



 **Sanipak**

Integrated Sustainability Report

2024

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About the Report

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Purpose of the Integrated Sustainability Report

At **Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. ("Sanipak")**, we focus on creating long-term sustainable value across our operations, in line with our globalization and sustainability strategy. Our efforts are guided by the objective of supporting clean and healthy living while contributing positively to society and the environment.

Through our **2024 Integrated Sustainability Report**, we provide a transparent and comprehensive overview of how sustainability is embedded in our governance, strategy, and day-to-day operations. This report presents our sustainability performance, goals, and the progress we have made in managing our impacts, risks, and opportunities. As we continue to advance our sustainability journey, we are committed to sharing our performance and outcomes in a consistent and transparent manner.

Scope of the Report

This report covers the financial and non-financial data of **Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş., ECP Maroc S.A.R.L., Jessr Industries S.A.R.L., İpek Kâğıt Central Asia LLP, and İpek Kâğıt Kazakhstan LLP** for the calendar year from January 1, 2024, to December 31, 2024. Unless otherwise stated, employee demographic data included in the report relates to operations in Türkiye. Where data quality permits, selected performance indicators are presented on a three-year comparative basis. Unless otherwise specified, all financial information is reported in Euros (€). Financial data for 2024 has been prepared in accordance with inflation accounting.

Framework and Standards

This report has been prepared in accordance with the **GRI Sustainability Reporting Standards**. It also references the **Stakeholder Capitalism Metrics** developed by the **World Economic Forum (WEF)** and outlines Sanipak's contributions to the **United Nations Sustainable Development Goals (UN SDGs)**.

In addition, the report is structured in line with the **International Integrated Reporting Framework** published by the **International Integrated Reporting Council (IIRC)**.

- The **GRI Content Index** is provided in the [Annex](#) section.

Updates to the Report

Key updates and enhancements compared to the previous reporting period include:

- This report presents Sanipak's first Double Materiality Assessment. The findings have been used to reassess sustainability priorities, refine strategic focus areas, and inform target-setting processes.

For further information, please refer to the [Our Sustainability Approach](#) section.

- A comprehensive climate scenario analysis was conducted, covering Sanipak's operational facilities and five key suppliers. Both physical risks and transition climate risks were assessed for offices, factories, and warehouses. Two climate scenarios—low and high-carbon—were analyzed to evaluate potential impacts, risks, and opportunities across a range of plausible future climate pathways.

For further information, please refer to the [Risk Management](#) section.

- Sanipak's climate strategy is aligned with the Eczacıbaşı Group's Low Carbon Transition Roadmap, initiated in 2023. During the reporting period, engagement sessions were held with senior executives and directors, Science Based Targets initiative (SBTi) training was delivered, and carbon footprint calculations were completed. Work on defining emission reduction targets and assessing related investment requirements is ongoing.

For further information, please refer to the [Investing in Planet](#) section.

Independent Assurance

Selected key performance indicators related to energy, water, waste, employee demographics and gender equality, occupational health and safety, and production have been subject to independent limited assurance. The assurance engagement was conducted in accordance with the **International Standard on Assurance Engagements (ISAE) 3000 (Revised)**. Limited assurance was provided by **RSM Türkiye Uluslararası Bağımsız Denetim A.Ş. (RSM Turkey)**. Indicators subject to limited assurance are identified with a check mark: ✓. Definitions of assured non-financial KPIs are available in the Independent Assurance Report and Reporting Principles sections of the [Annex](#).

Navigation Icons



Financial



Natural



Social



Human



Intellectual



Manufactured



Featured Projects



Stakeholder Opinion



The PDF version of the Sanipak 2024 Integrated Sustainability Report, together with reports from previous reporting periods, is available on our [corporate website](#).

Message from the CEO

Dear Stakeholders,

We are pleased to share Sanipak's 2024 Integrated Sustainability Report, a thorough overview of our approach to sustainable development, long-term value creation, and responsible growth.

In January 2025, in line with our globalization and sustainability strategy, we began operating under the name **Sanipak**, previously known as Eczacıbaşı Consumer Products. Our new name brings together the English word "sanitary," representing hygiene and health, and the Turkish word "pak," which conveys the same meaning. This renewed corporate identity reinforces the core value we deliver: advancing clean and healthy living. While our name has evolved, our purpose and sense of responsibility remain firmly in place.

The year 2024 was both challenging and instructive. High inflation rates, rising costs, currency volatility, economic uncertainty, and the growing effects of climate change were felt more acutely across global markets.



In response, we reviewed our plans with agility, set realistic and sustainable targets, and took disciplined steps in supply chain management and financial planning. These actions enabled us to deliver strong results despite a demanding operating environment. In 2024, we increased our market share in the tissue paper category—where we are the market leader in Türkiye—from 25.6% to 27.7%. Our consolidated revenues reached EUR 995 million, representing twofold growth over the past four years. We maintained our market leadership with Selin lemon cologne and Okey sexual health products, and ranked among the top two players in our categories with Uni Baby in baby care and Detan and Defans in home care.

As part of our globalization strategy, we continued to strengthen our international footprint while sustaining growth in Türkiye. With the acquisition of Jeess Industries, Morocco's market leader with an annual production capacity of 30,000 tons and well-established brands such as Pandoo, Dalaa by Woolly, and Sany, we completed our transition to a vertically integrated production model. We achieved strong operational alignment across our facilities in Morocco and Türkiye, reinforcing efficiency and resilience across our value chain. Today, we export to more than 60 countries with Morocco, Iraq, Georgia, Azerbaijan, the United Arab Emirates, Bulgaria, and the United States among our key markets. Foreign operations currently account for one-third of our turnover. Through continued investments in Morocco and the expansion of our export activities, our objective is to increase this share to 50% and to become a leading regional player in tissue paper. The intensifying impacts of climate change in 2024 further underscored the importance of our sustainability agenda. At Sanipak, we pursue our sustainability efforts under the framework "Our Promise for Tomorrow," structured around "process, product, and people." Our priorities include the transition to a low-carbon economy, efficient use of water and energy resources, waste management, circular economy practices, social impact, and responsible business conduct.

By embedding resource efficiency across our production operations, we increased capacity while improving environmental performance. Over the past ten years, we reduced water use per ton by 40% at our Yalova facility, and by 30% over the past five years at our Manisa facility. We remain committed to achieving a 50% reduction in water use per ton by 2028. In parallel, we continued to enhance energy efficiency and reduce our carbon footprint. In 2024, we met our energy efficiency targets, achieving 2.72 MWh of energy use per ton of production and 8.14 m³ of water withdrawal per ton, in line with our 2025 objectives. Looking ahead, we will further strengthen our R&D focus on reducing the environmental footprint of our products, beginning at the design stage. We will intensify our efforts to lower emissions and accelerate the development of solutions with reduced environmental impact across their life cycle.

Responding to evolving user behavior and stakeholder expectations, we continue to develop innovative products and processes guided by environmental responsibility. Our Selpak Professional Recycled Series, produced from 100% recyclable materials, reflects this approach. The series is composed of 50% cellulose derived from reusable paper, 20% from recyclable cellulose, and 30% from cellulose recovered from production surplus at our facilities.

Equally important is our commitment to people. We take decisive steps to promote equal opportunity and foster a fair, respectful, and inclusive workplace for future generations.

In 2024, we exceeded our 2025 targets by increasing the share of female employees from 42% to 43%, and the representation of women in management from 32% to 39%. Through initiatives such as "Her Adımda Birlikte" (Together at Every Step) and "İşte Bizim Annemiz" (Empowering Mothers at Work), we continue to support working mothers and expectant mothers at Sanipak.

Our social contribution efforts also continued throughout the year. As part of the Zero Waste Blue project, delivered in collaboration with the Ministry of Environment, Urbanization, and Climate Change, our Selpak Professional team organized training programs to nearly 800 hotel employees, contributing to sustainability awareness and transformation within the tourism sector.

Under our twin transformation strategy, which integrates sustainability and digitalization, we expanded the use AI-supported production planning, smart logistics systems, and data-driven decision-making in 2024. By leveraging data analytics and AI-supported forecasting models, we optimized inventory management and improved planning accuracy. We also reviewed and redesigned our logistics processes to respond more quickly and flexibly to evolving user needs. In parallel, we implemented a digital platform within our supply chain management framework that enables the monitoring and assessment of our business partners' environmental compliance and social responsibility criteria, strengthening transparency and accountability across our value chain.

This report reflects our disciplined approach to managing today's challenges while shaping a resilient and sustainable future. The progress outlined here is the result of collective effort and a shared commitment across our organization and value chain. I thank our employees, business partners, and all our stakeholders for their trust and continued collaboration. As we look ahead, we remain focused on strengthening our business, advancing sustainable practices, and creating lasting value with responsibility toward society, the environment, and future generations.

Sincerely,

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About Sanipak

GRI 2-1

GRI 2-1

With a 55-year legacy focused on advancing clean and healthy living, we continue our journey under the name **Sanipak**, in line with our globalization and sustainability strategies.

Our name combines the English word “**sanitary**,” reflecting hygiene and health, with the Turkish word “**pak**,” meaning clean. It marks a strategic evolution and clearly articulates the value we deliver as a company. Under this renewed identity, we remain committed to enhancing everyday life and contributing to a clean, healthy, and hygienic future.

We address hygiene and care needs across Tissue Papers, Personal Care, Baby Care, Home Care, and Away from Home through a diversified and trusted product portfolio.

As a Turkish company with leading brands, we play an active role in shaping our sectors by setting standards and driving innovation. In addition to our products, we support businesses through training, auditing, and consulting services offered under the Sanipak Professional platform. We also collaborate with international brands through strategic partnerships and manage their sales and distribution in the Turkish market, reinforcing our position as a reliable and long-term business partner.

Our Purpose

To be present, in every moment of life, for a clean and healthy living.

Sanipak’s Strategic Objectives

- Keep leading the domestic market with our brands
- Grow in the target international markets
- Be a digital pioneer
- Focusing on operational excellence
- Advocate for well-being of environment and stakeholders
- Cultivate an innovation culture

Sanipak’s Values

- Placing stakeholders at the heart of our business
- Conducting business with integrity and accountability
- Championing a diverse and inclusive environment
- Combining a global perspective with local insights
- Winning through innovation

Türkiye’s leading personal hygiene company, with more than 2,000 employees, five production facilities, and international operations.



Eczacıbaşı Group Overview

Founded in 1942, the Eczacıbaşı Group is one of Türkiye’s leading industrial groups, operating 46 companies and 47 production facilities, and employing more than 13,000 employees. In 2024, the Group reported consolidated net revenue of EUR 1.9 billion.

The Group’s core activities are focused on construction products, consumer goods, and healthcare. In addition, Eczacıbaşı maintains operations in information technologies, natural resources, and real estate development.

Supported by extensive distribution networks, the Group holds leading positions in Türkiye across the construction products, pharmaceuticals, and consumer goods sectors. Internationally, Eczacıbaşı continues to strengthen its leadership in construction products and accounts for more than half of Türkiye’s ceramic sanitaryware exports.

Further information on the history and values of the Eczacıbaşı Group is available on the Group’s [corporate website](#).



