our customers' queries in a fast and effective manner, and to increase customer satisfaction with the solutions we offer. Throughout this process, we prioritize meeting our customers' expectations in terms of product quality, post-purchase support and environmental sensitivity at the highest level. To this end, we continue to improve the technical processes in our corrective action system and to identify actions that can be taken to address the demands of our customers.



CUSTOMER RELATIONS

ŞİŞECAM IN 2022

Şişecam Flat Glass

- To keep customer satisfaction at the highest level, we carry out brand strengthening projects on digital platforms. Through these works, we have promoted our products in 11 countries in local languages and have carried out communication campaigns involving digital and printed publications.
- With the principle of continuous improvement, we have planned a customer satisfaction survey to be conducted in 2023 to reveal our strengths and weaknesses, and will initiate the necessary actions based on the results.
- To understand the present and future of the glass sector on a local and global basis, and to guarantee customer needs are met uninterrupted and completely, we carry out a Glass Sector Index Survey every quarter.
- We have also carried out a “Lifecycle Analysis” (LCA) of the entire flat glass product range to ensure our sustainability expectations are met throughout our value chain.
- We have obtained Environmental Product Declarations (EPDs) for all flat glass products under the Lifecycle Analysis project.

Şişecam Glassware

- We have launched new generation retailing applications and offer online and mobile solutions to our customers through the Digital Customer Experience application implemented by the Paşabahçe Stores.
- Through its customer-oriented approach, our Paşabahçe brand was recognized as the Best Brand Managing Customer Experience in the glassware category at the A.L.F.A. Awards.
- We have designed various product portfolios for different customer segments, and strive to offer products that are suitable for each customer and that meet all expectations.
- We have updated our product designs considering customer needs and offered our customers space-saving products that can be stacked thanks to their special designs.
- We have carried out a communication campaign for our customers using written and visual media in Türkiye, Russia, Italy, England, Germany, Spain and China.

Şişecam Glass Packaging

- We have come up with innovative and sustainable designs based on a customer-oriented approach.
- With our lightweight and aesthetic beverage bottle designs, we have contributed to reduce the carbon footprint of our customers based on savings of raw materials and energy. We have been deemed worthy of three different awards for our packaging designs that combine sustainability and elegance.
- We have launched the Digital Data Platform Project to manage customer expectations in the most positive way. Through this project, which is scheduled for completion in 2023, we will provide product information and visual data to our stakeholders, and integrate this information into digital systems.

CUSTOMER RELATIONS

ŞİŞECAM IN 2022

Şişecam Chemicals

- We have fulfilled all our obligations under European Union Regulation (EC) No 1907/2006 - Registration, Evaluation, Authorization and Restriction of Chemicals (REACH).
- We accelerated our processes to complete our obligations under the “Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals” in force in our country.
- Oxyvit Chemicals, one of companies within our group, continued to offer reliable and effective products to our customers as Europe’s only Vitamin K3 manufacturer.

Şişecam Automotive

- The Global Customers Quality Directorate carried out standardization studies related to quality and customer satisfaction in our automotive and white goods operations.
- We completed the certification processes of the International Automotive Task Force (IATF), an International Automotive Quality Management System, at all our facilities.
- We centralized homologation processes and made the necessary revisions in our production facilities on a country basis.



SUPPLY CHAIN

As Şişecam, we consider sustainable supply chain management to be a key area of focus for the creation of value, and carry out studies into the monitoring, implementation, development and integration of our priorities in environmental, social and governance issues throughout our supply chain. To this end, we follow our processes in eight breakdowns we determined and integrate the follow-up results outputs into our processes. We encourage sustainability in all actors with which we come into contact within our value chain through effective supply chain management, and approach the eight follow-up breakdowns we have defined as a road map:

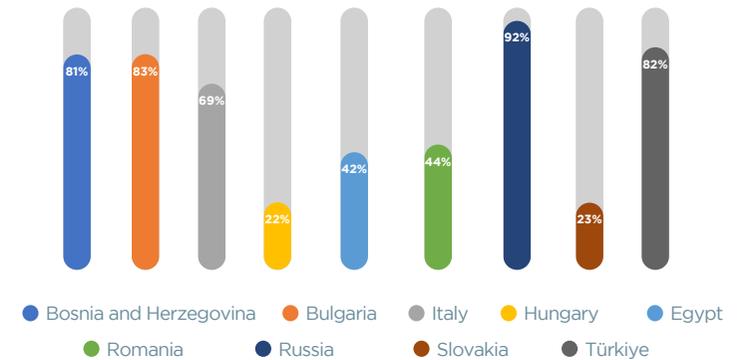
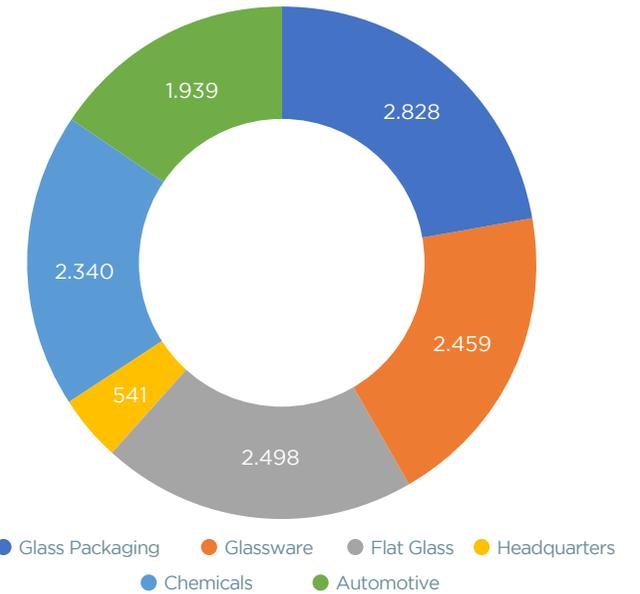
- Supplier Commissioning and Decommissioning Systems
- Supplier Performance Evaluation Systems
- Supplier Improvement Practices
- Supplier Segmentation Studies
- Supplier Sustainability Platform
- General Terms and Conditions for Procurement
- Şişecam Suppliers Code of Conduct
- Early Payment System

We accept applications from suppliers through the **Şişecam Supplier Portal**, which has been operating since 2018. As part of our acceptance process, we expect our suppliers to accept the Şişecam **Supplier Code of Conduct** that we have integrated into the system. Accordingly, we continue to work with suppliers who commit to complying with the mentioned code, which defines our sensitivities and limits, and apply also the Şişecam Code of Conduct in all tender, contract and purchasing processes, keeping our supervision in this regard at the maximum level. Responsible and effective supply chain management is thus at the heart of our actions, and based on this, we aim to create a value chain

in which all our suppliers fully comply with the codes and principles within our 2030 strategy. As of the end of 2022, the number of suppliers that had accepted the “Şişecam Supplier Code of Conduct” reached approximately 50% of the number of non-group active suppliers, accounting for 80% of the purchasing volume.

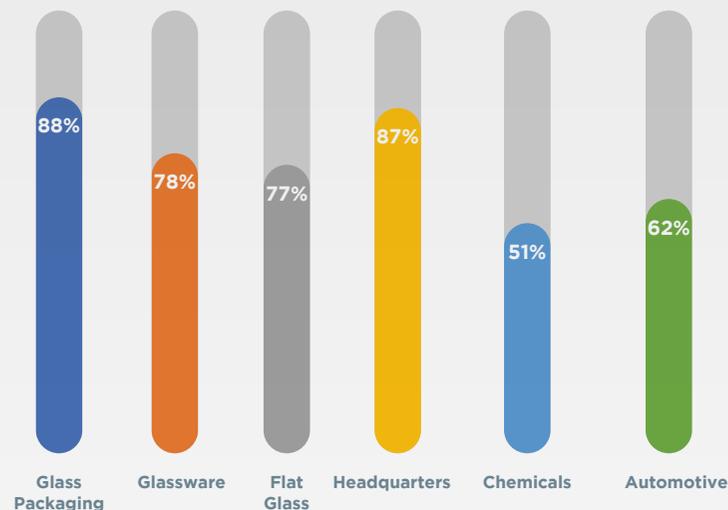
Within the scope of our supply chain management practices, we also benefit from the **Şişecam Supplier Management Procedure**, which has been submitted for preliminary evaluation. Within the scope of this procedure, we plan to submit to our suppliers a questionnaire prepared for each goods/services category, and to make a preliminary evaluation based on the responses of our suppliers through which we will measure their performance in critical areas. Finally, we carry out process/quality audits and simultaneous **Supplier Audits** to record the compliance of our suppliers with our general principles.

Based on the results of these three applications, we determine supplier development actions for those who perform below the expected level and/or whose risk level is evaluated as high, and follow up the process. In cases where no improvement is made, we may reduce the share of the supplier in question, may terminate the business contract with the supplier and may look for alternative suppliers. In this process, we stand in solidarity with our suppliers in order to encourage the compliance of all actors with which we come into contact with sustainability standards and to further their current situation. We believe it is possible to establish a supply chain that embraces effective and ethical governance, that has higher ecological sensitivities and that is more socially aware, and that a better world can be created by those that embrace these principles.



RATE OF LOCAL PROCUREMENT TO TOTAL PROCUREMENT BUDGET

Rate of Locally
Procured Raw
Materials:
83.8%



SUPPLY CHAIN

ŞİŞECAM IN 2022

- As an outcome of our digitalized value chain approach, we continue to receive supplier applications through the Şişecam Supplier Portal that was launched in 2018. We considered the Şişecam Supplier Code of Conduct, which has been integrated into the system, as our guide, and follow the compliance of our suppliers with our rules.
- We have increased our e-tender applications, allowing us to carry out procurement processes more efficiently and transparently.
- We launched our Şişecam Supplier Management Procedure application for the pre-evaluation of our suppliers through questionnaires prepared for goods/service category.
- We launched the Şişecam Supplier Segmentation Project for the classification of our suppliers on the basis of "Supplier Risk Potential" and "Supplier Benefit Potential". We have thus determined sustainability scores for our suppliers and the actions to be taken within each supplier segment.
- We have implemented responsible procurement practices related to conflict minerals. We carried out process follow-ups with Conflict Mineral Template Format (CMRT) reports created under the "Responsible Minerals Initiative", and share them with the customers who request them.
- We have decided to complete the necessary declarations and/or registration processes for chemicals that are directly imported or produced, and that fall within the scope of the REACH Regulation, by the end of 2023. We also started works to confirm that the necessary declarations are prepared for chemicals produced by local suppliers in Türkiye.

DIGITALIZED VALUE CHAIN

At Şişecam, we aim to establish a structure that supports our digitalized value chain approach by integrating “Industry 4.0” applications into our processes. In this context, we implement smart solutions powered by technologies in our production and procurement

activities and in all stages of our products and services, both before and after sales, during which we connect with our customers, and develop our processes based on data and analytics drawn from the entire value chain. Throughout our global network, we carry out digital

marketing, communication and design activities with our applications that we see as a digital integration, and maintain our dynamism by feeding from technology-compatible processes throughout our entire activity cycle.

DIGITALIZED VALUE CHAIN

ŞİŞECAM IN 2022

- We supported our sustainability efforts within our value chain by disseminating Industry 4.0 applications throughout our processes.
- We have developed seven mobile applications that will serve as an information pool in the field of architectural glass, delivering the most accurate information to end users, architects, sectoral professionals and project experts, quickly and safely.
- Through the Şişecam Supplier Portal, which we developed as an online tracking and information system for our suppliers, we monitor the compliance of our suppliers with the Şişecam Supplier Code of Conduct.
- We expect all our suppliers to achieve 100% compliance with the Supplier Code of Conduct and our ethical principles by 2030, motivated by the desire to create added value.

- We have sought to strengthen our brand image through digital communication campaigns, and as Flat Glass business line, we have made product promotions in the local languages of 11 countries to the attention of our stakeholders in online and printed media.
- Adopting a Building Information Modeling (BIM) approach, we have created BIM Smart Objects in the form of digital replicas of our flat glass products that can be accessed through the BIMobject platform. Our BIM Smart Objects have been downloaded 26.645 times by different professionals in 145 different countries.
- To increase customer satisfaction, we facilitate the automatic transfer of customer suggestions and complaints shared on the website to the Dynamics CRM System, and reflect these in the targets for the coming period.

- Through our online packaging E-Pack Project, we aim to ensure our products reach our customers in the most efficient way by using packaging that is resistant to impact and other adverse events.
- We have created online information platforms for our stakeholders in the form of a Digital Pattern Library, an Accessory Technical Library and a Packaging Application Guide.



DIGITALIZATION

As Şişecam, we are integrating various technological components into our processes with our digitalization move, and we can now manage our processes from a single center through a transparent and instant tracking system. We believe that competition is possible with adaptation to the digital age, and adopt the principle of “competition with data” on the way to achieving our global goals, moving forward with the motivation of “creating a digital transformation ecosystem”. Accordingly, in our efforts to transform data into value, we have carried out Robotic Process Automation (RPA) in our management processes and applied

Overall Equipment Efficiency (OEE) to our operational procedures. While increasing our corporate strength based on the outputs of our process excellence, operational excellence, process improvement and continuous improvement projects, we have increased our efficiency and flexibility with “Smart, Productive, Digital, IT X.O” strategies. Thus, while implementing sustainable solutions in a digital universe, we determine the course of our journey under the guidance of our digitalization strategy, which maintains our connection not only with speed and productivity, but also with the ESG parameters in this universe.

We made investments amounting to **521 million TRY** into our digital transformation over the last three years.

DIGITALIZATION

ŞİŞECAM IN 2022

- Under the Digital Twin Project, we collected data from 4.500 sensors that was then digitized and integrated into our decision-making processes.
- We completed the S4Hana quality module update works that were started in our glassware business area.
- Within the scope of the Data Governance Project, we carried out studies into increasing data quality and thus strengthening our options in data-based decision making, forecasting and modeling, and supporting faster reporting. We started the modeling process with our outputs.
- Within the scope of the Roots and Wings Digital Transformation Program, we carried out improvement studies into our ERP processes.
- Under the Digital Customer Experience Project, we aimed to support the customer experience in the digital environment and to bring it to the most satisfactory level, while strengthening our new generation merchandising applications with online and mobile solutions.