Our Company, Brands, and Products

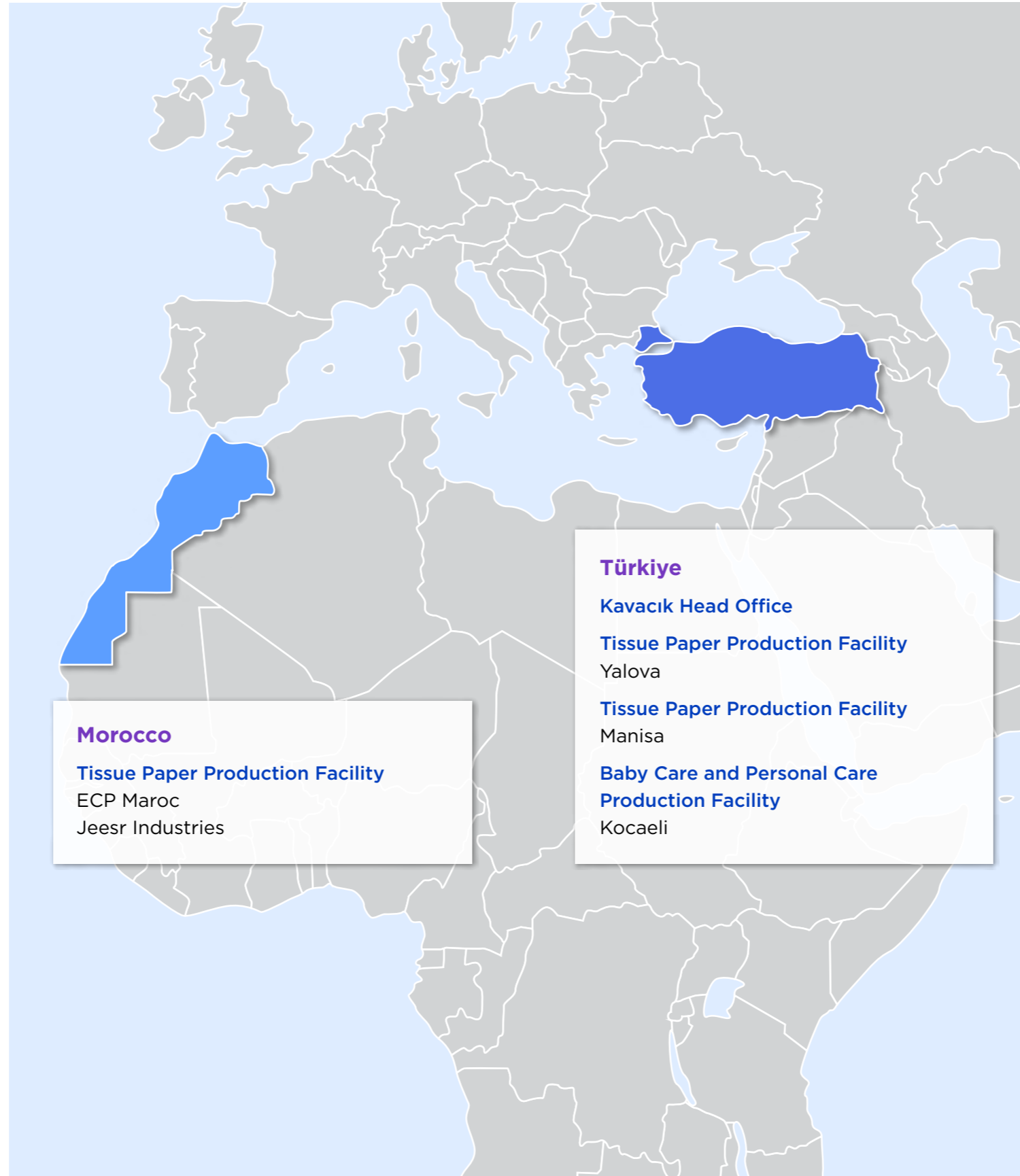
GRI 2-1

Our operations in the tissue paper segment began in 1969 under the name “İpek Kâğıt”. Over time, we expanded beyond our initial core activity and built a diversified portfolio spanning the baby care, personal care, home care, and away from home categories.

In response to evolving global sustainability priorities and our long-term strategic direction, we adopted the name **Sanipak**, removing the term “consumer” from our former corporate identity. This change reflects a broader, more holistic approach to value creation and supports our ambition to operate under a globally aligned brand as we advance our internationalization strategy.

While maintaining a strong position in the Turkish market, we are pursuing growth through targeted brand investments and regional expansion. Most recently, as part of this strategy, we acquired Jeer Industries, the market leader in tissue paper manufacturing in Morocco, with a well-established brand portfolio including Pandoo, Dalaa by Wooly, Sany, and Eversilk brands. Today, we develop products across our manufacturing facilities in Türkiye and Morocco, integrating innovation and sustainability into product design and production processes. Through our manufacturing footprint, export activities, and employment, we contribute to economic value creation in the markets where we operate.

Additional information on the Company’s historical development is available on our [corporate website](#).



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GRI 2-1



Our Brands

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At Sanipak, we are an integral part of daily life with our leading brands and innovative products. We create value across the sector while supporting public health and well-being through solutions developed with consideration for people and the planet.

With over half a century of experience, we pursue sustainable growth by building enduring relationships that span generations and extend beyond borders. Supported by the confidence of our users, the quality of our products, and our competitive capabilities, we continue to strengthen our market position—maintaining leadership in tissue papers and playing a pioneering role in personal hygiene.



Tissue Paper

We meet personal hygiene needs through innovative products.



Baby Care

With reliable solutions developed for sensitive skin, we support parents in making informed and confident baby care choices.



Personal Care

Through our personal care brands, we bring quality and comfort into daily life.



Home Care

With carefully developed products, we contribute to safe, healthy, and comfortable living environments.



Away from Home

For professional settings, we deliver reliable and effective hygiene and maintenance solutions tailored to operational needs.



Sales and Distribution


We support leading international brands by providing comprehensive sales and distribution services in the Turkish market.

Operating Environment


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At Sanipak, we make informed decisions and take decisive actions by closely monitoring emerging trends and potential risks across our operating environment. We continuously assess how these dynamics may affect our business, projects, and strategic priorities. Through this disciplined approach, we build resilient and adaptive relationships that support long-term success and operational flexibility.


<p>Global Trends</p>	<p>Climate and Nature Crisis</p> <p>The climate and nature crisis is increasingly visible through extreme weather events affecting societies, economies, and ecosystems. Economic activity and population growth continue to drive deforestation, biodiversity loss, water scarcity, and pollution. Climate change is disrupting supply chains and reducing productivity, requiring businesses to integrate sustainability into their operations. At the same time, regulatory expectations for transparency and accountability in corporate climate action are rising. Despite extensive scientific assessments, including those of the IPCC, current global efforts remain insufficient to limit temperature increases, increasing the risks associated with delayed climate action.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> Water scarcity poses increasing risks to hygiene standards and public health, with potential implications for product availability and portfolio resilience. <p>Impact on the supply chain:</p> <ul style="list-style-type: none"> The growing severity of climate change is disrupting logistics by affecting the transportation and timely delivery of raw materials and finished products. Rising demand for sustainable products—such as those made from recycled materials or with lower environmental impact—requires compliance with specific environmental and “green” certification standards. <p>Regulatory developments:</p> <ul style="list-style-type: none"> As the climate and nature crisis intensifies, regulatory initiatives are accelerating, with a stronger focus on reducing carbon emissions and minimizing environmental impacts across value.
<p>Our Response</p>	<p>At Sanipak, we closely monitor the effects of the climate crisis on our supply chain, water resources, and product portfolio. Climate-related risks—such as water scarcity and extreme weather events—have the potential to directly affect raw material availability and production continuity, while also heightening health and safety considerations, particularly for hygiene products. In response, we are advancing studies on water-efficient production technologies and implementing initiatives to improve operational efficiency. At our Yalova facility, we utilize wastepaper as a raw material and prioritize energy efficiency projects to reduce carbon emissions. Our environmental management practices are aligned with the ISO 14001 Environmental Management System, supporting a structured and sustainable production approach. We are also expanding our emissions measurement efforts to cover Scope 1, Scope 2, and Scope 3 greenhouse gas emissions. In parallel, we are developing our carbon reduction roadmap and strengthening the underlying data infrastructure to support informed decision-making. Regulatory developments related to climate action are closely monitored, and necessary measures are taken to ensure ongoing compliance.</p>
<p>Affected Capitals</p>	


<p>Global Trends</p>	<p>Technological Advancement and the Digital Age</p> <p>Rapid advances in artificial intelligence, data analytics, automation, and advanced manufacturing are reshaping business models and operating environments across industries. These technologies are improving efficiency, productivity, and decision-making, while increasing expectations around transparency, governance, and cybersecurity. As digital capabilities expand, ethical use of technology and regulatory oversight are becoming increasingly important. At the same time, technological progress plays a growing role in sustainability by enabling more efficient use of energy and resources. Aligning digital transformation with sustainability objectives is therefore critical to long-term resilience and competitive advantage.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> To support timely and effective strategic decision-making, companies must keep pace with the accelerating speed of technological transformation. Cybersecurity risks are increasing, particularly for manufacturing operations. Cyberattacks targeting production facilities can disrupt operations, compromise intellectual property, and lead to data breaches—risks that are heightened in IoT-enabled environments, smart distribution systems, and products offering QR code-based digital content (such as awareness campaigns related to sexual health). Compliance with increasingly stringent data protection and privacy regulations, including Türkiye’s Data Protection Law (KVKK) and the EU’s General Data Protection Regulation (GDPR). To maintain competitive strength, emerging technologies such as the Internet of Things (IoT), Artificial Intelligence (AI), machine learning, and Industry 4.0 are being utilized remains a critical requirement. AI-enabled decision-support systems are used to generate insights in areas including product design, market trend analysis, and customer feedback management. AI and IoT technologies support predictive maintenance by identifying potential equipment failures before they occur, helping to improve operational continuity. AI-driven forecasting models enhance supply chain resilience by analyzing end-to-end processes—from raw material sourcing to product distribution—reducing material waste and improving inventory management efficiency.
<p>Our Response</p>	<p>Digital transformation is a key enabler of efficiency, agility, and customer responsiveness across the sector. At Sanipak, we are advancing our digital capabilities to strengthen operational performance, with a focus on data analytics, monitoring, and quality control systems. Data-driven decision-making supports continuous improvement in product quality and operational efficiency, while enabling timely responses to customer feedback and market trends. Data security remains a priority across all processes, and we operate in full compliance with applicable regulations, including Türkiye’s Personal Data Protection Law (KVKK). We closely monitor technological developments to ensure that digital transformation progresses in alignment with our sustainability objectives.</p>
<p>Affected Capitals</p>	