- Within the scope of the Human Resources Global and Digital Transformation Project, we collected all human resources data from the local and global systems applied in 14 countries in a single database.
- Through the Human Resources Employee Experience application, we structured Workforce Planning, Payroll and Benefits, Employee Movement Experience Management, Travel Expense Management, Mobile Application and Personnel Attendance Tracking System projects on a global scale within the framework of a digital office approach.
- Regarding our supply chain, we implemented the Common Service Center and Common Logistics Warehouses projects.
- As part of our efforts to digitize our financial processes, we expanded the Kyriba and Swift applications and completed the bank integration processes.
- We launched a Driverless Forklift Usage Project to prevent work accidents related to the transportation of heavy items in our factories and to increase productivity.

- We carried out studies into identity, device, application/data and infrastructure security as part of our Cyber Security, Risk and Compliance studies. We have thus made improvements to our use of information and production technologies, eliminating potential risks.
- We have launched a Global Orientation Virtual Reality Application with the aim of facilitating and standardizing job adaptation process for all our employees.
- Our Factory HR Virtual Reality Application allowed us to increase the safety of our employees and reduce the risks of occupational accidents by allowing our production line employees to experience the workflow and routine procedures before they started working.

PROCESS AND CONTINUOUS DEVELOPMENT

PROCESS EXCELLENCE

In parallel with the vision of One Şişecam, we reviewed our Şişecam Process Governance Model. We have created a Şişecam Process Architecture and moved all our processes to a single platform (Signavio) to bring maturity to both Şişecam processes and process governance in the company, while guaranteeing their sustainability.

Design of E2E Value Chain Processes

To guarantee our strategic objectives and generate value in line with customer expectations, it is critical to define and monitor end-to-end (E2E) value chain processes in process designs. In this context, the “E2E Value Chain Process Management Project” was initiated to provide a holistic perspective of the critical processes in Şişecam so as to eliminate the disconnections and gray areas between processes. Under these projects, we completed designs based on a holistic and value-based perspective of E2E processes, KPIs and risks.

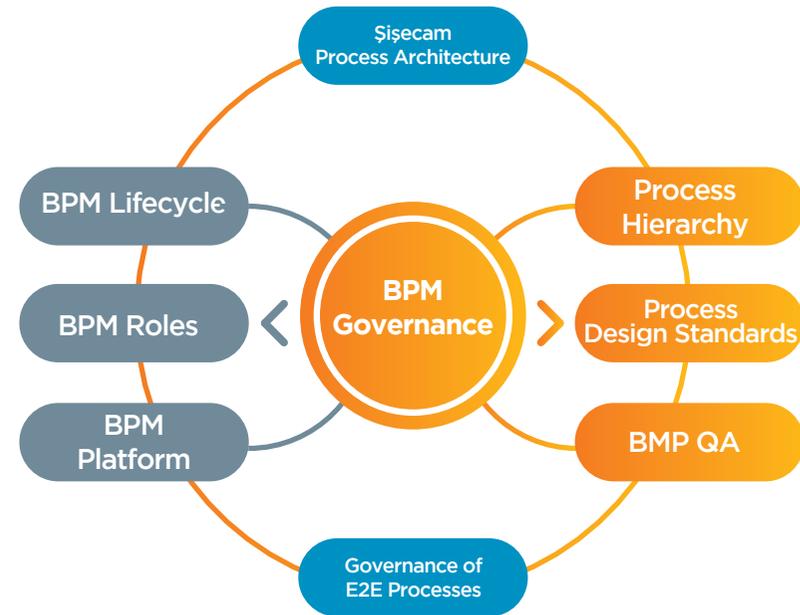
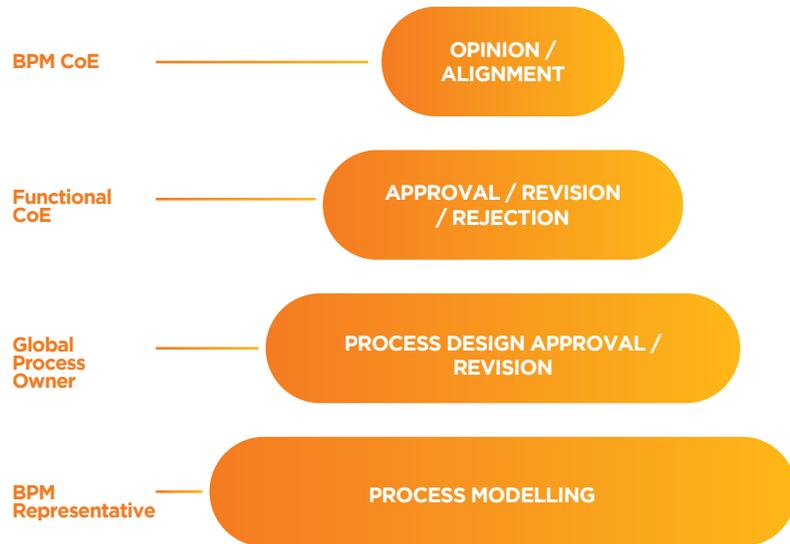


Architectural and Business Process Management (BPM) Project

The Şişecam Process Architecture was reviewed in line with the vision and objectives of One Şişecam, and was updated to allow the functional processes and end-to-end processes to be defined together with guaranteed interactions. Through the defined BPM standards, we ensure institutional integrity and standardization in

our process design and management activities in the interest of architectural integrity. Process management lifecycles and all responsibilities in this regard are defined within the scope of BPM roles (Functional centers of excellence teams, Global Process Owners, Business Process Owners, BPM representatives). All

processes in parallel with the standards were reviewed and the necessary revisions were completed according to process interactions, and BPM standards was disseminated by informing all critical roles responsible for process management.

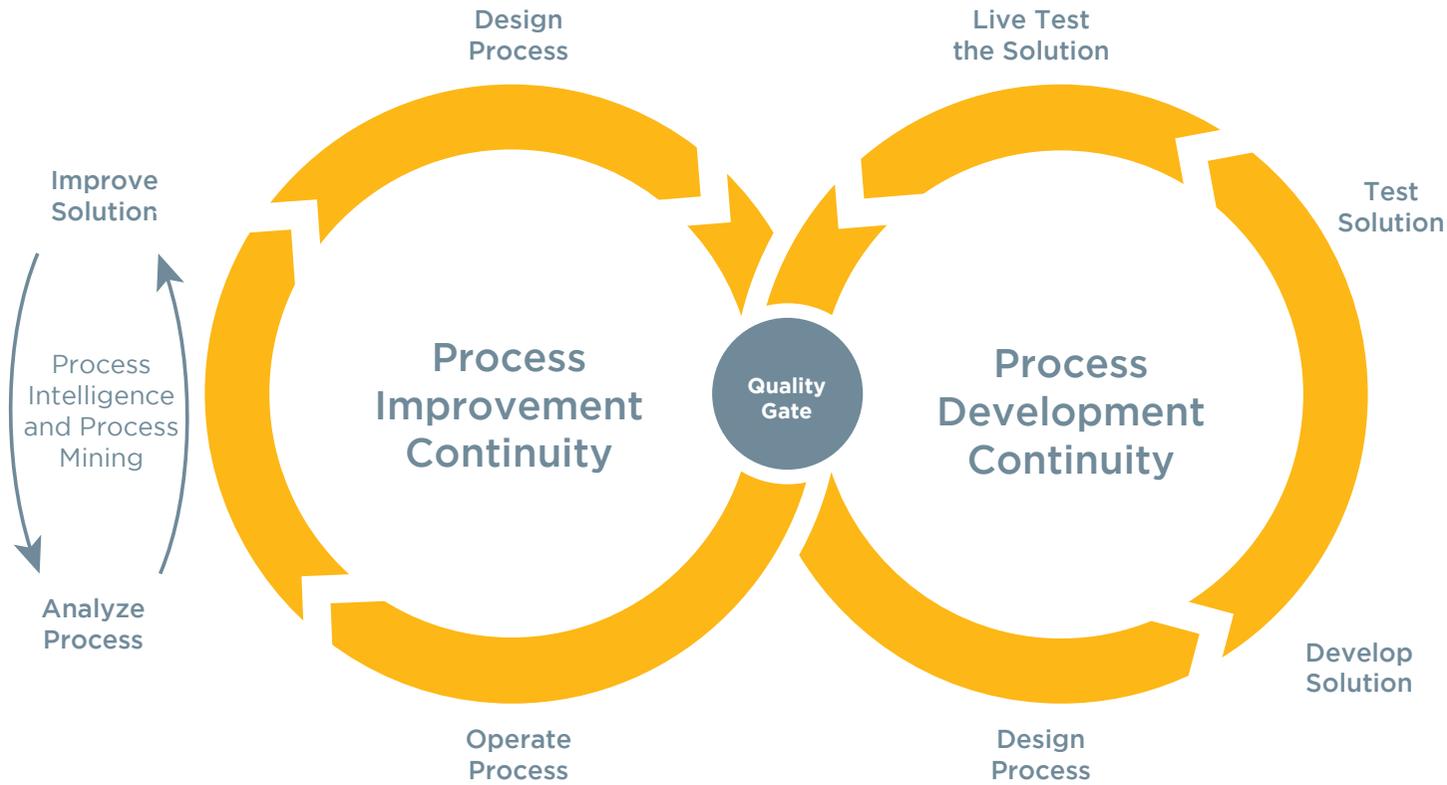


Commissioning of Process Management Software

For the achievement of its goals and strategies, Şişecam needed a single integrated process management software for the global design, monitoring and digitization of its business processes. We deployed our “Signavio” process software, which is also integrated with SAP. In parallel with the BPM lifecycle, it was guaranteed that all processes and process components of Şişecam (BPM roles, KPIs, process risks, process documents, etc.) were designed, defined, that

processes were continuously and regularly monitored and analyzed, and continuous improvement was ensured in terms of both managerial and business results. Approval mechanisms to ensure the dynamic management of changes in processes were established and entered into effect. A process mining approach for the systematic detection of process bottlenecks and the tracking of real process performance was implemented to support data-based decision making with a pilot

study within the scope of the project. In the coming period, it is aimed to expand the study to cover other processes. The commissioning of process management software provides a strategic contribution to the operation of BPM governance, the gathering of process designs realized within the scope of transformation projects under one roof, the protection of projects and company intellectual property, and the acceleration of process design and harmonization studies.



OPERATIONAL EXCELLENCE

We restructured our Operational Excellence Development Program supporting the creation of competent resources, appropriate methodologies and value-generating process improvements in Şişecam in line with our operational excellence strategies. Based on an approach in which online and field training are provided in parallel with our projects, our employees

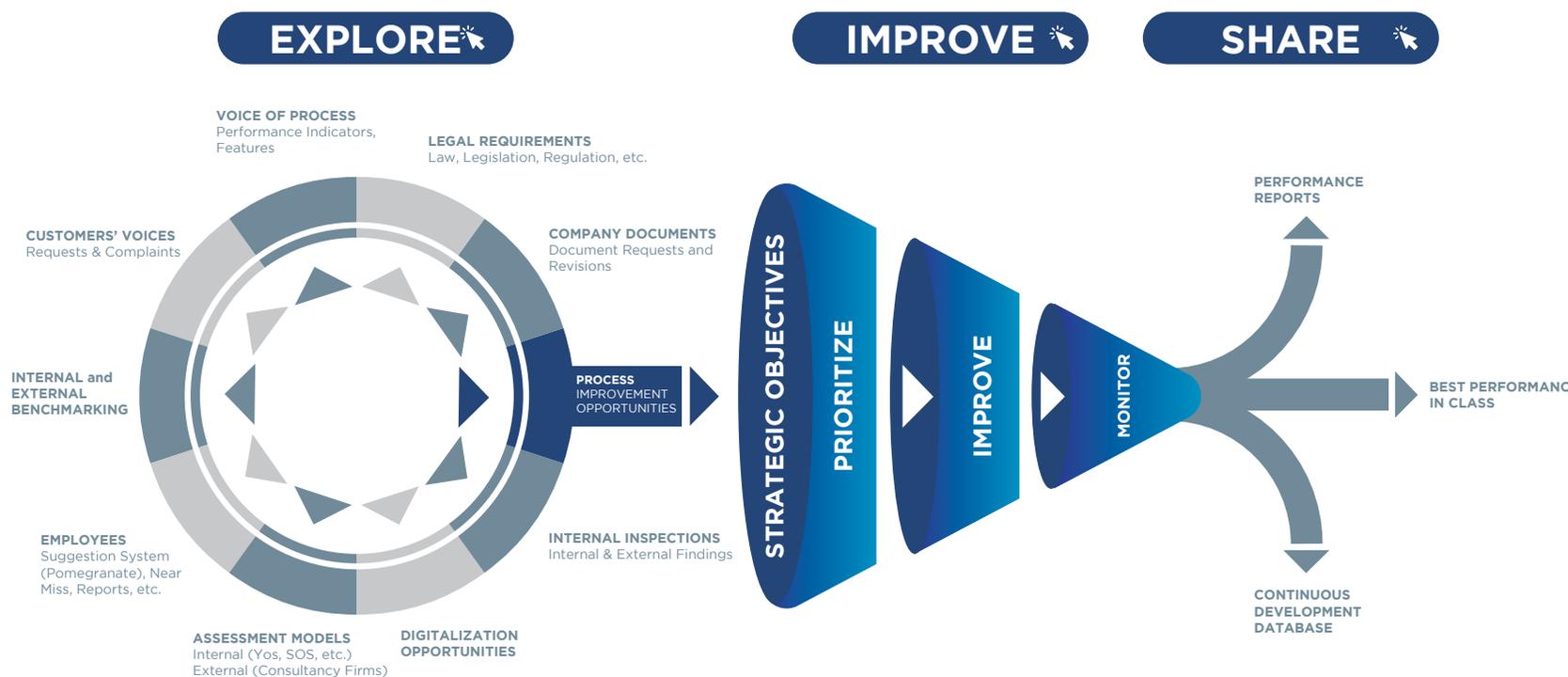
have the opportunity to gain global accreditation in their fields of operational excellence in parallel with the competencies they have gained and the value they have produced.

Our programs, which develop as part of the sustainable continuous development that we strive for in line with

our CareforNext strategy, also support the sharing of creative solutions, mutual learning and good practices throughout Şişecam. We manage our corporate integrity projects and share them with each other, while disseminating best practices through the Operational Excellence Platform created in parallel with the vision of One Şişecam.

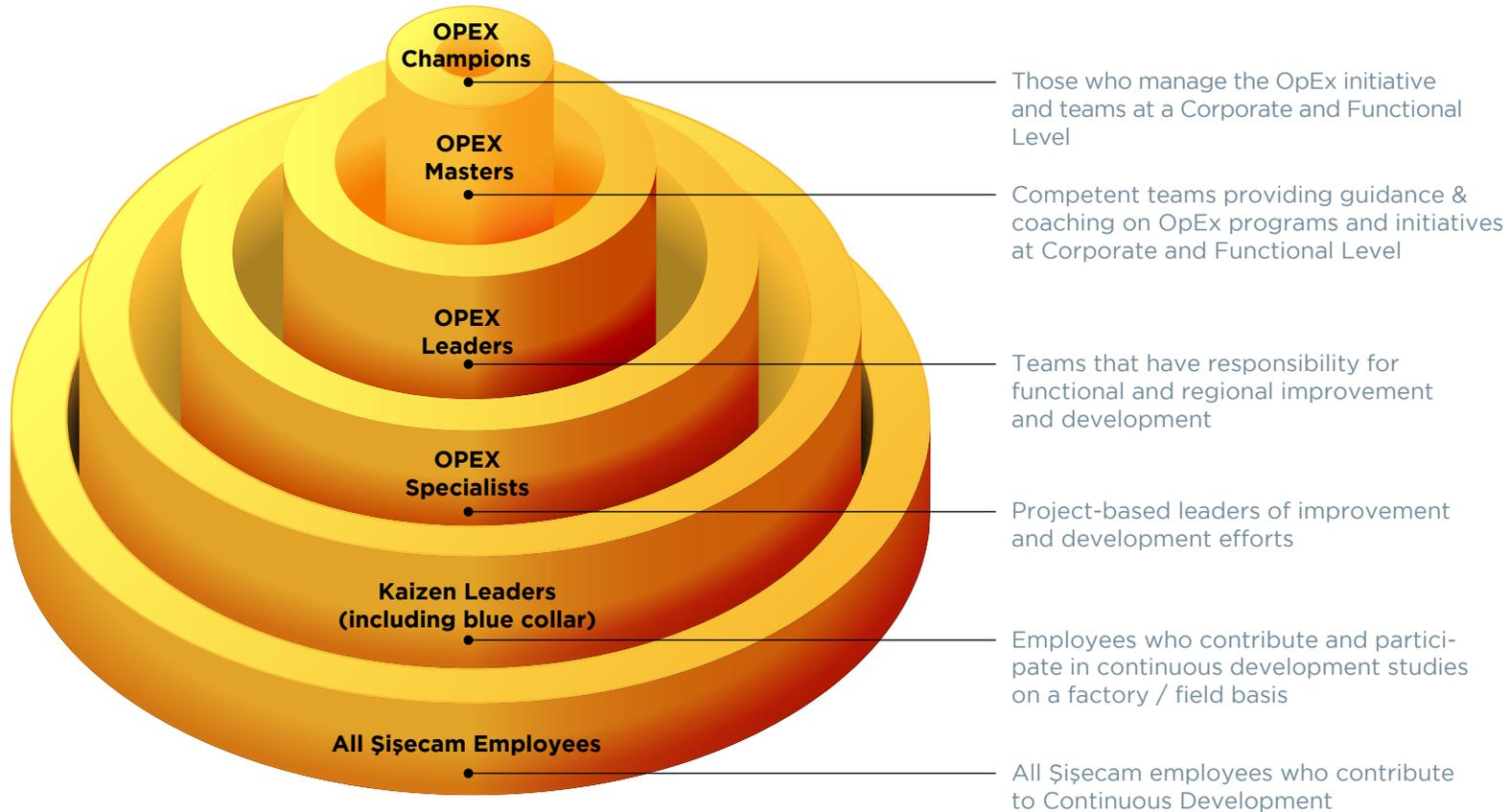


- In 2022, more than 120 process improvement projects were completed, under Kaizen, 6 Sigma, etc. and uploaded to the Process Improvement Projects database on the Şişecam Operational Excellence Development Platform. Opportunities for the dissemination of projects were evaluated and recorded on the database together with such information as their scope / function / field of activity / community in general etc. and included in the dissemination plans.
- As of 2022, there were a total of 2,500 Şişecam employees in operational excellence efforts.
- Among the projects completed, approximately 30 were selected according to certain criteria and presented at the annual Community Project Sharing Days with broad participation, including members of the senior management.
- The projects completed up to 2022 have brought savings totaling US\$50 million.



Operational Excellence Development Program

- In line with the Şişecam Operational Excellence Development Model, appropriate candidates were identified for OPEX roles and included in the OPEX development program to meet the 2025 targets.
- Data analysis-optimization, Lean 6 Sigma Master Black Belt, Black Belt, Green Belt and Kaizen trainings were offered for the roles determined as OPEX Champion, OPEX Master, OPEX Leader, OPEX Expert and Kaizen Leader, and continuous development projects are carried out with project leaders and teams.
- As of 2022, the number of Şişecam employees who have received Black Belt and Green Belt number 30 and 219, respectively.
- In 2022, staged trainings are planned for the Data Analysis-Optimization, Lean 6 Sigma Master Black Belt, Black Belt, Green Belt and Kaizen Leader development programs, and approximately 100 candidates will take part in the program at each stage.
- In 2022, end-to-end (E2E) process improvement projects were also launched to increase the efficiency of processes that progress between functions.



Dissemination of Good Good Practices

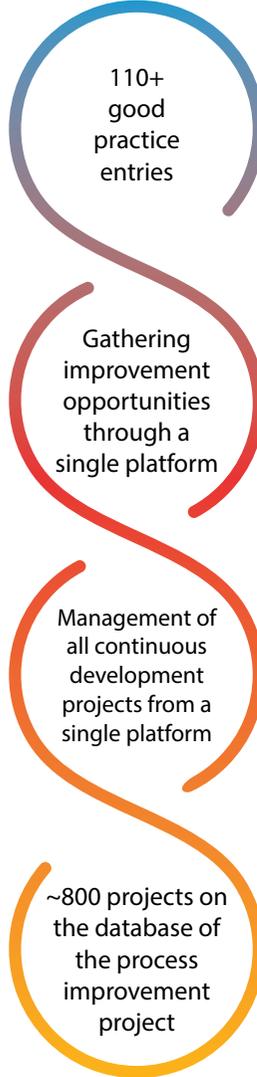
In addition to the systematically conducted actions associated with process improvement projects, such as Kaizen, 6 Sigma etc., the Best Practice entry screens, which are accessible by all employees within the community through the Şişecam Operational Excellence Development Platform, were put into use in 2022.

More than 110 best practice notifications entered in the first stage are based on the defined workflows; local, function/field of activity or community-wide dissemination opportunities are identified, the process is advanced and dissemination plans are created.

Our CareforNext strategies are directly supported through the creation of a culture of continuous improvement, making continuous development sustainable throughout our community. Approximately 15% of these best practices serve our sustainability goals directly, and were included in the 16 best practice dissemination plans for “Recycling, Resource Saving and Pollution Reduction”, contributing to the “PROTECT THE PLANET ” pillar of our CareforNext strategy.

Savings of €50,000 per year have been achieved, and no negative effects on product quality have been observed related to the use of waste blends.

The raw material savings of 225 tons/year have contributed to the conservation of natural resources, and process management was ensured in accordance with the company’s sustainability goals.



Robotic Process Automation (RPA) Studies

In 2022 we continued the Robotic Process Automation (RPA) studies that were launched in line with our “Operational Excellence and Digitalization” strategy in 2019, in our Financial Affairs, Supply Chain and

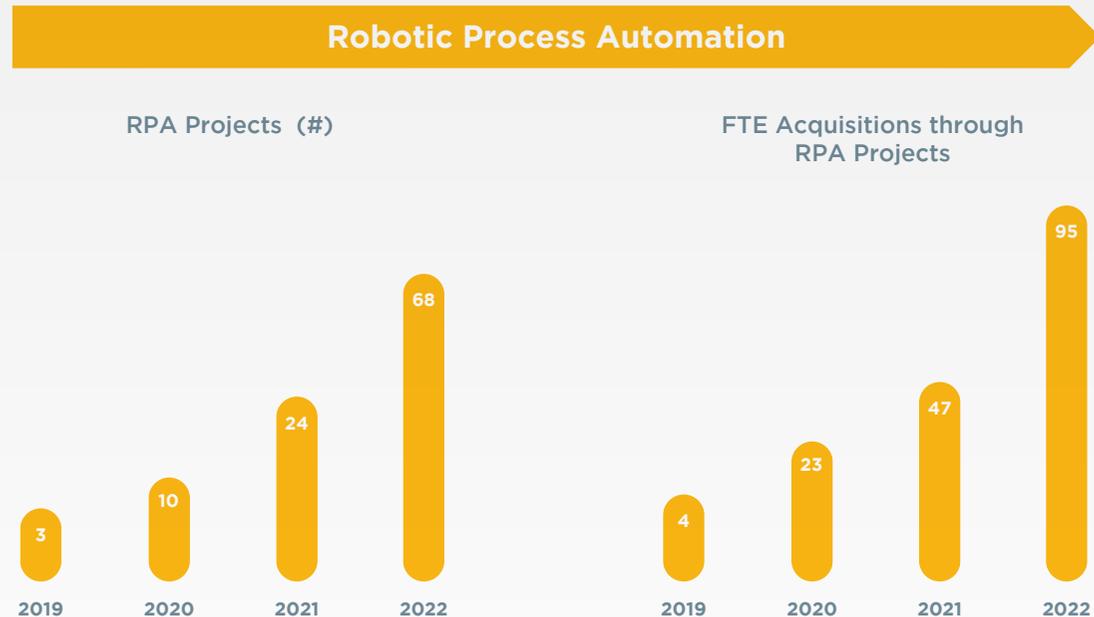
Human Resources functions, where all our joint service centers (OHM) are located. Following the conformity assessments carried out in parallel with the evaluation of all processes and opportunities in OHM structures,

we carried out our work within the framework of RPA compliance and achievements of our processes and transferred our operational workloads to bots.

ROBOTIC PROCESS AUTOMATION

ŞİŞECAM IN 2022

- We increased our corporate awareness of the process automation opportunities.
- We increased our total RPA processes to **68** after bringing automation to **44** more processes identified as a priority.
- We increased our total labor force gain to **95 FTE** with the labor force gain of **47 FTE** within the scope of the RPA studies carried out.
- We reduced our operational costs with our outputs and increased employee satisfaction by directing our employees from routine jobs to jobs in which they create added value.
- We provided a basis for the assurance of error-free or minimal errors in our processes.



ŞİŞECAM'S RESISTANCE - IT BUSINESS CONTINUITY

In line with our sustainable growth strategy in which the focus is on our digital transformation, we believe that balanced growth can be achieved by identifying and managing the risks and breakdowns that we may face. To this end, we identify regulatory-based, operational, market-based, strategic, legal and technological risks, and carry out financial and non-financial impact assessments in accordance with our risk management procedure for existing or potential risks.

We have developed this "Business Impact Analysis" process through the utilization of new generation technologies, and allow acceptable downtime in information technology services. To this end, we carry out various infrastructure renewal activities to ensure continuity in the provision of critical services and to overcome disasters with minimal damage.

As part of our works, we make use of private and public cloud infrastructures and perform recovery and fallback on our recovery platforms.



IT BUSINESS CONTINUITY

ŞİŞECAM IN 2022

- Within the scope of Modular Technological Infrastructures and Expansion of Business Continuity within the scope of our IT X.O applications, we have carried out studies into the expansion of the flexible and agile architecture of the existing Hybrid and Multi-Cloud Data Center.
- Under the IT Enterprise Architecture Project, we have established a system for the mapping of business processes on a functional basis with IT solution architects and the solution owners.

- With the vision of competing with data, we determined the roadmaps for the most accurate architectural design (Well Architected Framework - WAF), process adaptation, governance, service-infrastructure matching and operations model by referencing the Enterprise Architecture, Cloud Center of Excellence (Cloud CoE), Cloud Adoption Framework (CAF).
- Through adjustments to our systems and enterprise applications, we have significantly improved business continuity on cloud architecture.

- We have initiated studies into the transformation of the IT Operating Model, and into the creation of digital skill sets, the management of competencies, the unification of the corporate culture and the creation of a common global language.
- We have carried out studies to identify, device, application / data and infrastructure security as part of our Cyber Security, Risk and Compliance studies and eliminated our IT-related risks.

R&D

In line with our 2050 carbon neutral vision, we have included R&D projects aimed at reducing emissions on our agenda, prioritizing energy efficiency projects. We are continuing our R&D activities throughout the Group with 253 R&D personnel, 38% of whom are graduates or in higher education. We develop projects under the leadership of the Şişecam Science, Technology and Design Center, comprising the R&D Center and Design Center, and while we take the innovative perspective to our center with the R&D Center, we make aesthetics indispensable in our processes with the Design Center. Our centre employs 191 researchers, 40 of whom are designers, working in 31 laboratories, and we are currently engaged in 35 umbrella projects in the R&D Center and seven in the Design Center with our experienced research staff. We follow an innovative approach to the realization of environmentally friendly ideas that make use of technology.