<p>Global Trends</p>	<p>Cybersecurity</p> <p>As digital transformation accelerates, cybersecurity has emerged as a critical global risk, with direct implications for business continuity and national security. The World Economic Forum’s Global Risks Report 2025 highlights the growing frequency and severity of threats, including data breaches affecting critical infrastructure and personal data, as well as ransomware attacks. Increasingly complex and interconnected digital environments further amplify these risks, reinforcing the need for stronger cybersecurity and digital identity management practices. Similarly, the MSCI 2024 report underscores the materiality of cybersecurity risks, particularly within the financial services sector. While technologies such as AI and blockchain create new opportunities, they also introduce additional security challenges. In this context, organizations are expected to prioritize robust and adaptive cybersecurity frameworks to address evolving threats and safeguard operational resilience.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> • With the adoption of Industry 4.0, the digitization of production lines and supply chains is increasing cybersecurity risks across the sector. Robotic systems used in manufacturing—such as automated filling and packaging systems—and especially remotely accessible control panels, are becoming more frequent targets. • Global regulations and certifications are becoming stringent, particularly in the areas of data security and personal data protection. • As digitalization accelerates in supply chain management, the expanded use of cloud-based systems and digital platforms increases exposure to cyber risks. Implementing security measures at every stage of the supply chain—including digital identity management and data encryption—has become critical. • To ensure business continuity, sectors are expected to invest in robust digital identity and access management systems. • Emerging technologies such as AI and blockchain present both opportunities to strengthen cybersecurity and new risk vectors that require careful management. • Packaging solutions incorporating QR codes or digital content (such as labels directing users to manuals or additional information) require enhanced safeguards against malicious software and fraudulent redirection.
<p>Our Response</p>	<p>As digital systems become increasingly embedded in production facilities, cybersecurity has become a critical priority. To safely realize the benefits of Industry 4.0, we continue to strengthen our cybersecurity infrastructure. We implement the necessary technical and organizational measures to safeguard data security and ensure system continuity, while promoting awareness in line with personal data protection policies. As digitalization across the supply chain accelerates, we work collaboratively with our business partners to enhance end-to-end security. Business continuity is supported through digital identity and access management, encryption solutions, and regular penetration testing. Secure data sharing across the supply chain is prioritized, and we conduct regular training programs to strengthen employees’ cyber awareness and reinforce a strong security culture across the organization.</p>
<p>Affected Capitals</p>	

<p>Global Trends</p>	<p>Economic Downturn and Global Inflation</p> <p>Global inflation continues to be driven by rising raw material and service costs, supply chain disruptions, elevated energy prices, monetary tightening, and increasing labor expenses. Climate-related events, including extreme weather, are further intensifying these pressures by affecting agricultural output and resource availability. Together, these factors are placing strain on cost management, pricing, profitability, and growth strategies. In response, companies are required to adopt flexible and resilient approaches, including optimizing cost structures and diversifying supply chains.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> • As inflation constrains consumer spending, purchasing preferences are shifting toward larger pack sizes, multi-packs, and more affordable unit prices. • Sustainable raw materials, such as recycled cellulose, are gaining importance in paper-based products due to their relative price stability and environmental benefits. • In energy-intensive production processes (e.g., sterilization and liquid product bottling), rising electricity and natural gas prices are increasing unit costs. • Inflation-driven changes in consumer behavior are placing greater pressure on product pricing and margin management. • Economic slowdown in the European Union poses a risk to achieving targeted sales volumes in export markets. • Demand is increasing for alternative and sustainable materials that are less exposed to global price volatility. • Rising energy costs continue to add pressure to overall production economics.
<p>Our Response</p>	<p>Rising energy costs and volatility in raw material supply remain the primary factors influencing our cost structures. In response, we focus on optimizing operational costs by prioritizing resource efficiency and strengthening business continuity through sustainable supply chain practices. Across our production processes, we work to reduce waste, improve energy efficiency and recycling rates, and reinforce our resilience in a challenging economic environment.</p>
<p>Affected Capitals</p>	

Global Trends	<p>Social Polarization and Inequality</p> <p>The 2025 WEF Global Risks Report highlights rising income inequality and deepening social polarization as growing challenges for the workforce, further intensified by uneven economic recoveries. Increasing public scrutiny is prompting businesses to play a more active role in addressing social inequalities and supporting human rights. Despite globalization and economic growth, social divisions have widened, weakening social cohesion. In response, regulatory frameworks are encouraging companies to strengthen their commitments to human rights, social justice, diversity, equality, and inclusion, which are increasingly critical to building trust, benefiting society, and attracting and retaining talent.</p>
Impact on the Sector	<ul style="list-style-type: none"> • Supply chain due diligence obligations, particularly in the European Union, and other emerging regulatory requirements necessitate increased compliance and oversight. • Consumers—especially younger generations—are placing greater emphasis on transparency and accountability, with heightened expectations around human rights and environmental impact. • Declining interest in the sector and increasing competition for talent present challenges in attracting and retaining qualified professionals. • Rising employee expectations regarding fair employment practices, including compensation, benefits, and workplace equity, underscore the importance of competitive remuneration and a strong focus on diversity and inclusion. • European Union regulations, including the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD), require companies to disclose their human rights practices and social impacts across operations and value chains.
Our Response	<p>Providing a respectful, inclusive, and fair workplace is a core element of our corporate culture. We promote career development based on equal opportunity, inclusive leadership, and diversity-sensitive human resources practices. Our approach prioritizes gender equality, employee well-being, and fair employment practices as integral to sustainable development. We closely monitor emerging sustainability regulations and assess our risks and impacts through a double materiality perspective. Our social impact is managed responsibly through transparent communication and trust-based engagement with stakeholders, supporting long-term value creation and organizational resilience.</p>
Affected Capitals	

Global Trends	<p>Geopolitical Developments and Economic Instability</p> <p>Rising polarization, populism, and nationalism are reshaping the geopolitical landscape, weakening multilateral cooperation and the effectiveness of international institutions. Ongoing geopolitical tensions continue to weigh on the global economy, increasing the risk of prolonged inflationary pressures and subdued growth. The 2025 WEF Global Risks Report highlights inter-state conflicts, misinformation, declining trust, and barriers to cooperation as material global risks. In this environment, multinational companies face heightened exposure to economic fragmentation, particularly where strategic positioning intensifies geopolitical sensitivities. While shorter supply chains can reduce certain disruption risks, they may also increase vulnerability to localized challenges such as labor shortages and climate-related events, underscoring the need for balanced and resilient operating models.</p>
Impact on the Sector	<ul style="list-style-type: none"> • The ongoing Russia-Ukraine conflict continues to disrupt supply chains and, in line with the European Union's efforts to reduce energy dependence, increases the risk of restrictions or sanctions on natural gas imports from Russia. • Geopolitical tensions are intensifying labor market pressures, contributing to workforce shortages and challenges in attracting and retaining talent. • In response to geopolitical risks, companies may need to geographically diversify operations and supply chains to enhance resilience. • Prolonged conflicts and economic uncertainty are leading to greater caution in capital allocation, resulting in the postponement or scaling back of investment decisions.
Our Response	<p>Geopolitical tensions and economic uncertainty underscore the need for more flexible and diversified supply chain strategies. In response, we are managing risk by increasing supplier diversity and optimizing the geographic distribution of our operations. At the same time, we are strengthening our sustainability approach by developing scenario analyses related to critical issues such as energy security and access to raw materials, supporting resilience under changing conditions.</p>
Affected Capitals	

<p>Global Trends</p>	<p>Lifestyle and Behavioral Changes</p> <p>In developed economies, particularly among younger generations, user preferences are shifting toward experiences, accessibility, and holistic well-being rather than material ownership. This shift is accompanied by growing awareness of planetary boundaries and the need for environmental responsibility. Generation Y and Generation Z are at the forefront of sustainable living, driving demand for ethical, transparent, and environmentally responsible products. Increasingly, users are willing to pay a premium for offerings that align with their values, encouraging companies to adopt more sustainable and ethical business practices to meet evolving expectations.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> • Expectations of younger generations—particularly Generation Z—are evolving, shaping both employment preferences and purchasing decisions. • Shifts in consumer behavior are driving increased demand for transparency around product carbon footprints, recycled content, and locally and ethically sourced materials. • Environmental and social product certifications are becoming increasingly important, requiring clear and effective user communication to maintain competitive positioning. • Generation Y and Generation Z users show a strong preference for sustainably produced products with lower carbon intensity and ethical production standards. • As the culture of disposable products declines, features such as biodegradability, refillability, and recyclability are becoming critical product attributes.
<p>Our Response</p>	<p>We closely monitor evolving user expectations and integrate environmental and social criteria into our product development processes. In response to growing environmental awareness, we focus on recyclable packaging, reducing our carbon footprint, and adhering to ethical production principles. We enhance transparency and trust through environmental and social labeling, supporting informed user choice.</p> <p>Through innovation-driven product development, we aim to meet the needs of conscious consumers while strengthening brand value and customer loyalty. Sustainability is embedded not only in our production processes but also in our brand positioning and long-term competitive advantage.</p>
<p>Affected Capitals</p>	

<p>Global Trends</p>	<p>Energy Transition</p> <p>S&P Global 2025 Global Sustainability Trends Watch report highlights growing challenges in the energy transition, driven by rising global energy demand from data centers and emerging technologies, which complicate pathways to carbon neutrality. While developed economies accelerate the phase-out of fossil fuels, developing countries face the challenge of balancing low-carbon transitions with economic growth priorities. Clean energy technologies—including batteries, hydrogen, solar, and wind—are critical to this transition, and the expansion of carbon market regulations is supporting investor confidence. However, the report also indicates that many companies lack sufficiently robust plans to manage climate-related risks, underscoring the need for stronger strategies and policy alignment across the energy sector.</p>
<p>Impact on the Sector</p>	<ul style="list-style-type: none"> • As global energy demand continues to rise and achieving carbon neutrality becomes more complex, the use of recyclable materials and sustainable production practices is gaining importance in the consumer goods sector. • Producers are increasingly expected to reduce their carbon footprint through the adoption of renewable energy sources including solar and wind. • Demand for clean energy technologies, particularly solar power and energy storage systems, is accelerating. • While developed countries are progressing toward the phase-out of fossil fuels, developing countries are seeking to balance low-carbon energy transitions with economic sustainability. • Investor confidence is increasingly shifting toward clean energy solutions and energy efficiency technologies.
<p>Our Response</p>	<p>We are implementing strategies to reduce energy use and increase the use of renewable energy sources, including solar power. Through targeted initiatives to improve energy efficiency in our production processes, we aim to lower carbon emissions. By integrating energy transition solutions into our operations, we align our practices with our long-term sustainability objectives and strengthen operational resilience.</p>
<p>Affected Capitals</p>	

2024 Highlights

Sanipak's key performance indicators in 2024:

Economic and Financial Performance

€553 million

Total net sales



32%

Share of international sales



Investing in Planet

207 GWh

Green electricity supplied



31%

Share of renewable energy in total energy use¹



100%

Electricity sourced from renewable energy¹



96%

Waste recovery rate ✓



18%

Reduction in water intensity compared to 2021²



2%

Reduction in energy intensity compared to 2021²



Investing in People

56%

Share of female employees hired³ ✓



43%

Share of female employees in professional positions³ ✓



37

Training hours per employee ✓



39%

Share of female employees in management positions³ ✓

1.27

Lost Time Injury Rate (LTIR) ✓



1.76

Total Recordable Incident Rate (TRIR) ✓



Investing in Future

€1.9 million

Total R&D center expenditures



8

Patent applications



¹ Covers production facilities in Türkiye only.