R&D ŞİŞECAM IN 2022

- Over the last 3 years, we have invested 271 Million TRY in R&D.
- In 2022, we invested in more than 350 environmental and energy-oriented projects with an investment value of US\$ 17 million.
- In 2022, 54% of our R&D budget was devoted to sustainability projects.
- We have shared the competences and experience we have gained through our R&D and Design studies through 25 notices and 13 articles.
- Our production teams have hosted 22 training sessions in universities with a view to raising the awareness of young people on the benefits of R&D.
- We have cooperate with 77 universities, research institutions, and R&D units, including 40 within the country and 37 abroad, as part of our studies.

- The Glass Trend Project is a project that focuses on the availability of carbon-free alternative raw material sources, reducing the carbon footprint and saving energy. Based on the outputs of our completed project, we aim to test and disseminate raw materials that reduce CO2 emissions and save energy throughout our organizations.
- The “Ensuring Nano Coating Production Efficiency Over a Large Area with Artificial Intelligence Support” project (TÜBİTAK 1711 Project) aims to increase process efficiency by integrating artificial intelligence / machine learning into material and coating technologies. Our intentions in the ongoing project are to contribute to artificial intelligence literature, to increase efficiency, to provide time savings, to encourage the consumption of natural resources and to achieve profitability through lower production costs.

- The Project for the Development of Dust-Repellent, Non-Solar Reflective and Anti-PID Thin Glasses for the PV Sector (TÜBİTAK 1004 Project) aims to alleviate the financial burdens associated with the losses of efficiency and high cleaning costs resulting from dusting in solar energy and energy production. Under the project, we foresee the development of a PV panel glass with 94% permeability, with Anti-PID (mobile ion free) and dust-repellent features, and with a 30-year lifespan. To this end, studies will be carried out into the production of photovoltaic panels with high efficiency and sustainable performance.

- UV Ray Reflective Functional Glass Surface Development Project (TÜBİTAK 1505 Project) aims to prevent bird strikes against the glass surfaces of buildings. The goal of the ongoing project is to develop a coating that reflects UV rays that birds can see from glass surfaces, but that does not change the permeability of the glass, and to apply it to architectural glass.
- The Characterization and Optimization of Reflective Mirrors for Solar Towers Project (ERA.NET CSP Project) aims to maximize mirror reflectivity and service life. Within the scope of the ongoing project, we plan to contribute to the production of renewable energy sources with new generation reflective surfaces, to reduce the amount of copper used in solar mirrors, to maximize mirror reflectance values and to minimize reflectance losses.

SUSTAINABLE PRODUCTS

Şişecam Flat Glass

- We have produced flat glass with a low ferrous content for the first time for the solar sector.
- We have also developed a low e-coated glass that allows for heat and light control for architectural applications, as well as heliostat solar mirrors and ecological water-based mirrors for the energy sector.

Şişecam Glassware

- We carried out R&D studies focusing on coating development with functional properties such as paint and coating studies with antimicrobial properties, aesthetic décor applications with different effects, new trend color development studies and non-dispersibility.
- We produced the world's first glassware featuring an antimicrobial coating, making use of V-Block technologies.
- Our Aware Collection, made from 100% recycled glass, is offered as a sustainable glassware solution.

Şişecam Glass Packaging

- In 2022 we were the recipient of 3 awards recognizing the contribution of our R&D studies to the improvement and lightening of glass packaging. We achieved savings in both energy and raw materials through our packaging designs, and reduced our environmental footprint through emission savings in transportation and logistics.
- The results of our Paşabahçe packaging design studies led to the improvement of more than 250 packages.

Şişecam Chemicals

- We carried out studies on quality optimization for alternative raw material sources and existing reserves for glass factories.
- Within the scope of the young module high glass fiber (R-Glass) development project for use in wind turbine blades, we produced the first prototypes in the laboratory.

Şişecam Automotive

- We developed HUD (Head up Display) windshields in automotive windows and designed innovative lenses with adjustable light transmittance in roof glasses. We carried out product development-oriented studies with our R&D activities aimed at improving driving quality.
- We have carried out studies on glass prototypes that generate energy for electric vehicles.

We completed Life Cycle Analysis processes for 16 sustainable products within the scope of the Life Cycle Analysis (LCA) Program.

We carried out, approved, and verified "Environmental Product Declarations (EPD)" for all Flat Glass products whose Life Cycle Analysis were completed.

In the field of glass packaging, we conducted 353 designs and carried out 121 analyses on 108 product projects. We carried out improvement and mitigation studies for 49 of these products.

VALUE-ADDED PARTNERSHIPS

STAKEHOLDER RELATIONS, AND PARTNERSHIPS FOR TARGETS

As a reflection of the pioneering and innovative role we assume in our fields of activity, we shape our actions in communication with our local and international stakeholders. We aim to multiply our impact by connecting with our stakeholders, create impact, take influence, and create value by mutually learning and teaching with our stakeholders through the interaction we produce. We act with the principle of continuous improvement in this whole process, and we produce our projects on this ground.

With the 2030 Transformation Goals, which we have undertaken since 2020, we address every area we can regarding the glass; we work with the International Glass Commission, of which we are one of the main sponsors; we carry out, with the motivation to touch every field that can contribute to the development of glass, activities to establish communication and cooperation between industry experts, academics and industry companies, to correctly evaluate the sustainable nature of glass, and to scientifically support studies on glass. In this context, with our support for the declaration of 2022 as the International Year of Glass, we are returning glass to the place it deserves globally.

In this context, we keep alive every channel through which we can communicate with our stakeholders, and we tell the world about glass with our communication projects through symposiums, advertising campaigns, installations, exhibitions, workshops and fairs within the scope of the International Year of Glass. We grow

our narrative with the effort to spread awareness of glass to all areas, benefit from the blessings of the digital world, and keep online platforms at the center of our actions for effective communication. With the Şişecam Flat Glass Stakeholder Meetings we hold every year, we establish a connection with a global network and open an online creation and awareness area by bringing together thousands of sector experts and students from different geographies. Thus, we discuss the achievements that can be achieved with the correct application and use of glass in architecture, and we learn together by referring to current trends.

While learning, we also touch art, aesthetics and design, and we add an innovative perspective to the use of glass in architecture with our digital platform **Transparent Architecture** which we created with the joint work of Şişecam Düzcam and XXI Architecture Design and Space Magazine. By reaching approximately 20 thousand architects locally and 8 thousand architects globally per month, we share our innovative ideas, follow the current literature and see science as a supporter of all the processes we carry out. In this direction, we open a dynamic learning space by carrying out joint projects with universities at home and abroad, and we become stronger by learning together by keeping our school collaborations dynamic.



GLASS AND GLASS AGAIN

With the “Glass and Glass Again” project, which we have been carrying out since 2011, we set out with the question of “what can be done about glass for a more sustainable world”. In this journey, our first step was the raising awareness about the recycling of glass, and

then we aimed to turn this awareness into a recycling campaign in glass packaging. At the point we have reached today, we have created a social awareness of the recycling capacity of glass, contributed to the development of the collection infrastructure of glass

packaging wastes to support this awareness, and carried out studies on the modernization of glass recycling facilities for more effective recycling of waste.

GLASS AND GLASS AGAIN

ŞİŞECAM IN 2022

- We have provided training on recycling to more than 250,000 primary school students in total.
- We provided more than 20 thousand glass recycling containers to municipalities and mediated the recycling of approximately 1.6 million tons of glass waste.
- With this recycling contribution to the environment, we have contributed to the prevention of carbon dioxide emissions equivalent to the air cleaned by approximately 48,220,678 trees in a year.
- With the communication campaigns we carried out through social media, we reached an average of 4.5 million people per month and raised their awareness on glass recycling.



ADD GLASS TO LIFE

We call for the use of glass packaging for a healthier world with our project [Add Glass to Life](#), which was initiated by Şişecam Glass Packaging to reveal the importance of glass, its sustainable structure and its place in our civilization history.

Thus, we remind our visitors of the infinite recycling potential of glass, offer a reference point about the areas where glass touches, and we aim to meet together on the denominator of adding life to nature by adding glass to life.

HAYATA CAM KAT



CONTRIBUTION TO SOCIAL DEVELOPMENT

Our corporation considers our sustainability strategy as a guide for a sustainable financial growth model. Within the scope of our strategy, we identify the areas we need to focus on, set targets in these areas and implement projects to achieve these goals. In this context, our

social responsibility project areas that we prioritize are “environment”, “gender equality” and “education”. The basic set of principles on which the projects carried out in these areas are our Corporate Social Responsibility Principles. Our principles remind us of the values we

must adhere to as we move along our course, draw our ethical boundaries and create an outstanding working order by integrating an understanding that respects human rights into all of our business processes.

Şişecam Corporate Social Responsibility Principles

Our Corporate Social Responsibility Principles are the principles that determine our field of action on three main pillars above our sustainability strategy. In light of Şişecam’s principles, we carry out studies that prioritize transferring natural resources and our corporate heritage to future generations in order to **Protect the Planet**, we implement projects that can create an inclusive, fair, equal and diverse working environment to **Empower Society**, and we adopt actions that touch society and produce social contributions while keeping up with the digital age to **Transform Life**.



CONTRIBUTION TO EDUCATION AND TRAINING

As Şişecam, we consider contributing to education a social duty. In this context, we provide various scholarship opportunities, create areas where we can transfer our experience in glass to our students by cooperating with domestic and foreign universities, and offer various

development and job opportunities to the young people involved in our projects. In this process, we carried our corporate heritage beyond the glass sector, and we also contributed to the educational heritage of our country, and we take the pride to be the architect of a productive

knowledge transfer area for our young people through the “Yenişehir Şişecam Vocational and Technical Anatolian High School” and “Private Şişecam Vocational and Technical Anatolian High School” we have built.

Yenişehir Şişecam Vocational and Technical Anatolian High School

Our school, which has been providing education and training since 2019 with its 16 classrooms, three laboratories and 13 workshops on an area of 20 thousand square meters, hosts 260 students as of the 2022-2023 academic year. A special internship program is offered to the students of the Mechatronics department within the school and the students of the department can do internship in Şişecam as well as have the opportunity to work in the facilities within the organization after graduation.

Private Şişecam Vocational and Technical Anatolian High School

Our school, which has been providing education and training since 2014 with its 28 classrooms, four workshops and one food laboratory, hosts 950 students as of the 2022-2023 academic year. The school was built by Şişecam Group under the “Vocational Education Development Project” carried out by the Mersin Governship, and 1,363 students have graduated from the school so far.

In 2022, we provided scholarship opportunities, through our Education Incentive Scholarships, to the value of **16.1 million TRY** to students at primary, high school and university levels.



CONTRIBUTION TO SPORTS

Şişecam Çayırova Sports Club

Şişecam Çayırova Sports Club was founded in 1982 as the Çayırova Sailing Specialized Sports Club. Our club, which was granted the status of a federated club by the General Directorate of Youth and Sports in 1984, encourages our youth for sports in the canoeing, rowing and sailing branches. Our goal as a club is to motivate our young people, to stand up with the healing power of sport and to witness our young people being inspired by the history of our club while inspiring others with their presence.

In the past 40 years, we have hosted a group of athletes equipped to compete with the world's leading athletes and introduced 2018 young people, including 80 national athletes, to the sport. While staying fit with our young people, we repeatedly experienced success and reminded that the greatest wealth we have is to transform life through sports.

We trained 80 national sportspersons.

We introduced 2018 young persons to sports.

We have won:
29 medals and 3 cups
through our canoe branch,

43 medals and 9 cups
through our rowing branch,

35 medals and 6 cups
through our sailing branch.

Currently, we host a
total of 131
sportspersons and 5
trainers.



OUR OUTSTANDING ACHIEVEMENTS

ŞİŞECAM ÇAYIROVA SPORTS CLUB

ŞİŞECAM IN 2022

ROWING BRANCH

In Adults Köyceğiz Cup Rowing Races, our branch won:

- 2 first places, 1 third place and 1 fourth place.
- The second place in Men's Category in Offshore Rowing.

In Adults Türkiye Cup and Offshore Rowing Federation Cup, our branch won:

- 1 gold medal, 2 silver medals, and 1 bronze medal, as well as the Federation Cup.

In Spring Cup Rowing Races, our branch won:

- 2 gold medals, 7 silver medals, 4 bronze medals, 3 second and 1 third place cup.

In Haliç Rowing Races, our branch won:

- 3 bronze medals and 1 silver medal.

CANOEING BRANCH

In Durgunsu Canoe Spring Cup and National Team Selection Races, our branch won:

- 2 bronze medals and 1 silver medal.

In Durgunsu Canoe Türkiye Cup Races, our branch won:

- 3 first places, 5 second places, and 2 third places, resulting the women's team to rank second in the Adult Women's category and the men's team to rank third in the Star Men's category.

In Durgunsu Canoe Türkiye Championship, our branch won:

- 4 third places and 1 second place.

SAILING BRANCH

In 19 May the Commemoration of Atatürk, Youth and Sports Day Cup Sailing Races, our branch won:

- 2 gold medals, 4 silver medals and 2 bronze medals.

In Türkiye Pirat League 1st Stage Races, our branch won:

- The third place in overall ranking and the first place in the youth's ranking.

In 2022 Pirat Türkiye Championship, our branch won:

- The second place in the Overall Ranking. Our team won the first place in the youth's ranking and became the Turkish Champions.

In 29 October Republic Day Cup Sailing Races, our branch won:

- 2 first places, 1 third place and 1 fifth place.

In the Commemoration of Atatürk and Closing Cup Sailing Races, our branch won:

- 4 first places, 3 second places and 2 third places.

In the Liberation Day of İzmit Sailing Races, our branch won:

- 2 first places, 1 second place and 2 third places.



11 PRODUCTS WITH ENVIRONMENTAL PRODUCT DECLARATION

As part of our CareforNext sustainability strategy, we prioritize protecting tomorrow for future generations while continuing to contribute to transforming life with our environmentally conscious products. With the ownership of the EPD certificate for the flat glass product group, we set out as the first company to make this declaration in the Turkish glass sector in 2018.