² Covers tissue paper production facilities in Türkiye only.

³ Covers white-collar employees in Türkiye only; Morocco excluded.

2

Our Sustainability Approach

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Our Value-Creating Business Model

Operational excellence, an innovation-driven culture, and responsible business conduct form the foundation of our organizational culture. We foster diversity and inclusion by combining local insights with a global perspective, enabling us to operate effectively across markets.

Our business model is designed to create long-term, sustainable value by integrating environmental and social considerations into decision-making. This approach supports both present performance and future resilience, while positioning our stakeholders as active participants in our value-creation process.



Inputs



25
Active brands

€553 million
Total net sales

€42 million
EBITDA

32%
Share of international markets in total sales

Effective risk management approach



Over 2,000 employees

3.37 average training hours per employee dedicated to occupational health and safety

100% of facilities certified to ISO 45001**

5,193 hours of regular monitoring and development activities related to human rights and equal opportunities

Implementation of equality, diversity, and inclusion initiatives

Robust and effective Performance Management System

Support for a strong leadership culture

Effective implementation of business ethics and the Code of Conduct



667,490 MWh
Total energy use ✓

1,926 thousand m³
Total water withdrawal ✓

Carbon emission reduction initiatives

Expansion of renewable energy capacity

Water recovery and recycling projects

Energy efficiency initiatives

Environmental protection and improvement projects

Cellulose sourced from industrial forests

Waste management and zero-waste practices

Use of recycled paper

Plastic packaging reduction projects



25
Employees engaged in R&D centers and innovation projects

100% of facilities certified to ISO 50001**

100% of facilities certified to ISO 14001**



1,256
Suppliers

Established user communication channels

Memberships in NGOs, industry, and trade organizations

Partnerships and sponsorships



5
Production facilities

2
Countries of operation

285,283 tons of production volume ✓

Value Created

€995 million
Total consolidated revenue

9%
Financial growth

43% Share of female employees in professional positions* ✓

56% Share of female employees hired* ✓

39% Yönetim kademelerinde kadın çalışan oranı* ✓

65% Share of female employees in STEM positions*

54.6% Share of female employees in revenue-generating positions*

37 hours Average training hours per employee ✓

1.27 Lost Time Incident Rate (LTIR) ✓

1.76 Total Recordable Incident Rate (TRIR) ✓

31% Share of renewable energy in total energy use

100% Share of renewable electricity used in Türkiye** ✓

92% of electricity use sourced from renewables ✓

207 GWh of green electricity used

18% Reduction in water usage intensity

100% Sustainable cellulose usage

96% Waste recovery rate ✓

8
Total patent applications

36
Active R&D projects

45
Employees participating in volunteer activities

540
Total volunteer hours contributed by employees

72%
Customer satisfaction rate***

Exports to **60+** countries

* Data relates to white-collar employees in Türkiye.

** Covers facilities located in Türkiye.

*** Based on survey results.

Sustainability at Sanipak

At Sanipak, we conduct our operations with a strong sense of responsibility toward society and the environment. Guided by our commitment to continuous improvement, we regularly review and enhance our practices to strengthen long-term resilience and value creation.

We embed sustainability principles across all business processes—from production to marketing, from human resources to the supply chain. These principles inform our decisions related to products, services, brands, and technologies. Through this integrated approach, we aim to reduce our environmental footprint, conserve natural resources, promote responsible sourcing, and create shared value for our stakeholders through innovation. In line with these commitments, we consistently advance our strategic objectives year by year.

In 2024, we sustained our focus on sustainability by closely monitoring performance across our priority areas and ensuring alignment with our goals. We remain committed to regularly reviewing and refining our approach to ensure that our sustainability strategy remains effective under evolving conditions and fully aligned with the Eczacıbaşı Group’s overarching strategy. We also continue to share our performance transparently with our stakeholders, reflecting our purpose of supporting every moment of life with a clean and healthy living approach.

Stakeholder Perspective



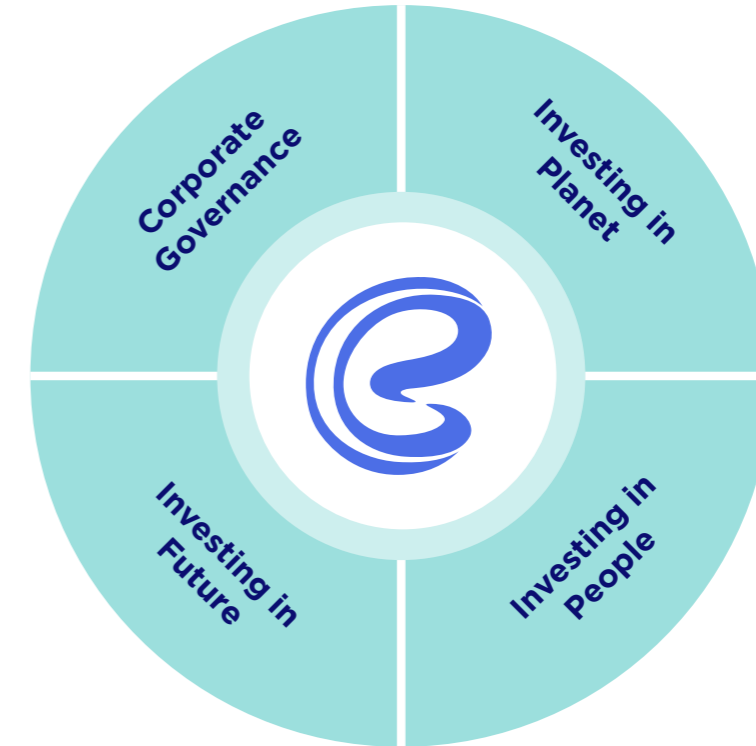
Tamer Özdemir
Sanipak
Public Affairs
Manager

Sanipak is positioned as a reliable, pioneering company both within the industry and in the public eye through its comprehensive, determined approach to sustainability. By addressing its sustainable product portfolio, circular-economy vision, and innovation together, the company clearly demonstrates its long-term sense of responsibility. The ability to proactively adapt to regulatory developments and public policies demonstrates Sanipak’s strategic capacity for corporate transformation.

Going beyond environmental sustainability, it also has a powerful impact on society. The company’s commitment to gender equality, its responsibility during disasters and crises, its social contribution initiatives, and its internal awareness programs are concrete examples of this approach.

Through socially conscious projects such as “Zero Waste Blue” and “Mesleğim Benim Geleceğim,” the company makes valuable contributions not only to the environment but also to social development. This creates long-term trust and impact among both internal stakeholders and the public.

Sanipak’s multifaceted and systematic approach to sustainability serves as a strategic reference point for the private sector.



Corporate Governance	Investing in Planet	Investing in People	Investing in Future
<p>We are committed to upholding the highest ethical standards and conducting our business in line with the principles of our Group. Accountability, fairness, responsibility, and transparency are fundamental values guiding our governance approach.</p> <p>We foster a corporate culture that proactively manages risks while evaluating long-term growth opportunities. Ethical business conduct is embedded at the core of our commercial activities across the entire value chain and is reinforced through responsible corporate practices, supporting sustainable and resilient value creation.</p>	<p>We view environmental stewardship as both a fundamental responsibility and a core element of our corporate strategy. We are committed to minimizing the environmental impacts of our operations across the entire value chain.</p> <p>Our sustainability efforts focus on enhancing resource efficiency and protecting natural capital. These priorities include sourcing raw materials from responsibly managed industrial forests, advancing circular business models, and addressing climate change by reducing emissions through the transition to renewable energy sources.</p>	<p>In line with our corporate culture and values, we prioritize a positive employee experience by investing in individual development and fostering a strong culture of collaboration and teamwork.</p> <p>At Sanipak, we are committed to providing an equal, diverse, inclusive, and safe workplace for all our employees. While supporting our colleagues in reaching their potential, we also work with our stakeholders on concrete initiatives that contribute to healthier and more resilient communities.</p>	<p>We aim to create sustainable value for future generations by developing innovative, automation-driven solutions that minimize our environmental footprint while supporting operational excellence.</p> <p>In line with our business strategy, we actively foster a strong culture of innovation and entrepreneurship across the organization.</p> <p>Our R&D activities play a central role in advancing these efforts, while digital transformation remains a key enabler in strengthening our capabilities and accelerating our transition toward a more sustainable future.</p>

Double Materiality Assessment

GRI 3-1, GRI 3-2, GRI 3-3

Our sector is undergoing continuous transformation driven by technological advancements, evolving user behaviors, and an increasing focus on sustainability.

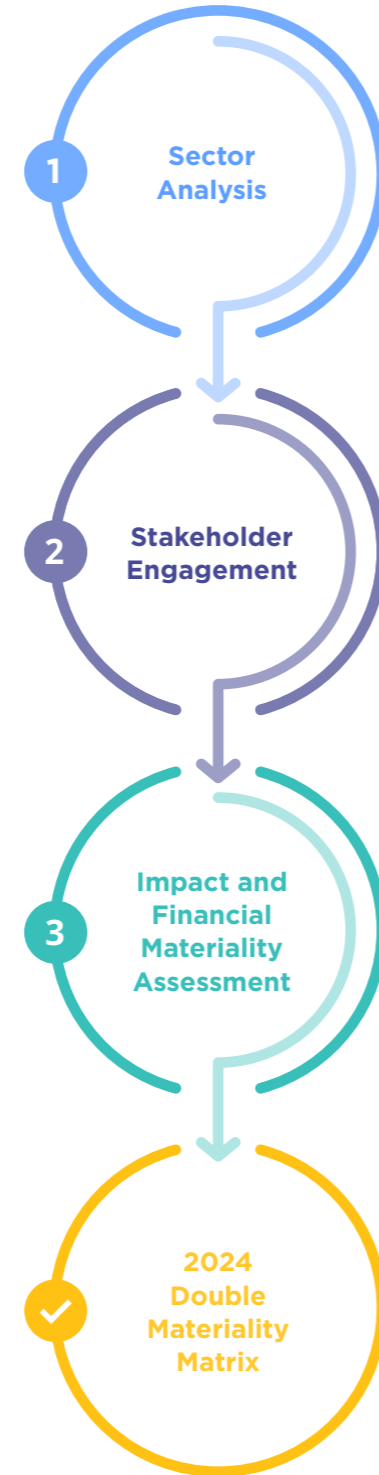
In recent years, the acceleration of digitalization and the growth of e-commerce have fundamentally reshaped product development processes, sales and marketing strategies, and user expectations. At the same time, rising awareness around hygiene, health, and environmental responsibility is prompting brands to innovate across the entire value chain—from product formulations to packaging design.

At Sanipak, we take a proactive approach to aligning our strategy with the sustainability dynamics of the sector in which we operate. Our objective is to respond more effectively to stakeholder expectations while evaluating what matters most for strong corporate governance, people, the planet, and our shared future. In this context, we revisited our material sustainability topics—last updated in 2022—by conducting a **Double Materiality Analysis (DMA)** in 2024.

This comprehensive process assesses sustainability topics from two complementary perspectives: our impacts on society and the environment (impact materiality), and the risks and opportunities these topics may present for our operations and financial performance (financial materiality).