Today, we host 11 EPD Certified (Environmental Product Declaration) products covering the entire flat glass product range. By expanding the scope of our work, we aim to fulfill the certification criteria for more products, carry out projects with the LCA (Life Cycle Analysis) approach and offer LCA / EPD literacy trainings to our employees. We know that transforming life comes from transforming together with life and by embracing nature.

With this awareness, we mediate the ownership of sustainability by wider masses with our 11 products, which are indicators of our environmental performance, and the awareness that spreads throughout our entire value chain, and we progress, work and produce with the motivation that the difference we create in our organization also prepares the ground for the creation of a sectoral difference.

**WORK
THAT MAKES
A DIFFERENCE**



PRODUCTS WITH EPD

Clear Float Glass: It is a high quality product with high light transmittance, which can be defined as a basic product for all glass applications.

Tinted Float Glass: It is the product that is colored from the batch and offers a wide range of color options for designers and users to create aesthetic and stylish spaces.

Ultra Clear Float Glass: It is a low-iron float glass with high light transmission and clarity.

Extra Clear Float Glass: It is a mid-iron product with higher light transmittance, which can be defined as a basic product for all glass applications.

Online Coated Glass: It is reflective solar control glass offers a comfortable environment by controlling the sunlight, saves heating and cooling costs.

Offline Coated Glass: These are heat and solar control products produced by covering the glass surface with multiple layers, in order to provide thermal insulation and energy savings.

Patterned Glass: It is a product that has texture patterns on its surface and is used in interior design for decorative purposes.

Solar Glass: It is a low-iron, tempered patterned glass produced for use in photovoltaics and solar thermal collectors.

Mirror: It is an aesthetic and decorative product that provides the perception of illumination and expansion in interior spaces through reflections.

Painted Glass: It is a product that offers aesthetic and decorative solutions for interior spaces obtained by applying high-quality paint on flat glass.

Laminated Glass: It is a product that offers high security solutions, minimizes the risk of injury in case of any breakage and provides protection against UV rays.

In 2022, we completed the LCA related processes for:

- Aware Collection,
- Sodium Carbonate,
- Sodium Bicarbonate,
- Laminated Automotive Glass



PERFORMANCE INDICATORS

PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
ECONOMIC PERFORMANCE INDICATORS																					
Total turnover (thousand TRY)	21,340,686	32,057,875	95,349,465	4,959,765	9,169,529	24,673,032	5,449,024	7,472,165	18,055,520	2,382,126	3,229,910	6,314,115	3,196,871	4,876,128	10,214,867	4,272,387	5,864,874	28,269,757	1,080,513	1,445,269	7,822,174
Wages and Benefits Paid to Employees (thousand TRY)	1,924,541	2,417,437	7,142,213	355,706	443,353	857,832	337,103	394,104	2,236,387	381,331	513,540	1,000,404	546,164	714,256	1,395,390	241,041	303,640	572,090	63,196	48,544	1,080,110
Amount of Dividend Paid (thousand TRY)	518,673	532,278	2,421,411	82,354	33,260	0	35,846	0	0	0	0	0	0	0	0	90,613	2	1,204,536	320,000	499,016	1,216,875
Amount of Tax Paid to the State (thousand TRY)	496,471	724,356	2,448,092	20,528	151,252	0	45,591	60,197	0	58,667	65,711	0	19,988	39,042	0	426,635	87,541	0	11,473	320,613	2,448,092
Donation-Sponsorship-CSR Budget (thousand TRY)	16,000	16,000	20,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16,000	16,000	20,000
SOCIAL PERFORMANCE INDICATORS																					
Employee Demography																					
Total Workforce (Number)	21,485	22,589	24,291	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	3,205	813	954	1,776
Women ✓	4,584	5,169	5,602	459	497	505	1,003	1,132	1,132	973	1,228	1,234	1,589	1,653	1,604	226	235	295	334	424	832
Men	16,901	17,420	18,689	3,009	3,194	3,292	3,325	3,478	3,629	2,095	2,122	2,184	5,610	5,696	5,728	2,383	2,400	2,910	479	530	944
Total Workforce by Contract Type (Number)	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Permanent	21,122	21,631	22,219	3,307	3,603	3,538	4,258	4,435	4,507	3,021	2,914	3,215	7,165	7,152	6,693	2,576	2,579	2,528	795	948	1,738
Women	4,501	4,739	5,240	414	470	453	995	1,036	1,049	973	1,027	1,186	1,576	1,564	1,538	224	222	199	319	420	815
Men	16,621	16,892	16,979	2,893	3,133	3,085	3,263	3,399	3,458	2,048	1,887	2,029	5,589	5,588	5,155	2,352	2,357	2,329	476	528	923
Temporary	363	958	1,550	161	88	259	70	175	254	47	436	203	34	197	639	33	56	157	18	6	38
Women	74	430	284	45	27	52	8	96	83	0	201	48	13	89	66	2	13	18	6	4	17
Men	289	528	1,266	116	61	207	62	79	171	47	235	155	21	108	573	31	43	139	12	2	21
Total Workforce by Categories (Number)	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Blue Collar	14,635	15,209	15,515	2,324	2,475	2,572	2,889	3,064	3,172	2,495	2,647	2,691	5,280	5,285	5,359	1,647	1,738	1,721	0	0	0
Women	2,582	2,960	3,045	202	233	274	536	623	628	781	988	980	1,016	1,046	1,091	47	70	72	0	0	0
Men	12,053	12,249	12,470	2,122	2,242	2,298	2,353	2,441	2,544	1,714	1,659	1,711	4,264	4,239	4,268	1,600	1,668	1,649	0	0	0
White Collar	6,850	7,380	8,254	1,144	1,216	1,225	1,439	1,546	1,589	573	703	727	1,919	2,064	1,973	962	897	964	813	954	1,776
Women	2,002	2,209	2,479	257	264	231	467	509	504	192	240	254	573	607	513	179	165	145	334	424	832
Men	4,848	5,171	5,775	887	952	994	972	1,037	1,085	381	463	473	1,346	1,457	1,460	783	732	819	479	530	944
Total Workforce by Employment Type (Number)	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Full Time	21,448	22,543	23,228	3,468	3,691	3,717	4,328	4,608	4,707	3,060	3,344	3,119	7,174	7,338	7,269	2,609	2,619	2,648	809	943	1,768
Women	4,569	5,149	5,405	459	497	499	1,004	1,131	1,132	967	1,225	1,141	1,580	1,647	1,590	226	228	215	333	421	828
Men	16,879	17,394	17,823	3,009	3,194	3,218	3,324	3,477	3,575	2,093	2,119	1,978	5,594	5,691	5,679	2,383	2,391	2,433	476	522	940
Part Time	37	46	541	0	0	80	0	2	54	8	6	299	25	11	63	0	16	37	4	11	8
Women	16	20	119	0	0	6	0	1	0	6	3	93	9	6	14	0	7	2	1	3	4
Men	21	26	422	0	0	74	0	1	54	2	3	206	16	5	49	0	9	35	3	8	4
Total Workforce by Education Level (Number)	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Elementary and Below	3,341	2,875	2,930	254	213	274	601	364	472	808	924	884	1,455	1,185	1,128	214	176	160	9	13	12
High school	11,355	10,408	11,031	1,635	1,674	1,880	2,472	2,393	2,558	1,508	1,140	1,263	4,445	3,938	4,005	1,183	1,182	1,238	112	81	87
University and Higher	6,789	9,306	9,808	1,579	1,804	1,643	1,255	1,853	1,731	752	1,286	1,271	1,299	2,226	2,199	1,212	1,277	1,287	692	860	1,677

Only production facilities are included in environmental, energy and occupational health and safety data. Unlike the 2022 Annual Report, Refel facility is also included in the data on the number of employees in the human resources department.
 ✓ Limited assurance has been provided by the Independent Audit Organization.



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Total Workforce by Age Group (Number)	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Under 30	3,659	3,851	4,421	631	625	740	668	780	898	637	644	651	1,283	1,240	1,231	333	398	480	107	164	421
30-50	15,593	16,683	17,004	2,532	2,778	2,705	3,230	3,440	3,448	1,968	2,254	2,281	5,312	5,567	5,457	1,914	1,906	1,851	637	738	1,262
Above 50	2,233	2,055	2,344	305	288	352	430	390	415	463	452	486	604	542	644	362	331	354	69	52	93
Number of Subcontracted Employees	11,146	8,257	6,679	1,558	1,770	653	1,370	1,539	1,146	1,120	1,096	1,348	3,775	1,765	1,492	1,336	1,408	757	617	679	1,283
Employee Seniority	21,485	22,589	23,769	3,468	3,691	3,797	4,328	4,610	4,761	3,068	3,350	3,418	7,199	7,349	7,332	2,609	2,635	2,685	813	954	1,776
Women Employees 0-5 Years	2,141	2,441	2,473	271	275	312	289	341	364	484	638	530	860	850	673	85	108	115	152	229	479
Women Employees 5-10 Years	1,113	1,371	1,528	108	131	101	273	340	278	281	306	374	354	484	600	37	20	14	60	90	161
Women Employees Over 10 Years	1,308	1,357	1,523	80	91	92	441	451	490	208	284	330	375	319	331	108	107	88	96	105	192
Men Employees 0-5 Years	5,409	5,024	5,217	1,369	844	910	986	1,062	1,206	840	777	731	1,564	1,565	1,302	495	574	675	155	202	393
Men Employees 5-10 Years	4,921	4,389	4,583	627	823	831	773	796	658	691	642	670	2,401	1,666	1,886	334	358	347	95	104	191
Men Employees Over 10 Years	6,593	8,007	8,445	1,013	1,527	1,551	1,566	1,620	1,765	564	703	783	1,645	2,465	2,540	1,550	1,468	1,446	255	224	360
Structure of Top Management	131	132	128	18	16	9	24	18	11	14	12	12	22	19	9	13	11	8	40	56	79
By Gender	131	132	128	0	0	0	0	0	0	0	0	0	22	19	9	13	11	0	40	56	0
Women	29	32	27	3	4	1	4	3	1	0	0	0	6	7	1	1	0	0	15	18	24
Men	102	100	101	15	12	8	20	15	10	14	12	12	16	12	8	12	11	8	25	38	55
By Age Group	131	132	128	0	0	0	0	0	0	0	0	0	15	15	3	4	7	0	31	47	0
Under 30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30-50	87	100	89	11	10	5	16	14	7	10	7	7	15	15	3	4	7	4	31	47	63
Above 50	44	32	39	7	6	4	8	4	4	4	5	5	7	4	6	9	4	4	9	9	16
Nationality	131	132	128	0	0	0	0	0	0	0	0	0	22	19	9	12	11	0	40	56	0
Turkish Citizen	112	118	118	13	15	8	18	12	8	9	7	8	20	17	7	12	11	8	40	56	79
Expat	18	14	10	5	1	1	6	6	3	5	5	4	2	2	2	0	0	0	0	0	0
Structure of Board of Directors	9	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	9
Women	3	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	4
Men	6	7	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	7	5
Structure of Executive Board (Number)	9	9	8	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	6	0	8
Women	2	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	4
Men	7	5	4	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	4	5	4
Mid-level Management (Number)	447	463	582	84	86	84	81	82	91	60	58	65	96	89	75	60	60	50	66	88	217
By Gender	447	463	582	84	86	84	81	82	91	60	58	65	96	89	75	60	60	50	66	88	217
Women	101	117	162	12	13	12	15	15	20	9	10	12	36	32	23	9	8	7	20	39	88
Men	346	346	420	72	73	72	66	67	71	51	48	53	60	57	52	51	52	43	46	49	129
By Age Group	447	463	582	84	86	84	81	82	91	60	58	65	96	89	75	60	60	50	66	88	217
Under 30	1	1	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0
30-50	350	376	496	64	67	68	62	60	70	52	52	58	70	68	57	48	51	39	54	78	204
Above 50	96	86	85	20	19	16	19	22	21	7	5	6	26	21	18	12	9	11	12	10	13