Our 2024 Double Materiality Analysis was conducted through three structured stages, enabling a holistic evaluation of both dimensions:

1. Sector Analysis
2. Stakeholder Engagement
3. Impact and Financial Materiality Assessment



1. Sector Analysis

In the first phase of the Double Materiality Analysis, we assessed developments across the broader business environment and our sector to identify our key sustainability topics. This analysis enabled us to closely monitor emerging trends and strengthen our competitive position. As part of this process, we reviewed the Sustainability Accounting Standards Board (SASB), sector-focused research published by leading organizations such as the World Economic Forum and S&P Global, international reporting frameworks, and industry sustainability reports. The resulting insights formed a critical foundation for our Double Materiality Analysis, supporting a deeper understanding of sector dynamics and evolving stakeholder expectations.

2. Stakeholder Engagement

A structured stakeholder engagement process involving both internal and external stakeholders was conducted to assess our material sustainability topics. This process included surveys, workshops, and in-depth interviews with senior executive. A total of 28 sustainability topics were evaluated under the themes of “Investing in Planet,” “Investing in People,” “Investing in Future,” and “Corporate Governance.” Findings from the sector analysis were also incorporated to ensure a comprehensive assessment.

Insights gathered through stakeholder engagement—together with outputs from workshops and senior management interviews—were used to identify and assess impacts, risks, and opportunities (IROs) and to assign corresponding scores. The survey results directly informed the development of the double materiality matrix.

• Internal and External Stakeholder Surveys

An online stakeholder survey was conducted to capture the perspectives and expectations of both internal and external stakeholders on sustainability-related topics.

GRI 3-1, GRI 3-2

In addition to our employees, nearly 350 stakeholders from a wide range of groups—including investors, customers, suppliers, academics, media representatives, public authorities, and local communities—participated in the survey. The findings provided a critical foundation for defining our sustainability priorities.

• Workshop Sessions

Workshop sessions were held to assess the environmental, social, and financial impacts of sustainability topics identified through the stakeholder surveys. Participants included the General Manager, relevant directors and managers, representatives from the Human Resources and Finance functions, and members of the Sustainability Department.

During these sessions, participants identified the five most critical sustainability topics for the Company based on the survey results. Dedicated working groups were then established for each topic. These groups evaluated the topics from a multidimensional perspective, considering their relevance to Sanipak, existing strengths, key challenges, and strategic implications.

• Interviews

Another key component of the stakeholder engagement process was a series of in-depth interviews with senior executives (C-level), directors, and managers from Eczacıbaşı Holding. These interviews were conducted in a semi-structured format, using tailored question sets developed specifically for C-level executives and directors, and further customized to reflect the context of each Eczacıbaşı Group business unit.

In total, 45 meetings were held with Eczacıbaşı Group executives, including five dedicated sessions with Sanipak. One-on-one meetings were held with Sanipak’s senior management to ensure that strategic perspectives and sector-specific insights were fully integrated into the assessment of sustainability priorities.

GRI 3-1, GRI 3-2

3. Impact and Financial Materiality Assessment

To identify potential material topics an initial long list was developed based on the sustainability sub-topics defined under ESRS 1, Application Requirement 16 (AR 16), together with relevant sectoral trends. This list was subsequently refined through comprehensive input from internal and external stakeholders and insights gathered during senior management discussions.

The impact materiality assessment focused on Sanipak's actual and potential impacts on society and the environment. In parallel, the financial materiality assessment evaluated sustainability-related risks and opportunities that could influence the Company's financial performance, position, and cash flows.

Both assessments were conducted within the framework of Eczacıbaşı Group's strategic planning process and in alignment with ESRS requirements, covering short-term (0-1 year), medium-term (2-6 years), and long-term (7-25 years) time horizons. Engagement with key internal and external stakeholders was ensured throughout the assessment process. Multidimensional factors were considered, including the nature and timing of impacts, risks, and opportunities; their relevance across the value chain; and existing mitigation measures. Impacts, risks, and opportunities (IROs) were assessed in accordance with EFRAG's Materiality Assessment Implementation Guidance and the Group's Corporate Risk Management Procedures.

In the materiality matrix, financial materiality is represented on the X-axis, while impact materiality is shown on the Y-axis. The evaluation threshold was set at a score of 8.

Topics scoring above 8 on both axes were classified as "very high materiality." Topics scoring above 8 on only one axis were classified as "high materiality," while those scoring below 8 on both axes were classified as "medium materiality." In addition, topics scoring above 10 points in a single dimension were also classified as "very high material."

Based on this methodology, we identified the following material sustainability topics:

High Materiality Topics

- Mitigating the Effects of Climate Change
- Waste Management and Circular Economy
- Water Management
- Energy
- Adapting to Climate Change
- Equal, Diverse and Inclusive Workplace
- Relationships with Local Communities
- Corporate Social Responsibility and Brand Awareness

Materiality Topics

- Business Ethics
- Human Rights
- Working Conditions
- Partnership
- Product Safety
- Environmental Pollution
- Nature Conservation
- Responsible Sourcing
- Restricted and Prohibited Substances
- Development of Feedback Channels
- Organizational Culture
- Biodiversity
- Responsible Marketing
- Innovation
- Access to Information



Our Sustainability Goals

At Sanipak, we define clear sustainability goals for a clean, healthy life and regularly assess our performance in line with our strategic priorities. The table on the right presents our key sustainability focus areas, a summary of our 2024 performance, and our short-, medium-, and long-term objectives.



Material Topics	Goals	Key Indicators	Performance				Status
			2021	2022	2023	2024	
Energy Management and Carbon Emissions	By 2025, we will reduce our energy use per ton of production to 2.72 MWh.	Energy intensity (MWh/ton)	2.77	2.74	2.86	2.72 ¹ ✓	Achieved
	By 2030, we will meet 50% of our total electricity needs through renewable energy systems we establish within our own organization.	Renewable energy installed capacity (MWp)	-	-	1.51	1.51 ² 1% of total electricity use (1.31 MWe)	In progress
Water Management	By 2025, we will reduce our water withdrawal per ton of production to 8.14 m ³ .	Water intensity (m ³ /ton)	9.84	9.37	9.13	8.08 ¹ ✓	Achieved
Waste Management	We will maintain our annual waste recycling rate at 95% or higher.	Recycled waste rate (%)	95%	95.30%	96%	96% ³ ✓	Achieved
Equal, Diverse, and Inclusive Workplace	By the end of 2025, we will maintain the share of women in new hires at 50% or more.	Share of female employees hired (%)	49% ⁴	55% ⁴	55.6% ⁴	56% ⁴ ✓	Achieved
	By the end of 2025, we will maintain the female employment share at 42.5% or higher.	Share of female employees in professional positions (%)	39% ⁴	40% ⁴	42.2% ⁴	43% ⁴ ✓	Achieved
	By the end of 2025, we will increase the share of women in management positions to 37.5%	Share of female employees in management positions (%)	31% ⁴	33% ⁴	32% ⁴	39% ⁴ ✓	Achieved

¹ Covers only tissue paper production facilities in Türkiye; operations in Morocco are excluded.
² Covers only facilities in Türkiye; operations in Morocco are excluded.
³ Covers all facilities in Türkiye and Morocco.
⁴ Covers only employees in Türkiye; operations in Morocco are excluded.

Contribution to the United Nations' 2030 Agenda for Sustainable Development

At Sanipak, we actively support the United Nations Sustainable Development Goals (SDGs). To contribute meaningfully to these global priorities, we regularly review our business processes and closely monitor our performance.

In alignment with the SDGs, that are strategically relevant to both Sanipak and our stakeholders, we implement initiatives designed to create long-term social and economic value.



Good Health and Well-Being



- We aim to create value by supporting clean and healthy living at every moment.
- We prioritize safe, healthy, and ethical working conditions across our value chain, encompassing our employees, suppliers, business partners, and the communities in which we operate.

Quality Education



- We support the continuous development of our employees and provide a work environment that enables them to strengthen their competencies and realize their full potential. In this context, we implement comprehensive training and development programs aimed at enhancing both technical capabilities and leadership skills.

Gender Equality



- We adopt an inclusive approach to equal opportunity, integrating gender balance into all aspects of our business practices.
- We aim to increase the representation of women across all organizational levels by actively promoting female employment and raising awareness of gender equality, particularly in production and STEM-related roles where female participation remains limited.
- In line with the Eczacıbaşı Group's Gender Equality and Diversity Policy, we remain firmly committed to advancing gender equality and equal opportunity.
- We prioritize initiatives that support the development of women leaders and strive to ensure fair and equal opportunities for all employees, guided by the principles of equality and inclusivity.

Clean Water and Sanitation



- We set measurable targets to reduce water use across our operations and implement comprehensive water management measures to enhance efficiency.
- To safeguard the sustainability of water resources, we prioritize initiatives focused on reduction, recovery, and reuse.

Affordable and Clean Energy



- To reduce the carbon footprint of our operations, we prioritize investments in renewable energy sources.
- By increasing our focus on solar energy investments, we aim to strengthen energy independence and progressively meet our energy needs through self-generated, clean energy.

Decent Work and Economic Growth



- By embracing the principle of "equal pay for equal work" as a core value, we strive to foster a fair, inclusive, and respectful workplace.
- Through our national and international operations, we focus on creating economic value while supporting sustainable growth by expanding our activities and generating employment opportunities.

Industry, Innovation and Infrastructure



- In line with our digital transformation vision, we continuously enhance our production processes to improve efficiency and operational resilience.
- Guided by an innovative and entrepreneurial mindset, we develop new products and continuously improve existing ones by placing user needs at the center.



Sustainable Cities and Economies



- We support local employment and adopt environmentally friendly and inclusive approaches in our infrastructure investments.

Responsible Consumption and Production



- We manage our environmental footprint in a controlled and sustainable manner by sourcing raw materials from responsibly managed industrial forests.
- In our marketing activities, we prioritize awareness-raising communications that encourage responsible product use.
- We work to minimize material use by reducing paper use, lowering plastic content in packaging, and preventing waste generation.
- We aim to increase resource efficiency by adopting circular economy principles across our value chain.

Climate Action



- We adopt reduction, recycling, and reuse approaches to lower carbon emissions and address climate-related risks, supported by regular monitoring of energy use, process optimization, and innovative efficiency solutions.
- To advance the transition to cleaner energy, we actively evaluate renewable energy options, with a particular focus on solar energy investments.

Life Below Water



- At our coastal production facility, we diligently fulfill our wastewater treatment obligations and continuously implement improvement and preventive measures to enhance the efficiency of biological wastewater treatment processes.
- We develop wastewater recovery and reuse initiatives to support more efficient use of water resources.
- We prioritize close cooperation and coordination with local authorities and environmental organizations to protect aquatic ecosystems within the river basins where our factories operate.
- We regularly monitor wastewater quality and utilize early warning systems to identify and address potential deviations in a timely manner.
- We report our environmental performance regularly, in full compliance with all legal requirements and in line with our commitment to transparency.

Life on Land



- We prioritize sustainable sourcing and responsible forestry practices, taking proactive steps to minimize our environmental footprint through the conscious use of natural resources.
- We source cellulose from industrial forests and support responsible production through FSC® certification.
- Prior to initiating new projects, we conduct comprehensive environmental impact assessments and implement measures to mitigate potential risks.

Partnerships for the Goals



- We develop strategic partnerships and collaborations to contribute to the achievement of the United Nations Sustainable Development Goals.
- In line with our Group's vision and goals, we support key initiatives including the Business Plastic Initiative, UN Global Compact Türkiye, the Turkish Association for Sustainable Development, TÜSİAİD (Turkish Industry and Business Association), the Unstereotype Alliance, the World Economic Forum Stakeholder Capitalism framework, and the United Nations Women's Empowerment Principles.



Stakeholder Relations Matrix

As Sanipak, we focus on creating sustainable value by deeply understanding our stakeholders' needs and aligning our strategies with their expectations. We place strong emphasis on building long-term relationships and fostering effective multi-stakeholder collaborations.

By considering the needs and perspectives of different stakeholder groups, we shape our action plans and embed sustainability at the core of our business approach. The table below outlines our key stakeholder groups, the channels through which we maintain regular dialogue and engagement, and the value created through these interactions.

Stakeholder Group	Key Stakeholders	Relevance to Sanipak	Value Delivered to Stakeholders	Engagement Channels and Frequency
Finance Community	Shareholders and Investors	Shareholders and investors support Sanipak's financial stability and profitable growth by securing access to capital and strengthening its capital structure.	We create long-term value for our shareholders and investors through our transparent management and sustainable growth policies. By maintaining a regular flow of information and firm performance, we aim to earn their trust and increase their investment returns.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Corporate Website (Ongoing) • General Meetings (Annual) • Financial Reports (Annual)
	Financial Institutions	Financial institutions support the expansion of our operations by providing access to financing instruments and offering opportunities to trade in investment and capital markets.	We establish reliable business partnerships with financial institutions and offer stable business relationships with financial discipline. With our sound financial management and transparent reporting, we contribute to effective risk management and the achievement of common goals.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Group Activity Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Financial Statements (Periodic) • Credit-Related Meetings (Periodic)
	Insurance Companies	Insurance companies protect Sanipak against potential financial risks, ensuring business continuity and security.	Our partnerships with insurance companies enable us to minimize operational risks and prepare for crises. This allows us to ensure business continuity and implement cost-effective risk management.	<ul style="list-style-type: none"> • Meetings and e-mail communications for risk management and policy updates (Periodic)
Employees	Managers	Our managers are at the heart of our business processes and operations; they shape and drive our success by making accurate, critical, and timely decisions. In doing so, they help our company achieve its long-term goals and adapt to market conditions effectively.	We provide our managers with the information and resources they need to enhance their leadership and decision-making effectiveness. Through development-oriented training and support mechanisms, we enable them to strengthen their leadership capabilities and contribute effectively to organizational objectives.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Group Meetings (Ongoing / Periodic) • Cash Flow Reports (Monthly) • Financial Results Reports (Monthly) • Market Research • Sustainability Bulletin (Periodic) • Sustainability Presentation (Periodic)
	Employees	Our employees form the foundation of our business processes and make a significant contribution to the effective execution of operations. With their innovative ideas and dedicated efforts, they drive our company's success, enable us to achieve our business goals, and strengthen our competitive position. This concerted effort is critical to our company's long-term growth strategies.	We support our employees' personal and professional development by providing fair working conditions, career development opportunities, and a safe work environment. We aim to increase commitment and productivity through an open communication culture and motivational practices.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Group Meetings and Publications (Ongoing / Periodic / Ad hoc) • Newsletters/Announcements (Ongoing / Ad hoc) • Employee Engagement Surveys (Annual) • Training (Ongoing) • Social Responsibility Volunteer Projects (Ongoing) • Human Resources Practices Handbook (Ongoing)

Stakeholder Group	Key Stakeholders	Relevance to Sanipak	Value Delivered to Stakeholders	Engagement Channels and Frequency
Customers	Clients	Our customers experience the value of Sanipak's solutions firsthand, establishing a solid foundation for long-term business relationships. Customer satisfaction positively impacts our reliability and reputation, increasing our potential for sustainable growth.	We strive to meet the needs of our customers and users and exceed their expectations by providing high-quality and reliable solutions. This ensures long-term satisfaction and loyalty.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Market Research (Ongoing) • Audits (Ad hoc / Periodic) • Trade Fair Participation (Ad hoc / Periodic) • Sustainability Newsletter (Periodic) • Surveys (Periodic) • Surveys (Periodic) • Corporate Meetings (Periodic)
	End Users	End-user experiences directly impact the performance of our products, shaping our brand perception and user loyalty. Positive end-user experiences enhance the success of our products in the market while strengthening user engagement, enabling long-term growth and competitive advantage.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Brand Websites (Ongoing) • Call Center (Ongoing) • Social Responsibility Initiatives (Ongoing)
Supply Chain	Business Partners	Our business partners play a significant role in helping us achieve our goals. They enhance our competitiveness by improving our processes with the expertise and resources they provide.	We establish fair and ethical relationships in our strategic business partnerships; we meticulously maintain our quality and safety standards. By encouraging innovation and collaboration, we optimize supply chain processes, creating a solid foundation for mutual growth and sustainable success. Thus, by building a strong, resilient business network, we deliver lasting value to all our stakeholders and support long-term success.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing)
	Suppliers	Our suppliers ensure the continuity of our production and service quality. Our trusted relationships enable us to manage costs effectively and respond to customer demands in a timely and complete manner.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Audits (Ad hoc / Periodic) • Meetings (Periodic) • Agreements and Code of Conduct (Periodic) • Supplier Platform (Ongoing)
	Subcontractors	Our subcontractors bring flexibility and expertise to our operations, allowing us to complete projects faster and effectively control labor costs.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Audits (Ad hoc / Periodic) • Agreements (Periodic)

Stakeholder Group	Key Stakeholders	Relevance to Sanipak	Value Delivered to Stakeholders	Engagement Channels and Frequency
Government and Regulators	Public Institutions	Our collaborations with public institutions play a critical role in achieving our strategic goals and complying with legal regulations. These collaborations improve the effectiveness of our processes and help build a sustainable business model.	We work harmoniously and transparently with public institutions and collaborate on projects that benefit society. This allows us to fulfill our legal obligations and fulfill our social responsibilities.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Projects (Project-Based) • Audits (Ad hoc / Periodic) • One-on-One Visits
	Local Government	Our relationships with local governments ensure our operations are carried out sustainably and in harmony with local communities. These collaborations enable us to create social value and make significant contributions to regional development.	Thanks to our strong relationships with local governments, we support local development and add value to the local community through joint projects.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • One-on-One Visits
Civil Society	International Organizations	International organizations allow us to comply with standards and gain a stronger position in international markets. This increases our competitiveness and enables us to improve our sustainability and ethical management continuously.	Through our collaborations with international organizations, we facilitate the sharing of knowledge and experience. By contributing to the global agenda, we create shared value across sustainability, ethical trade, and innovation.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing)
	Sectoral Organizations	Sectoral organizations enable us to jointly develop solutions to common sector challenges and share best practices. These collaborations help us take an active role in the sector and contribute to strategic decision-making processes.	We contribute to the development of the sector by collaborating with sectoral organizations. We support raising standards and creating a healthy, competitive environment. We add long-term value to the sector through joint ventures and collective solutions.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Projects (Project-Based) • Fairs (Ad hoc / Periodic) • Sectoral Conferences (Ad hoc / Periodic)
	Trade Unions	Unions help us better understand our employees' expectations and ensure a fair workplace. This strengthens both employee satisfaction and organizational commitment.	Thanks to the constructive relationships we maintain with unions, we create a fair and inclusive work environment that safeguards our employees' rights and needs. This approach both enhances employee well-being and supports the development of a culture of trust in the workplace.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing)
	Universities and Research Institutes	Our collaborations with universities and research institutes facilitate access to knowledge while enabling us to develop innovative solutions. This interaction enhances our R&D capabilities and creates a long-term competitive advantage.	We support knowledge generation. We offer applied learning and project development opportunities for students, academics, and researchers. We aim to accelerate social and technological development by contributing to scientific research.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Career Days (Annual / Periodic) • Projects (Project-Based) • Internship Programs (Periodic / Project-Based) • University Events (On-Demand) • Student Field Visits (On-Demand)

Stakeholder Group	Key Stakeholders	Relevance to Sanipak	Value Delivered to Stakeholders	Engagement Channels and Frequency
Civil Society	Non-Governmental Organizations	Our partnerships with civil society organizations help us fulfill our social responsibility more effectively. This interaction enables us to develop social projects and increase social benefits.	We contribute to developing solutions sensitive to environmental, social, and economic issues; thereby, we support inclusive development and create shared value.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Market Research (Ongoing) • Projects (Project-Based) • Memberships (Ongoing) • Brand Websites
	Local Communities	The strong, lasting relationships we have built with local communities enable us to gain social acceptance in the regions where we operate and to build trust locally. We develop more inclusive, participatory, and sustainable projects by taking local needs and sensitivities into account.	Through our community-focused initiatives, we design and implement socially responsible projects that support economic and cultural development. Guided by a participatory and inclusive approach, we contribute to improving quality of life and advancing a more sustainable future, creating lasting and positive value for society as a whole.	<ul style="list-style-type: none"> • Sustainability Report (Annual) • Projects (Project-Based) • Social Media (Ongoing) • Corporate Website (Ongoing) • Social Responsibility Projects (Project-Based)
	Society	The bonds we forge with society are a tangible reflection of our corporate social responsibility approach. Our contributions to society not only generate social benefits but also strengthen our institutional reputation and increase trust in our brand.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Group Activity Reports (Annual) • Social Media (Ongoing) • Corporate Website (Ongoing) • Brand Websites
	Media	Media plays a strategically important role in terms of information sharing, raising social awareness, and informing the public. These interactions not only increase Sanipak's brand awareness but also enable us to convey our values and sustainability approach to a broader audience.	Through our transparent, open communication with the media, we ensure the flow of accurate information and help strengthen social awareness. We also provide accessibility and content support to media professionals. We establish a sustainable communication environment based on trust, mutual respect, and cooperation.	<ul style="list-style-type: none"> • Social Media (Ongoing) • Corporate Website (Ongoing) • Press Releases • Market Research • Brand Websites



3

Corporate Governance

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Corporate Governance Framework

At Sanipak, we aim to create sustainable value for all our stakeholders and ensure our long-term success through a corporate governance culture grounded in fairness, transparency, accountability, and responsibility.

We design the steps we take to achieve our goals in line with evolving market dynamics, legal frameworks, and stakeholder expectations. In this regard, we place corporate governance, strategic planning, risk management, and agile decision-making processes at the center of our activities.

Board of Directors

Our Board of Directors is responsible for implementing the strategic decisions of the Eczacıbaşı Group and ensuring compliance with internal regulations and policies.

With our practical governance approach, grounded in corporate governance principles, our Board of Directors aims to create long-term value for our stakeholders and contribute to sustainable success.

Our Board of Directors consists of six members, including two independent board members, chaired by Esra Eczacıbaşı Coşkun. In addition, Group CEO Burak Sevilengül serves as a member of the Board of Directors.