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Nationality	447	463	582	84	86	84	81	82	91	60	58	65	96	89	75	60	60	50	66	88	217
Turkish Citizen	309	331	151	53	60	34	37	39	49	31	28	36	76	69	18	46	47	14	66	88	0
Expat	138	132	431	31	26	50	44	43	42	29	30	29	20	20	57	14	13	36	0	0	217
EMPLOYEE TURNOVER RATE																					
New Personnel (number)																					
By Gender (Number)	1,428	2,607	3,501	244	394	599	400	548	711	318	495	556	282	706	803	100	269	333	84	195	499
Women	477	842	1,172	83	116	176	105	126	169	132	225	219	96	227	290	22	41	62	39	107	256
Men	951	1,765	2,329	161	278	423	295	422	542	186	270	337	186	479	513	78	228	271	45	88	243
By Age Group	1,428	2,607	3,501	244	394	599	400	548	711	318	495	556	282	706	803	100	269	333	84	195	499
Under 30	677	1,439	2,261	129	225	419	179	325	470	136	212	270	124	366	517	70	194	259	39	117	326
30-50	661	1,056	1,137	107	159	158	200	209	235	149	253	256	132	287	250	30	74	73	43	74	165
Above 50	90	112	103	8	10	22	21	14	6	33	30	30	26	53	36	0	1	1	2	4	8
Leavers (Number)																					
By Gender (Number)	1,773	2,060	2,165	285	321	338	344	428	431	372	403	389	601	583	609	98	198	179	73	127	219
Women	475	593	745	75	74	99	81	108	121	116	134	157	163	181	215	8	32	37	32	64	116
Men	1,298	1,467	1,420	210	247	239	263	320	310	256	269	232	438	402	394	90	166	142	41	63	103
By Age Group	1,773	2,060	2,165	285	323	338	344	426	431	372	403	389	601	583	609	98	198	179	73	127	219
Under 30	531	1,081	330	104	173	48	124	245	68	113	223	50	171	301	111	12	99	41	7	40	12
30-50	815	754	1,557	118	121	249	186	147	321	168	145	271	264	209	402	40	63	126	39	69	188
Above 50	427	225	278	63	29	41	34	34	42	91	35	68	166	73	96	46	36	12	27	18	19
OCCUPATIONAL HEALTH AND SAFETY																					
Number Of Accidents*	437	550	502	94	71	87	71	92	73	46	52	46	151	253	183	75	66	113	0	0	0
Direct Employees	375	494	431	66	52	60	67	76	65	42	49	43	148	251	177	52	66	86	0	0	0
Contracted	62	56	71	28	19	27	4	16	8	4	3	3	3	2	6	0	0	27	0	0	0
Number of Fatal Accidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Absence From Work Due To Incident (Fatal Or %60 Or More Disability Incident*7500 Days)	9,446	8,129	10,995	1,482	1,079	1,206	1,711	1,428	1,866	1,261	973	1,396	3,102	2,977	4,447	1,865	1,672	2,080	0	0	0
Incident Rate (IR)** (Total number of accidents x 1,000,000)/Total hours worked √	10	12	10 √	12	8	10 √	8	10	7 √	8	8	7 √	12	17	11 √	11	12	14 √	0	0	0 √
Lost Day Rate (LDR) (Total lost days x 1,000,000)/Total hours worked	262	205	264	249	174	182	213	179	207	235	157	226	289	227	316	341	327	366	0	0	0
DIVERSITY AND INCLUSION																					
Employees Who Took Parental Leave (Number)	952	107	929	188	107	157	198	0	182	137	0	141	349	0	319	53	0	97	27	0	33
Women	456	19	293	42	19	28	87	0	79	108	0	78	204	0	82	5	0	11	10	0	15
Men	496	88	636	146	88	129	111	0	103	29	0	63	145	0	237	48	0	86	17	0	18
Employees Returning From Parental Leave (Number)	618	97	780	152	97	140	123	0	135	54	0	114	210	0	273	52	0	91	27	0	27
Women	143	10	162	6	10	16	35	0	36	23	0	53	65	0	46	4	0	8	10	0	3
Men	475	87	618	146	87	124	88	0	99	31	0	61	145	0	227	48	0	83	17	0	24
Return to Work Rate from Maternity Leave	86%	94%	84%	58%	99%	89%	93%	93%	74%	93%	85%	81%	91%	95%	86%	99%	99%	94%	57%	95%	82%
Employees Who Remain To Employ By The Company One Year After Their Return From Parental Leave	77%	47%	92%	96%	48%	89%	93%	53%	89%	49%	60%	75%	64%	41%	93%	72%	46%	100%	100%	33%	159%

Only production facilities are included in environmental, energy and occupational health and safety data. Unlike the 2022 Annual Report, Refel facility is also included in the data on the number of employees in the human resources department.

√ Limited assurance has been provided by the Independent Audit Organization.

* Only production facilities are included in Occupational Health and Safety data.

** Overseas subcontractors are not included in the calculation of Incident Rate (IR).



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Workforce Falling Under Collective Bargaining (Number) (Unionized)	11,987	10,353	9,979	2,150	2,302	1,634	1,301	1,305	1,446	2,221	1,792	1,879	4,865	3,489	3,614	1,450	1,465	1,406	0	0	0
Women	2,099	0	0	222	0	0	18	0	0	762	0	0	1,034	0	0	63	0	0	0	0	0
Men	9,888	0	0	1,928	0	0	1,283	0	0	1,459	0	0	3,831	0	0	1,387	0	0	0	0	0
Salary Difference Between Female And Male Employees (%)	-	106%	99%	-	106%	92%	-	81%	64%	-	92%	81%	-	105%	79%	-	123%	130%	-	84%	84%
Senior Management (Group Vice President, Director, Factory Manager, General Manager, Deputy General Manager, Group Manager)	-	76%	97%	-	82%	105%	-	87%	78%	-	-	61%	-	69%	89%	-	-	-	-	96%	94%
Other White Collar	-	85%	91%	-	78%	81%	-	73%	58%	-	73%	75%	-	89%	99%	-	95%	96%	-	90%	89%
Blue Collar	-	113%	74%	-	109%	77%	-	72%	49%	-	127%	94%	-	104%	67%	-	86%	99%	-	-	-
Discrimination Cases Occurred During the Year (number)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disabled Employees (Number)	502	435	480	79	37	64	76	73	72	60	52	35	162	161	157	107	97	114	18	15	38
Women	51	48	40	10	6	9	13	9	10	8	12	2	12	13	7	5	4	4	3	4	8
Men	451	387	440	69	31	55	63	64	62	52	40	33	150	148	150	102	93	110	15	11	30
EMPLOYEE DEVELOPMENT																					
Employee Trainings Given at Şişecam Academy (person*hour)	219,979	470,406	428,822	38,812	62,110	67,786	39,725	201,930	71,511	15,274	37,900	40,022	64,588	100,154	119,676	37,686	45,921	73,697	23,894	22,391	56,129
By Gender (Total)	219,979	470,406	428,822	34,919	62,110	67,786	31,252	201,930	71,511	17,419	37,900	40,022	61,420	100,154	119,676	25,801	45,921	73,697	29,573	22,391	56,129
Women	37,295	91,023	53,884	3,707	7,638	7,545	2,442	52,702	5,017	1,179	7,422	3,802	9,642	9,693	9,940	3,462	3,584	5,862	14,547	9,985	21,718
Men	182,744	379,383	374,937	31,211	54,472	60,241	28,810	149,228	66,493	16,240	30,477	36,221	51,778	90,462	109,736	22,339	42,337	67,835	15,026	12,407	34,411
By Business Category	219,979	470,408	428,821	34,920	62,111	67,786	31,253	201,931	71,510	17,420	37,900	40,023	61,420	100,155	119,676	25,802	45,921	73,697	29,573	22,392	56,129
Blue Collar Woman	2,220	37,378	8,697	520	1,657	3,454	79	31,824	755	164	2,465	810	443	628	2633	672	804	1045	-	-	-
White Collar Woman	35,015	53,646	45,187	3,188	5,981	4,091	2,363	20,879	4,262	1,015	4,957	2,992	9,199	9,065	7,307	2,790	2,780	4,817	14,547	9,985	21,718
Blue Collar Man	87,498	240,087	209,603	14,768	29,719	38,057	14,364	103,084	37,671	12,429	18,256	25,102	29,725	64,543	73,744	4,806	24,485	35,029	-	-	-
White Collar Man	95,246	139,297	165,334	16,444	24,754	22,184	14,447	46,144	28,822	3,812	12,222	11,119	22,053	25,919	35,992	17,534	17,852	32,806	15,026	12,407	34,411
By Education Type (Total)	219,061	470,406	428,888	38,611	62,111	0	39,550	201,931	0	15,118	37,645	0	64,450	99,886	0	37,530	45,452	0	23,802	22,392	0
Skills Management	918	6,961	40,919	201	2,484	6,381	175	1005	6,317	156	524	6,418	138	1069	6,807	156	468	6,594	92	1,311	8,401
Personal Development	25,192	38,974	56,439	3,452	5,859	5,222	3,982	8,280	8,215	922	3,077	2,986	6,632	8,543	11,209	3,872	6,771	11,718	6,332	6,445	17,089
School/Certificate	6,072	14,894	4,630	533	1,878	438	581	4,180	324	163	1237	120	1,219	4,268	588	475	781	463	3,101	2,551	2,697
Orientation	1,420	1,642	5,042	244	121	267	274	772	391	103	72	234	131	189	677	279	131	407	390	357	3066
Technique	175,632	398,035	321,539	32,917	48,709	55,456	33,265	186,056	56,250	13,473	32,992	30,257	54,872	83,590	100,344	31,395	37,125	54,489	9,711	9,566	24,743
Foreign Language	10,745	10,001	256	1,465	3,060	22	1,448	1,640	14	458	267	8	1,597	2,228	52	1,509	644	26	4,267	2,162	134
Franchise/Contractor Trainings (person*hours)	433	5,566	64*	433	5,566	64*	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Budget Of Employee External Trainings And Şişecam Academy Trainings (TRY)	0	9,767,342	25,639,421	0	1,574,482	4,102,307	0	2,559,387	4,615,096	0	1,847,590	1,538,365	0	2,292,728	5,640,673	0	1,028,515	4,102,307	0	464,641	5,640,673
Employees Subject to Performance Review	6,835	7,122	7,676	1,119	1,165	1,023	1,429	1,506	1,530	618	658	608	1,926	2,005	1,656	965	882	879	778	906	1,980
Women	1,968	2,074	2,292	237	241	175	457	474	492	208	225	193	569	561	369	185	164	124	312	409	939
Men	4,867	5,048	5,384	882	924	848	972	1,032	1,038	410	433	415	1,357	1,444	1,287	780	718	755	466	497	1,041
Blue Collar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White Collar	6,835	7,122	7,676	1,119	1,165	1,023	1,429	1,506	1,530	618	658	608	1,926	2,005	1,656	965	882	879	778	906	1,980

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* Dealer/Subcontractor trainings were tracked in hours in 2022.



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Environmental Training (PersonxHour)	1,959	3,589	3,923	341	743	751	366	743	390	80	163	161	217	972	531	839	751	1363	116	217	727
OHS Training (PersonxHour)	107,195	304,800	237,221√	21,448	39,595	39,454√	18,256	69,519	45,787√	7510	40,842	23,782√	38315	111483	80,886√	14712	42161	38,700√	6,954	1,200	8,612√
R&D																					
R&D Budget (Million TRY)	128,348,045	174,820,472	136,693,167	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	128,348,045	174,820,472	136,693,167
R&D Employees	164	176	253	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	164	176	253
Patent Applications	4	5	8	1	4	7	0	0	0	0	1	1	2	0	0	1	0	0	0	0	0
Patents	6	11	7	2	4	4	2	0	0	0	0	0	2	7	3	0	0	0	0	0	0
Number Of Successful Projects / Number Of Suggestions To Nar Suggestion Platform	38 / 534	108 / 833	1101*	16 / 166	53 / 283	424*	5 / 86	15 / 96	150*	14 / 37	33 / 50	57*	2 / 104	5 / 98	203*	1 / 33	1 / 21	55*	0 / 108	1 / 177	212*
SUPPLY CHAIN MANAGEMENT																					
Number Of Active Suppliers	10,538	10,324	13,820	2,552	2,627	2,740	2,907	2,928	3,011	2,228	2,405	1,801	2,375	2,661	3,148	2,334	2,396	2,556	486	751	564
Number Of Local Suppliers	9,322	9,159	12,327	2,347	2,405	2,507	2,741	2,767	2,849	1,869	1,934	1,277	2,207	2,423	2,822	2,131	2,219	2,368	454	693	504
Share Of Local Procurement	76%	77%	70%	73%	76%	77%	86%	88%	88%	60%	36%	62%	83%	77%	78%	68%	72%	51%	92%	99%	87%
Total Supplied Raw Material (Tons)	-	5,787,893,780	10,465,794	-	1,182,914,188	1,028,674	-	1,045,606,106	976,937	-	847,234	48	-	265,257,414	212,979	-	3,293,268,837	8,247,155	-	-	-
Total Locally Sourced Raw Material (Tons)	-	4,928,630,516	8,767,092	-	1,045,788,263	815,621	-	1,045,022,889	970,609	-	228,296	-	-	259,745,351	210,456	-	2,577,845,716	6,770,358	-	-	-
Proportion Of Locally Supplied Raw Materials (%)	-	85%	84%	-	88%	79%	-	100%	99%	-	27%	100%	-	98%	99%	-	78%	82%	-	-	-
Proportion Of Locally Supplied Raw Materials (%)	-	85%	84%	-	88%	79%	-	100%	99%	-	27%	100%	-	98%	99%	-	78%	82%	-	-	-

Only production facilities are included in environmental, energy and occupational health and safety data. Unlike the 2022 Annual Report, Refel facility is also included in the data on the number of employees in the human resources department.

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* Number of Projects Implemented / Number of Projects Submitted to NAR Suggestion Development Platform Data for 2022 shows "Number of Projects Submitted to NAR Suggestion Development Platform".



PERFORMANCE INDICATORS

PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
ENVIRONMENTAL PERFORMANCE INDICATORS																					
Amount of Raw Material Consumed (tons)	17,208,143	14,801,403	14,217,942	1,332,581	2,483,917	3,685,886	2,007,437	4,010,093	1,952,993	2185	57,979	1,828	458,115	607,886	479,956	13,407,564	7,641,527	8,097,278	0	0	0
Renewable Materials (tons)	661,680	1,629,049	107,654	2,272	3,067	2,838	27,356	1,256,326	63,667	2,101	57,768	1,746	246,373	141,002	35,831	383,578	170,886	3,571	0	0	0
Cardboard And Paper	479,179	1,092,023	71,636	823	849	315	5,256	894,522	34,555	672	27,857	832	240,332	140,183	35,297	232,097	28,612	637	0	0	0
Plastic	182,501	537,025	36,018	1,450	2,217	2,523	22,100	361,804	29,113	1,429	29,911	914	6,041	820	534	151,481	142,274	2,934	0	0	0
Non-Renewable Materials (tons)	16,546,462	13,172,354	14,110,607	1,330,570	2,480,851	3,683,049	1,980,081	2,753,767	1,889,707	84	211	82	211,742	466,884	444,126	13,023,985	7,470,641	8,093,643	0	0	0
Mine	10,697,078	6,573,408	11,231,930	573,681	524,117	2,817,483	987,881	1,233,015	798,903	0	0	0	190,600	120,405	251,973	8,944,915	4,695,872	7,363,572	0	0	0
Mineral	3,568,838	3,806,022	2,716,495	736,215	1,816,770	751,928	201,649	1,071,346	1,050,075	0	0	0	20,931	306,618	186,814	2,610,043	611,288	727,678	0	0	0
Machine Oil	742,246	681,410	41,171	20,342	33	12	721,642	449,406	40,347	3	3	5	120	39,861	287	139	192,107	520	0	0	0
Others	1,538,301	2,111,514	121,010	332	139,931	113,626	68,909	0	382	81	208	77	91	0	5,052	1,468,888	1,971,375	1,873	0	0	0
Net Production Amount (Glass And Chemicals. Tons. Auto Glass. m². Units)	-	Given on the basis of production functions.	Given on the basis of production functions.	-	2,975,126	3,051,934	-	2,207,016	2,351,947	-	7,661,208 m² and 22024 tons	1013114 pieces, 12574011 m²	-	359,656	358,910	-	172,445,425	4,496,295	-	-	-
Gross Production Amount (Glass And Chemicals. Tons. Auto Glass. m². Units)	Given on the basis of production functions.	Given on the basis of production functions.	Given on the basis of production functions.	2,389,506	3,306,063	3,442,738	2,123,488	2,627,362	2,784,758	3,093,492	8,456,415 m² and 22024 tons	13,605,125	383,012	389,581	503,683	5,455,556	177,308,401	2,651,011	0	0	0
Amount of Recycled/Recovered Raw Material Consumed (tons)	1,429,095	1,138,864	641,573	560,394	442,038	82,611	674,861	607,422	558,621	0	0	0	193,840	89,403	341	0	0	0	0	0	0
Total Water Withdrawal by Source (m³) √	38,208,995	36,608,574	53,615,335√	3,099,276	3,035,613	3,226,716√	1,664,984	1,915,386	2,018,871√	857,159	1,216,201	1,135,518√	927,675	1,065,324	1,311,967√	31,659,901	29,376,050	45,922,264√	0	0	0
Municipal Water	2,253,221	3,242,560	3,415,715	391,463	873,837	771,963	456,818	459,264	446,171	332,917	628,067	546,722	574,623	722,733	919,755	497,400	558,658	731,105	0	0	0
Surface Water	22,438,725	17,462,067	26,197,446	86,124	0	884,485	12,823	0	0	0	0	0	0	0	0	22,339,778	17,462,067	25,312,961	0	0	0
Groundwater	12,528,057	15,744,451	13,559,105	1,683,397	2,060,538	1,421,522	1,195,343	1,400,180	1,507,128	524,242	586,673	587,594	302,550	341,735	392,094	8,822,526	11,355,325	9,650,767	0	0	0
Other	988,991	159,497	10,443,069	938,292	101,238	148,746	0	55,942	65,572	0	1,461	1,202	50,502	856	118	197	0	10,227,431	0	0	0
Amount of Recovered and Reused Water (m³)	9,321,607	7,983,535	6,924,825	327,194	356,527	412,479	455,573	341,919	248,677	24,289	226,629	18,530	91,311	177,359	135,069	8,423,241	6,881,100	6,110,070	0	0	0
Total Wastewater Discharge by Target Medium (m³)	29,379,264	26,711,666	31,580,480	1,084,742	1,234,049	1,246,510	463,465	381,863	825,521	840,489	904,610	1,110,307	619,858	774,415	880,534	26,370,710	23,416,730	27,517,608	0	0	0
Natural Receptive Environment	11,511,534	24,781,997	31,179,552	34,999	577,413	1,246,510	436,370	101,433	742,140	0	199,517	923,170	573,293	501,229	750,124	16,823,067	23,402,405	27,517,608	0	0	0
Waste Water Channel	11,341,564	1,719,821	2,122,912	884,131	523,934	756,497	27,095	214,373	290,587	836,131	697,766	531,056	46,565	269,424	292,680	9,547,642	14,325	252,092	0	0	0
Other	169,970	209,848	29,056,640	165,612	132,702	490,013	0	66,057	451,553	4,358	7,327	392,114	0	3,762	457,444	0	0	27,265,516	0	0	0
Industrial Waste Water pH	-	-	Given on the basis of production functions.	-	-	7,3	-	-	6,7	-	-	7,0	-	-	6,9	-	-	8,3	-	-	-
Amount of Cullet Reused in Glass Production (tons) √	1,326,329	852,970	1,335,287√	503,581	440,734	518,987√	674,861	697,360	653,875√	0	0	0	147,887	143,928	154,780√	0	0	7,624√	0	0	0
Internal Cullet	1,049,421	573,547	1,082,969	486,766	432,414	487,159	415,514	429,052	436,095	0	0	0	147,142	141,133	152,090	0	0	7,624	0	0	0
External Cullet	276,908	279,423	252,318	16,816	8,320	31,827	259,347	268,309	217,780	0	0	21	745	2,795	2,690	0	0	0	0	0	0
Packaging Waste Recovery Ratio (%)	55%	55%	100%	55%	55%	100%	55%	55%	100%	55%	55%	100%	55%	55%	100%	55%	-	100%	-	-	-
Total Waste Amount (tons) √	1,885,547	1,691,314	2,489,704√	43,301	58,461	62,945√	15,622	14,794	16,225√	234,271	235,408	64,284√	36,925	36,589	61,569√	1,555,428	1,346,062	2,287,819√	0	0	0
Total Amount Of Hazardous Waste By Disposal Method (Tons)	113,580	41,361	12,820	9,209	1,329	2,314	3,379	3,745	4,021	9,260	11,058	512	4,343	2,797	1,501	87,839	22,433	4,472	0	0	0
Energy Recovery	1,615	28,275	2,914	183	804	0	833	1,964	0	31	5,908	103	476	353	419	82	19,246	2,391	0	0	0
Recovery	13,343	1,434	5,491	8,690	519	1,884	1,852	328	2,262	471	96	388	344	282	512	1,986	208	446	0	0	0
Waste Incineration	91,523	936	221	1	0	5	50	55	94	8,595	388	0	309	424	0	82,568	70	122	0	0	0
Landfilling	6,699	5,560	2,975	335	3	424	409	1,376	523	17	1,789	0	3,205	1,531	570	2,733	861	1,459	0	0	0

Only production facilities are included in environmental, energy and occupational health and safety data. Unlike the 2022 Annual Report, Refel facility is also included in the data on the number of employees in the human resources department. √ Limited assurance has been provided by the Independent Audit Organization.



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters			
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	
Other	400	5,156	1,218	0	3	0,1	235	20	1,142	146	2,877	22	9	207	0	10	2,048	54	0	0	0	
Total Amount Of Non-Hazardous Waste By Disposal Method (tons)	1,771,967	1,649,953	2,476,884	34,092	57,132	60,632	12,243	11,049	13,345	225,011	224,351	63,770	32,582	33,792	60,067	1,468,039	1,323,629	2,279,070	0	0	0	
Energy Recovery	1,991	15,555	26,235	1,845	0	0	0	1,688	0	74	349	15,839	72	118	53	0	13,399	10,343	0	0	0	
Recovery	198,874	209,221	189,420	31,546	55,184	59,027	9,765	6,518	9,662	120,192	113,237	47,857	28,497	31,623	58,593	8,874	2,658	14,281	0	0	0	
Waste Incineration	5,194	75,403	8	1	0	0	0	3	0	5,176	75,392	0	0	0	0	17	8	8	0	0	0	
Landfilling	1,550,920	1,313,430	1,771,295	669	1,947	1,604	2,478	2,839	3,684	87,325	757	0	1,300	323	1,421	1,459,148	1,307,565	1,764,586	0	0	0	
Other	14,988	36,344	489,927	31	1	1	0	0	0	12,244	34,615	74	2,713	1,728	0	0	0	489,852	0	0	0	
Energy Consumption Amount (GJ) √	78,395,606	84,036,015	99,616,323√	22,028,137	25,305,778	25,514,530√	15,760,790	18,233,688	18,240,787√	714,069	887,047	904,488√	6,5691,00	7,615,066	7,512,045√	33,323,509	31,965,513	47,384,138√	0	28,923	59,602	
Non-Renewable Resources	78,365,649	83,952,314	99,615,573	21,998,180	25,275,821	25,514,066	15,760,790	18,233,688	18,240,787	714,069	887,046	904,489	6,569,100	7,589,368	7,512,044	33,323,509	31,937,469	47,384,138	0	28,923	59,315	
Natural Gas	53,538,047	64,222,489	65,361,564	20,423,558	23,345,444	22,013,680	13,177,631	15,399,812	15,165,728	39,927	71,930	74,762	5,596,315	6,455,823	5,682,944	14,300,617	18,925,889	22,399,747	0	23,591	24,702	
Electricity	6,667,948	7,741,243	10,016,560	1,572,596	1,859,862	2,104,053	2,499,077	2,823,434	2,866,516	674,143	815,117	826,251	932,534	1,065,885	1,138,177	989,599	1,171,613	3,047,574	0	5,332	33,989	
LPG	36,527	53,513	1,981,526	1	4,083	12,482,68	0	1,018	3	0	0	2,275	36,479	48,362	665,050	47	50	65,930	0	0	0	
Acetylene	3,773	3,957	3,865	0	0	0	0	735	69	0	0	0	3,773	3,197	3,694	0	26	102	0	0	0	
Anthracite / Coal	11,129,437	4,994,331	21,658,130	0	0	0	82,433	0	735	0	0	0	0	0	0	11,047,004	4,994,331	21,657,395	0	0	0	
Other	6,989,916	6,936,782	593,930	2,025	66,432	148,065	1,648	8,689	208,470	0	0	1,201	0	16,101	22,179	6,986,242	6,845,560	213,390	0	0	624	
Renewable Resources	29,957	83,699	751	29,957	29,957	464	0	0	0	0	0	0	0	25,698	0	0	28,044	0	0	0	286	
Solar	29,957	29,957	751	29,957	29,957	464	0	0	0	0	0	0	0	0	0	0	0	0	0	0	286	
Hydrogen	0	25,698	0	0	0	0	0	0	0	0	0	0	0	25,698	0	0	0	0	0	0	0	
Wind	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Biofuel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	28,044	0	0	0	0	0	0	0	0	0	0	0	0	0	0	28,044	0	0	0	0	
Energy Production Amount (GJ)	29,957	30,295	19,014,029	29,957	29,957	213,058	0	0	44,244	0	0	0	0	0	94	0	0	18,732,336	0	338	24,297	
Non-Renewable Resources	0	0	3,415,170	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Electricity	0	0	3,251,153	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3,227,142	0	0	24,011	
Other	0	0	164,017	0	0	119,773	0	0	44,244	0	0	0	0	0	0	0	0	0	0	0	0	
Renewable Resources	29,957	30,295	15,598,859	29,957	29,957	93,285	0	0	0	0	0	0	0	94	0	0	0	15,505,194	0	338	286	
Solar	29,957	30,295	30,718	29,957	29,957	30,432	0	0	0	0	0	0	0	0	0	0	0	0	0	338	286	
Hydrogen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wind	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Biofuel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	15,568,140	0	0	62,853	0	0	0	0	0	0	0	0	94	0	0	15,505,194	0	0	0	
Energy Saving Amount (GJ)	263,028	599,794	36,290	208,003	86,219	18,353	49,009	355,899	4,899	3,828	347	33	564	155,704	11,046	1,625	1,625	1,959	0	0	0	
Energy Saving Amount (TRY)	28,951,254	58,755,640	23,999,245	27,773,123	28,447,566	13,549,067	659,326	23,349,990	3,606,800	132,711	335,509	6,390	285,184	5,645,793	6,532,938	100,910	941,673	304,050	0	35,109	0	
Specific Energy Density (Energy Consumption Amount (Gj) / Gross Glass Produced (Tons))	Given on the basis of production functions.	Given on the basis of production functions.	Given on the basis of production functions.	10	8	7	7	7	7	0	0	0	2	20	15	0	0	0	0	0	0	0
Scope 1 CO₂ Emission Amount (tons)√	5,380,093	4,714,195	6,643,177√	1,147,868	1,818,279	1,866,839√	1,217,535	1,216,478	1,275,316√	6,367	4,938	3,530√	345,621	420,146	415,976√	2,662,702	1,254,353	3,081,517√	0	0	0	
Scope 2 CO₂ Emission Amount (tons) √	809,292	1,029,042	1,075,171√	158,611	202,025	242,524√	359,292	336,439	361,226√	51,994	228,123	100,316√	99,157	112,002	131,942√	140,238	150,453	239,164√	0	0	0	

Only production facilities are included in environmental, energy and occupational health and safety data. Unlike the 2022 Annual Report, Refel facility is also included in the data on the number of employees in the human resources department.
√ Limited assurance has been provided by the Independent Audit Organization.



PERFORMANCE INDICATORS	Şişecam Consolidated			Şişecam Flat Glass			Şişecam Glass Packaging			Şişecam Automotive			Şişecam Glassware			Şişecam Chemicals			Şişecam Headquarters		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Greenhouse Gas Savings (tons CO₂)	103,562	1,101,071	39,335	24,322	8,190	27,700	63,853	194,723	0	1,416	0	0	13,880	194,222	2	91	703,935	11,633	0	0	0
Scope 1	25,300	329,476	2,137	2,502	91	124	16,417	162,864	0	0	0	0	6,290	166,521	0	91	0	2,013	0	0	0
Scope 2	78,262	67,660	37,198	21,820	8,100	27,576	47,436	31,859	0	1,416	0	0	7,590	27,701	2	0	0	9,620	0	0	0
CO₂ Intensity In Glass Production (tonnes CO₂ /net production)	0,80	0,62	1,28	0,60	0,72	0,69	0,73	0,70	0,67	0	0	0	1,16	1,89	2,49	0	0	0	0	0	0
NOx Emissions (kg)	29,955,846	24,488,972	26,008,526	14,533,735	7,683,382	13,142,717	11,694,213	14,189,752	10,107,371	417,621	17,599	767	3,143,524	2,014,443	963,448	166,753	583,795	1,794,222	0	0	0
SOx Emissions (kg)	4,087,915	4,358,086	6,071,515	2,384,251	1,201,241	1,108,667	1,121,230	1,298,301	1,804,064	22,489	22,230	32	26,684	42,690	39,200	533,261	1,793,623	3,119,552	0	0	0
VOC Emissions (kg)	0	515,288	626,506	0	111,270	120,995	0	31,526	27,099	0	371,921	2,393	0	571	571	0	0	475,448	0	0	0
Environmental Expenditures (TRY)	141,887,077	280,653,119	639,105,505	22,378,721	30,842,931	43,643,131	2,008,757	5,403,629	11,275,191	4,812,524	5,811,835	7,934,612	3,235,638	14,180,966	60,788,023	109,451,437	224,413,758	515,464,548	0	0	0
Environmental Management Costs (TRY)	102,479,484	59,668,072	458,889,104	5,874,702	18,837,391	43,251,761	1,617,494	2,613,604	3,549,008	4,812,524	5,551,085	7,520,832	2,042,393	7,894,125	57,718,288	88,132,371	24,771,867	346,849,215	0	0	0
Environmental Investment Expenditure (TRY)	39,407,593	24,128,650	180,216,401	16,504,019	12,005,540	391,370	391,263	2,790,025	7,726,183	0	260,750	413,780	1,193,245	260,750	3,069,735	21,319,066	8,811,585	168,615,333	0	0	0
Number of Saplings Planted	989	8,898	4,164	65	887	503	230	158	121	204	206	128	410	647	932	80	7,000	2,480	0	0	0

INDEPENDENT AUDITOR'S REPORT



Building a better
working world

Independent Assurance Report

To the Management of Türkiye Şişe ve Cam Fabrikaları Anonim Şirketi
Istanbul, Türkiye

This independence assurance report is intended solely for the management of for the purpose of reporting on The Selected Sustainability Information ("Selected Information") for Türkiye Şişe ve Cam Fabrikaları Anonim Şirketi ("Şişecam") in its Şişecam 2022 Sustainability Report ("the Sustainability Report") that has been prepared by the Şişecam for the one-year period from 1 January 2022 to 31 December 2022.