Board of Directors Overview

Gender Representation Balance



Independent Member Rate

33%



Esra Eczacıbaşı Coşkun
Chairperson of the Board



Burak Sevilengül
Board Member



Ferit Erin
Board Member



İpek Güleç
Board Member



Herve Rose
Independent Board Member



Stefan Nibert De Loecker
Independent Board Member



Board Committees

Committee Name	Audit, Risk, and Governance Committee
Committee Members	Hervé Rose, Stefan Nobert De Loecker, Özcan Konak
Responsibilities	<ul style="list-style-type: none"> • Implements all necessary actions to ensure that all internal and external audits are conducted accurately and transparently. • Assumes oversight responsibility on behalf of the Board of Directors to provide reasonable assurance for the interests of all stakeholders. <p>For further information, please refer to the Risk Management section.</p>
	4 meetings



Senior Management

Our Senior Management provides strategic guidance and direction to the organization in delivering transparent, reliable, and high-quality services to all our stakeholders by leveraging their collective expertise.

Our Senior Management Team collaborates closely under the leadership of our CEO to ensure long-term growth and success aligned with our strategies and core purpose.

The representation of women in senior management is 22%. Our efforts to increase this ratio are a key part of our sustainability strategy, aimed at strengthening equal opportunities across the organization, increasing diversity in decision-making, and developing an inclusive leadership culture.

Gender Representation in Senior Management



Sanipak Senior Management

Name	Position
Bülent Kozlu	CEO
Metin Erkaya	Operations Director
Sinem Kıranta	Human Resources Director
Güneş Soytürk	Finance Director
Burak Kurtay	Investment Integration Director
Serdar Açıklın	Director of Research and Development
Utku Atak	Chief Information Officer
Imane Zaoui	Country Director, Morocco
Olgu Savaş Özden	Sales Director

Sustainability Governance

Group-wide Sustainability Organization

Responsibility: Sustainability Oversight, Monitoring and Group-wide Execution of the Sustainability Strategy

Eczacıbaşı Holding Board of Directors

At Eczacıbaşı, ESG topics are overseen by the Board of Directors, which plays a crucial role in making strategic decisions regarding sustainability management.

Eczacıbaşı Holding ESG Committee

Reporting directly to the Board, the ESG Committee is responsible for ensuring the effectiveness of ESG strategies, governance structures, and implementation mechanisms across the Group. Members of the ESG Committee are selected from among the members of the Eczacıbaşı Holding Board of Directors, based on their expertise and prior experience in relevant areas.

The committee:

- Advises the Board of Directors on environmental, social, and economic matters.
- Evaluates ESG performance and the integration of ESG goals into strategic planning.

The Committee convenes four times a year, scheduled quarterly prior to Board of Directors' meetings. The Committee Leader presents key findings and recommendations to the Board. The main ESG topics addressed in Board and ESG Committee meetings include:

- Review of sustainability and climate-related investments,
- Review of progress on the Group's low carbon transition strategy,
- Review of energy and water KPIs and sustainability project performance,
- Review of Group companies' ESG road maps,
- Review of sustainability-related policies.

Both the ESG Committee and the Board of Directors take a proactive approach in all strategic decision-making processes to risks and opportunities that may impact the organization's long-term resilience and sustainability. Material sustainability-related risks and opportunities are reported to the ESG Committee by the Holding Sustainability Department as appropriate. As an example, in a 2024 ESG Committee meeting, the Sustainability Department presented a comprehensive assessment of the potential implications and impacts of the Carbon Border Adjustment Mechanism (CBAM) on the Group's energy-intensive operations.

Eczacıbaşı Holding Sustainability Department

The Eczacıbaşı Holding Sustainability Department leads the coordination of the Group's ESG strategy, under the oversight of the CEO. The Department provides quarterly updates to the ESG Committee and is responsible for the following:

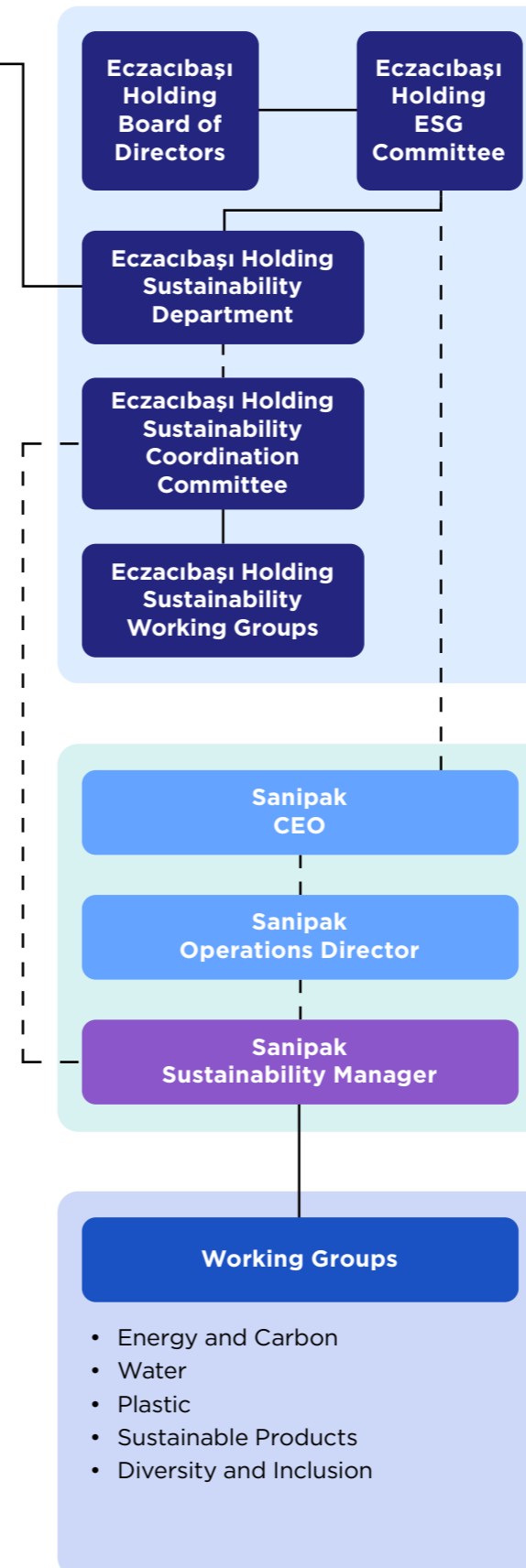
- Develop, publishing, and regularly updating the ESG policies of the Eczacıbaşı Group.
- Establishing the Group's sustainability strategy, roadmap, and targets.
- Guiding project planning in alignment with each company's sustainability strategy and to contribute to value creation through expertise and consultancy.
- Coordinating the identification, assessment, and management of ESG risks and opportunities across the Group in alignment with corporate risk management processes.
- Monitoring trends, developments, competitor activities, and customer expectations regarding sustainability, and steer the Group's sustainability efforts accordingly.
- Organizing awareness seminars, training programs, and workshops at the Group level to foster a culture of sustainability and build internal capacity.
- Guiding the Group companies in setting, monitoring, and enhancing ESG-related targets and key performance indicators.

Eczacıbaşı Holding Sustainability Coordination Committee

Alignment across Group companies is ensured through the Sustainability Coordination Council, which is composed of representatives from the sustainability teams of Group companies. The Council convenes monthly, providing a platform that strengthens strategic coordination. During these meetings, ESG projects and best practices implemented by Group companies are shared and reviewed, emerging and existing regulatory developments are assessed, and ongoing initiatives addressing sustainability and climate-related risks and opportunities are followed. Topic-specific Working Groups, formed as needed, bring relevant agenda items to the Council meetings for discussion and evaluation. When necessary, external experts are invited to share their insights on specific topics. This structure supports effective coordination and informed decision-making in the Group's ESG strategy and implementation processes.

Eczacıbaşı Holding Sustainability Working Groups

Sustainability Working Groups, established under the Sustainability Coordination Council, serve as the execution bodies of the Group's sustainability efforts.



Sanipak ESG Governance

Responsibility: Monitoring and Oversight of Sustainability at Sanipak, and Implementation of the Sustainability Strategy

The Sustainability Strategy Committee develops strategies by considering sustainability risks, opportunities, stakeholder expectations, and industry needs. It defines governance practices to ensure the effective implementation of these strategies. The Sustainability Leader, who chairs the committee, plays a key role in strategic direction.

Sanipak's sustainability performance is regularly reported to the Group Sustainability Department by Sanipak's Sustainability Manager. The results and progress of each reporting period are shared with employees at the CEO Sharing Meetings held every three months. Performance results are evaluated by senior managers and presented to the Board of Directors.

Working Groups

Responsibility: Monitoring Sustainability Focus Areas

The relevant Working Groups monitor the focus areas determined by the Sustainability Strategy Committee. The responsibilities of these working groups include establishing tracking parameters for each focus area, monitoring ongoing and planned improvement projects, and setting targets.

Informs - - - Reports ———



Risk Management

At Sanipak, we manage our risks and opportunities in accordance with the **COSO Enterprise Risk Management Framework**, known for its comprehensive and integrated approach, and the **Eczacıbaşı Enterprise Risk Management Procedure**.

As part of the Eczacıbaşı Group, we apply the **Eczacıbaşı Group Corporate Risk Management** methodology, which ensures the active involvement of all business units with risk management responsibilities. Within this framework, the potential impacts of identified risks, together with the opportunities they may present, are systematically assessed. Based on this assessment, response strategies and action plans are defined in line with the risk and opportunity levels approved by the Group Management Board. This process aims to mitigate risks effectively while enabling the organization to capture and leverage emerging opportunities.