Subject Matter Information and Applicable Criteria

In line with the request of the Şişecam, our responsibility is to provide limited assurance in accordance with the Selected Indicators listed below within the scope of Annex: Performance Indicators on pages 107 to 114 of the Sustainability Report prepared in accordance with the Global Reporting Initiative Standards ("GRI Standards").

The Scope of Our Assurance

The scope of our assurance is limited to the indicators listed in the Selected Information list shown below, which are reported as environmental indicators and social indicators within the scope of the operations of the company's selected locations (4 facilities in Turkey and 2 facilities abroad) on pages 107, 109, 110, 111, 112 and 113 of the Sustainability Report.

Only production facilities are covered in the environmental, energy, and occupational health and safety data. In the human resources data, the entire Şişecam is included.

Environmental Indicators

- Energy consumption (GJ)
- Water consumption (m³)
- Amount of cullet reused in glass production (inner & outer) (tons)
- The amount of hazardous and non-hazardous waste (tons)
- Amount of packaging waste (tons)
- Scope 1 greenhouse gas emissions (tons of CO₂e)
- Scope 2 greenhouse gas emissions (tons of CO₂e)

Social Indicators

- Incident frequency ratio (IR)
- Occupational health and safety (OHS) training hours (person x hour)
- Ratio of female employees (%)
- Total training hours (person x hour)

Şişecam's Responsibilities

Şişecam's management is responsible for the preparation, collection, and presentation of the Selected Information in accordance with the GRI Standards. In addition, Şişecam's management is responsible for ensuring that the documentation provided to the practitioner is complete and accurate. Şişecam's management is also responsible for maintaining the internal control system that reasonably ensures that the documentation and information described above are free from material misstatements, whether due to fraud or error.

Our Responsibilities

We conducted our assurance engagement in accordance with the International Assurance Engagement Standard (AES) 3000 Revised, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, and AES 3410, Assurance Engagements on Greenhouse Gas Statements which is a part of the Turkish Auditing Standards as issued by the Public Oversight Accounting and Auditing Standards Authority of Türkiye (POA). These regulations require that we comply with the ethical standards and plan and perform our assurance engagement to obtain limited assurance about the Selected Information.

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

Convenience translation of independent assurance report on the sustainability report (Originally issued in Turkish)

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

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

The procedures selected depend on the practitioner's judgment. The procedures include, in particular, inquiry of the personnel responsible for collecting and reporting on the Selected Information and additional procedures aimed at obtaining evidence about the Selected Information.

Procedures Applied

In respect of the Selected Information mentioned above the procedures performed include the following procedures:

1. Interviewed select key senior personnel of the Şişecam to understand the current processes in place for capturing the Selected Information pertaining to the reporting period;
2. Reviewed Selected Information with face-to-face and online communications covering Şişecam's selected locations (Türkiye Şişe ve Cam Fabrikaları A.Ş., Şişecam Flat Glass Kırklareli Plant, Türkiye Şişe ve Cam Fabrikaları A.Ş., Şişecam Glassware Kırklareli Plant Branch, Şişecam Automotive A.Ş., Camış Madencilik A.Ş., Karabük Mining Operations Karabük Quartz Sand Processing Plant, Şişecam Soda Lukavac D.O.O., Rudnik Krecnjaka Vijenac D.O.O., Bosnia Hercegovina); as well as reviewed pertaining, against the evidence on a sample basis;
3. Undertook substantive testing, on a sample basis, of the Selected Information;
4. Used the Şişecam's internal documentation to evaluate and measure the Selected Information;
5. Evaluated the design and implementation of key processes and controls over the Selected Information;
6. Re-performed, on a sample basis, calculations used to prepare the Selected Information for the reporting period.
7. Evaluated the disclosure and presentation of the Selected Information in the Sustainability Report.

Our Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended December 31, 2022, has not been prepared in all material respects, in accordance with the requirements of GRI Standards.

Limitations

We permit this report to be disclosed in Şişecam 2022 Sustainability Report for the year ended 31 December 2022, to enable the management of Türkiye Şişe ve Cam Fabrikaları Anonim Şirketi to show they have addressed their governance responsibilities by obtaining an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Şişecam for our work, this independent limited assurance report, or the conclusions we have reached.

Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik Anonim Şirketi

A member firm of Ernst & Young Global Limited


Zeynep Okuyan Ozdemir, SMMM

Partner

23 June 2023

Istanbul, Türkiye

GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards: Core option. For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 2-1 and 2-5, 3-1 and 3-2 align with appropriate sections in the body of the report. The service was performed on the Turkish version of the report.

Statement of Use: Türkiye Şişe ve Cam Fabrikaları Inc. has prepared its report covering the period January 01, 2022 - December 31, 2022 in accordance with GRI Standards.

GRI 101: Foundation 2021: GRI 101: Core 2021



GRI STANDARDS	DISCLOSURES	RELEVANT SECTION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Şişecam p.11
	2-2 Entities included in the organization's sustainability reporting	About the Report p.3 ; Şişecam's Production Capacity p.14
	2-3 Reporting period, frequency and contact point	About the Report p.3
	2-4 Restatements of information	There is no restated information in the report.
	2-5 External assurance	Independent Auditor's Report p.115
	2-6 Activities, value chain and other business relationships	Sustainability Across the Value Chain p.80
	2-7 Employees	Social Performance Indicators p.107
	2-8 Workers who are not employees	Social Performance Indicators p.107
	2-9 Governance structure and composition	Sustainability Governance p.23
	2-10 Nomination and selection of the highest governance body	Sustainability Governance p.23
	2-11 Chair of the highest governance body	Sustainability Governance p.23
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance p.23
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance p.23
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance p.23
	2-15 Conflicts of interest	Business Ethics, Compliance and Legislation Studies p.34
	2-16 Communication of critical concerns	Business Ethics, Compliance and Legislation Studies p.34
	2-17 Collective knowledge of the highest governance body	Sustainability Governance p.23
	2-18 Evaluation of the performance of the highest governance body	Şişecam CareforNext 2030 Sustainability Targets p.30
	2-19 Remuneration policies	Equality, Diversity ve Inclusion p.62
	2-20 Process to determine remuneration	Equality, Diversity ve Inclusion p.62
	2-21 Annual total compensation ratio	Ekonomic Performance Indicators p.107
	2-22 Statement on sustainable development strategy	Şişecam CareforNext 2030 Sustainability Strategy p.21
	2-23 Policy commitments	Business Ethics, Compliance and Legislation Studies p.34 ; System, Product and Facility Certification p.35
	2-24 Embedding policy commitments	Business Ethics, Compliance and Legislation Studies p.34 ; System, Product and Facility Certification p.35

GRI STANDARDS	DISCLOSURES	RELEVANT SECTION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Sustainability Governance p.23; Sustainable Products p.97
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Compliance and Legislation Studies p.34
	2-27 Compliance with laws and regulations	Business Ethics, Compliance and Legislation Studies p.34
	2-28 Membership associations	Membership of Organizations p.32
	2-29 Approach to stakeholder engagement	Key Stakeholder Groups and Participation Platforms p.31
	2-30 Collective bargaining agreements	Equality, Diversity ve Inclusion p.62
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis p.26
	3-2 List of material topics	Materiality Analysis p.26
	3-3 Management of material topics	Materiality Analysis p.26
CLIMATE CHANGE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Ekonomik Performance p.17; Energy Management p.47; Management of Air Emissions p.52; Adaptation to Climate Change p.49
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Risk Categories in the Focus of Climate Change p.40
	201-2 Financial implications and other risks and opportunities due to climate change	Ekonomik Performance p.17; Risk Categories in the Focus of Climate Change p.40
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators p.112
	302-2 Energy consumption outside of the organization	Environmental Performance Indicators p.112
	302-3 Energy intensity	Environmental Performance Indicators p.112
	302-4 Reduction of energy consumption	Climate Change and Energy Management: Şişecam in 2022 p.48
	302-5 Reductions in energy requirements of products and services	Climate Change and Energy Management: Şişecam in 2022 p.48; Products with EPD p.106
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Adaptation to Climate Change p.49
	304-2 Significant impacts of activities, products and services on biodiversity	Adaptation to Climate Change p.49
	304-3 Habitats protected or restored	Adaptation to Climate Change p.49
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance Indicators p.112
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Performance Indicators p.112
	305-5 Reduction of GHG emissions	Environmental Performance Indicators p.112
	305-6 Emissions of ozone-depleting substances (ODS)	Management of Air Emissions p.52
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Performance Indicators p.112
SUSTAINABILITY ACROSS THE VALUE CHAIN		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain p.83; Equality, Diversity ve Inclusion p.62
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain p.83
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	Supply Chain p.83; Equality, Diversity ve Inclusion p.62
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain p.83
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain p.83



GRI STANDARDS	DISCLOSURES	RELEVANT SECTION
CIRCULAR PRODUCTION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Circular Economy and Glass p.56; Circular Production p.54
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Circular Economy and Glass p.56
	301-2 Recycled input materials used	Circular Economy and Glass p.56
	301-3 Reclaimed products and their packaging materials	Circular Economy and Glass p.56
GRI 306: Effluents and Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Production p.54
	306-2 Management of significant waste-related impacts	Circular Production p.54
	306-3 Waste generated	Environmental Performance Indicators p.112
	306-4 Waste diverted from disposal	Environmental Performance Indicators p.112
	306-5 Waste directed to disposal	Environmental Performance Indicators p.112
WATER USE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Use p.53
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Performance Indicators p.112
	303-2 Management of water discharge-related impacts	Water Use p.53
	303-3 Water withdrawal	Environmental Performance Indicators p.112
	303-4 Water discharge	Environmental Performance Indicators p.112
	303-5 Water consumption	Environmental Performance Indicators p.112
DIGITIZED VALUE CHAIN		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain p.83; Digitalized Value Chain p.85
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain p.83
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain p.83
EQUALITY, DIVERSITY, INCLUSION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Equality, Diversity ve Inclusion p.62; Business Ethics, Compliance and Legislation Studies p.34; Supply Chain p.83
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators p.107
	401-3 Parental leave	Social Performance Indicators p.107
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity ve Inclusion p.62
	405-2 Ratio of basic salary and remuneration of women to men	Social Performance Indicators p.107
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity ve Inclusion p.62
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics, Compliance and Legislation Studies p.34; Equality, Diversity ve Inclusion p.62; Supply Chain p.83
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics, Compliance and Legislation Studies p.34; Equality, Diversity ve Inclusion p.62; Supply Chain p.83
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety p.75



GRI STANDARDS	DISCLOSURES	RELEVANT SECTION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety p.75
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety p.75
	403-3 Occupational health services	Occupational Health and Safety p.75
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety p.75
	403-5 Worker training on occupational health and safety	Occupational Health and Safety p.75
	403-6 Promotion of worker health	Occupational Health and Safety p.75
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety p.75
	403-8 Workers covered by an occupational health and safety management system	System, Product and Facility Certification p.35
	403-9 Work-related injuries	Social Performance Indicators p.107
	403-10 Work-related ill health	Social Performance Indicators p.107
TALENT ACQUISITION, DEVELOPMENT AND MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Acquisition, Management and Development p.65
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Şişecam Academy: Şişecam in 2022 p.70
	404-2 Programs for upgrading employee skills and transition assistance programs	Şişecam Academy p.69
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators p.107
SUSTAINABLE PRODUCTS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Products with EPD p.106; Sustainable Products p.97
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Products with EPD p.106; Sustainable Products p.97
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Products with EPD p.106; Sustainable Products p.97
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no cases of non-compliance.
VALUE-ADDED PARTNERSHIPS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Value Added Partnerships p.98
CORPORATE HERITAGE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Heritage p.60
OTHER GRI STANDARD TOPICS OTHER THAN MATERIAL ISSUES		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Commitment p.67
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Social Performance Indicators p.107
	202-2 Proportion of senior management hired from the local community	Social Performance Indicators p.107
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Performance p.107; R&D; Digitalization p.86
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	R&D p.96; Digitalization p.86
	203-2 Significant indirect economic impacts	Economic Performance p.107
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics, Compliance and Legislation Studies p.34
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics, Compliance and Legislation Studies p.34
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics, Compliance and Legislation Studies p.34
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics, Compliance and Legislation Studies p.34
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics, Compliance and Legislation Studies p.34
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics, Compliance and Legislation Studies p.34

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