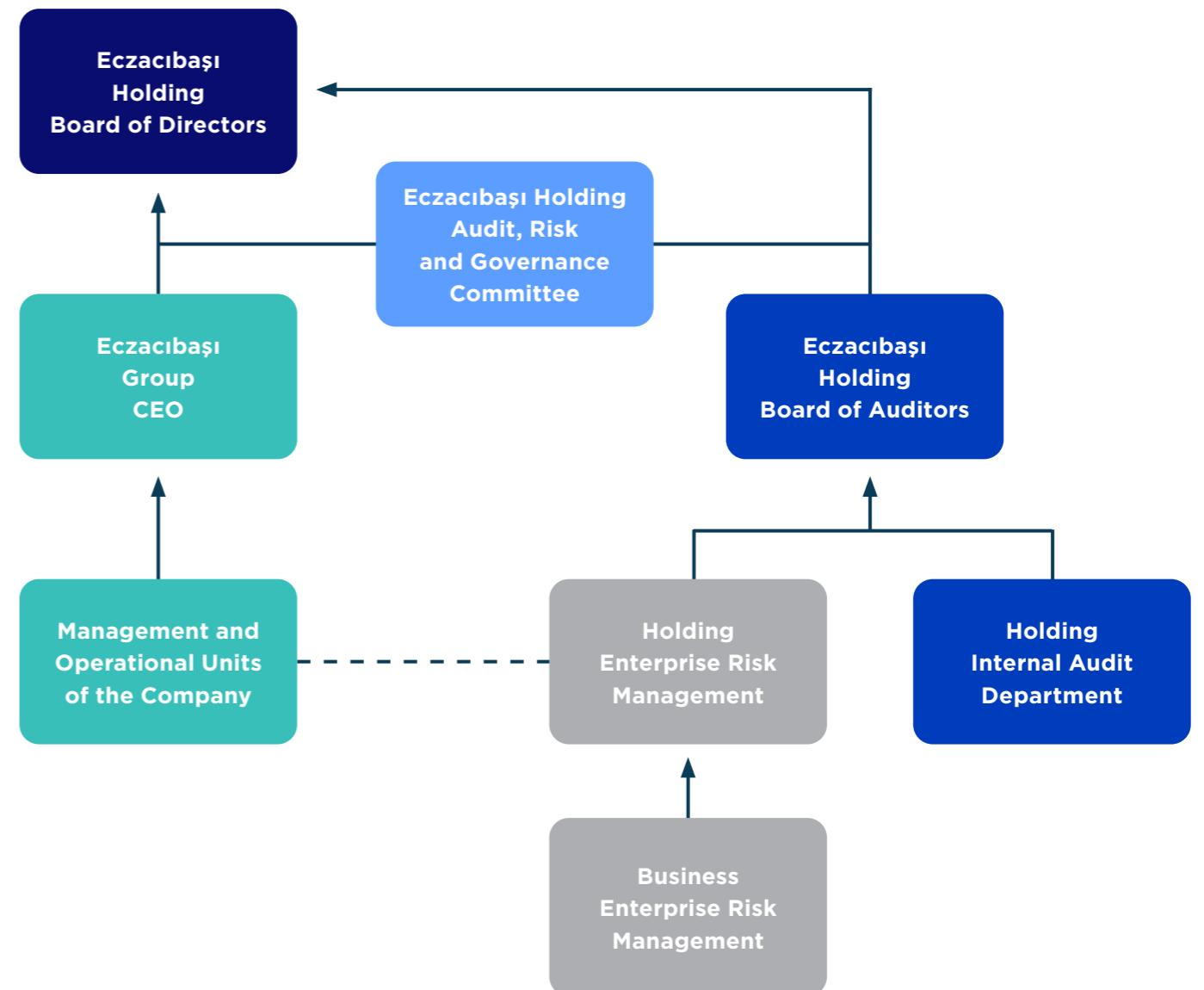


Eczacıbaşı Group's Risk Management Structure and Approach

At Eczacıbaşı, risk management is fully integrated into management processes and implemented in a comprehensive and systematic manner. This approach aims to embed risk awareness across all business operations and foster a strong risk-focused culture throughout the organization.

As a Group company, Sanipak is responsible for identifying and managing its own risks, while the Eczacıbaşı Group oversees and monitors the effectiveness of risk management practices across the Group.

The governance structure underpinning the Group's Corporate Risk Management framework is summarized in the diagram below:



Eczacıbaşı Group's Corporate Risk Management framework is designed as a multi-layered structure to ensure a robust and systematic approach across all levels of the organization.

- **Eczacıbaşı Holding Board of Directors**

Oversees the Corporate Risk Management framework, approves the Corporate Risk Management policy, and monitors the overall effectiveness of risk management efforts.

- **Audit, Risk, and Governance Committee**

Monitors the implementation and effectiveness of the Corporate Risk Management framework and ensures its alignment with strategic objectives.

- **Holding and Company Corporate Risk Management Departments**

Oversees risk management across the organization and provides support and expertise in identifying, assessing, and managing risks.

- **Company Management**

Integrates Corporate Risk Management into strategic and operational decision-making processes, ensures resource allocation for effective risk management, and regularly reviews significant risks and risk mitigation strategies.

- **Department Managers**

Identify and manage risks within their areas of responsibility, report risk management activities and significant risks to the company's Enterprise Risk Management team, and implement risk mitigation strategies in line with ERM policy.

- **All Employees**

Contribute to risk management by identifying, monitoring, and reporting potential risks in their areas and supporting risk management initiatives.

Additionally, a board member appointed by both Sanipak and the Group was tasked with overseeing the assessment of risks and opportunities and ensuring that the relevant Boards are regularly informed on these matters.

The Holding Sustainability Department plays a key role in managing sustainability and climate-related risks and opportunities within the Corporate Risk Management structure. This department monitors assessments conducted by group companies, evaluates material risks and opportunities, informs both the Holding Corporate Risk Management Department and the ESG Committee, and ensures that necessary actions are initiated or implemented, thereby overseeing group-level processes. In parallel, sustainability departments within the Group companies provide their risk managers with information on sustainability and climate-related risks and opportunities, thereby ensuring consistency across the organization.

Reporting risks at Sanipak and across the Group aims to inform decision-making processes at all levels. **Board Reports** are presented to the Board of Directors quarterly through the Audit, Risk, and Governance Committee and enable senior-level oversight and response development by focusing on strategic risks. **Management Reports** allow senior management to regularly review the overall risk profile and risk management plans, ensuring alignment with strategic objectives.

Departmental Reports, prepared by Department Managers, address operational-level risks and risk mitigation actions and contribute to reporting at both the management and Board levels.

All types of risk, including strategic, operational, financial, compliance, sustainability, and climate-related risks, are assessed holistically. They are considered in terms of their potential to hinder the achievement of strategic objectives, negatively impact corporate values, or pose a threat to the group's continuity and growth. Risk assessment is carried out at all levels of the Group, starting with the Board of Directors.

Identification and Assessment Process of Climate-Related Risks and Opportunities

In 2024, Sanipak conducted a qualitative assessment of climate-related risks and opportunities. The assessment process comprised three key stages: problem definition, qualitative scenario development, and scenario review and interpretation. This qualitative climate scenario analysis provided an initial evaluation of potential climate-related risks and opportunities under different future scenarios.

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- Defining focus questions and identifying relevant stakeholder groups

- Collecting data (e.g., facility locations for physical exposure analysis)
- Identifying critical locations, key suppliers, and their geographic distribution¹

In the scenario development phase, five cross-functional workshops were held with key stakeholders from different departments. These workshops aimed to assess how our business strategy and related issues could be affected by climate change and to identify potential significant risks and opportunities, taking into account site-specific sensitive topics.

In line with the **Task Force on Climate-related Financial Disclosures (TCFD)** framework, climate-related risks were categorized into physical risks and transition risks. Workshop discussions addressed risks and opportunities associated with both categories.

The analysis focused on the potential impacts of these risks and opportunities on Sanipak's operations, business strategy, and critical supply chains across key locations in the short, medium, and long term. The timing of impacts and the actions required to manage identified risks and opportunities were also evaluated.



¹ When identifying critical suppliers, priority was given to suppliers that accounted for 80% of total monetary purchases and/or had no valid alternatives under the purchasing criteria.

This table below summarizes the identified risk and opportunity categories:

Name of the Risk and Opportunity	
Physical Risks	Floods originate from rivers, coastlines (worsened by rising sea levels and increased storm surges), and surface waters (caused by excessive rainfall).
	Water stress and drought
	Heat waves and extreme high temperatures
	Storms and strong winds (e.g., hurricane, tornado, Mediterranean storm)
	Increase in average temperatures
	Increase in average rainfall and/or seasonal changes
	Chronic climate changes affecting supply and demand
	Sudden climate changes affecting supply and demand
Transition Risks	Carbon prices
	Energy costs and market fluctuations
	The use or production of materials containing high levels of embedded carbon
	Accelerated asset obsolescence and mandatory technology transitions
	Increase in reporting, regulatory requirements, and stakeholder concerns
	Reputation loss: Declining capital flows and difficulty attracting talent as a result of greenwashing and/or failure to meet climate targets
Opportunities	Increasing scrutiny on climate-related environmental issues
	Sustainable Products
	Circular Economy
	Renewable Energy
	Climate Resilient Products

Findings from the workshops were combined with outputs from various data sets and sources. Short-, medium-, and long-term risks and opportunities were identified and evaluated within optimistic and pessimistic scenarios.

Climate risk tools for physical risks, the WRI Aqueduct Tool and the World Bank Climate Change Knowledge Portal, were reviewed; also, probability levels for individual facilities and supplier regions were analyzed. Impact levels were determined based on information obtained from literature reviews and workshops. A comprehensive literature review covering International Energy Agency (IEA) publications was conducted for transition risks. This review included existing and emerging national and international regulations, standards, and reports.

At the Group level, the risk value is calculated using the following formula:
Risk Value = Probability x Impact

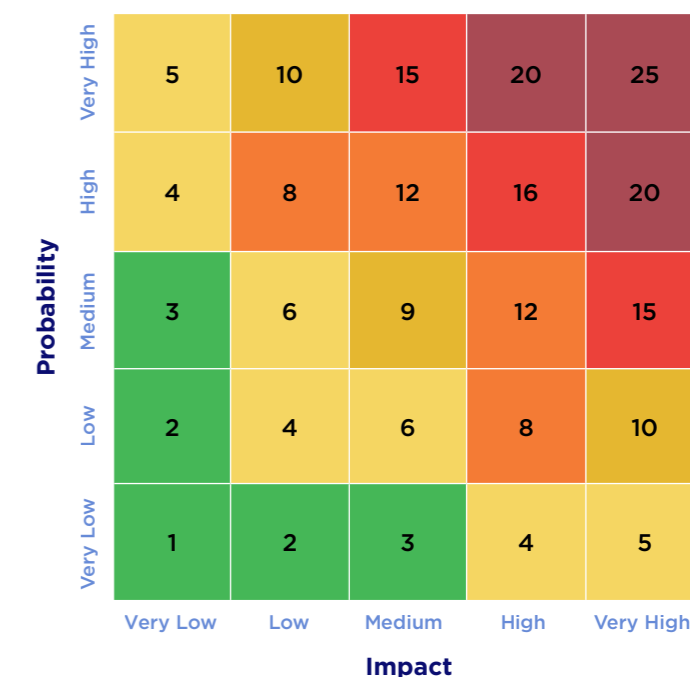
The same calculation method was applied to opportunities. Following the development of the risks and opportunities database, stakeholders from each Group company reviewed the identified risks and opportunities, taking into account existing risk mitigation actions. This process enabled prioritizing the most significant risks using the risk matrix shown in the figure.

In accordance with the Eczacıbaşı Corporate Risk Management Procedure, probability and impact elements are divided into five levels, ranging from very low to very high. The levels in the risk matrix are represented by specific colors: yellow and green indicate acceptable risk (secondary risks), orange indicates significant risk, and red and burgundy indicate critical risk.

This system enables the systematic assessment, prioritization, and management of risks and opportunities, providing clear guidance for strategic decision-making.

- Probability**
 The likelihood of a specific event occurring depends on factors independent of the event itself, such as the frequency of heat waves, carbon pricing, or the introduction of new regulations.
- Impact**
 The extent to which a specific event could affect Eczacıbaşı depends on the companies' preparedness levels. The potential impact of each risk on Sanipak's assets, operations, and supply chain is assessed. Impact is initially assessed based on direct risk, and information obtained from Sanipak regarding existing risk mitigation measures is included in the review of impact scores.²

Eczacıbaşı Group's Risk Matrix



² 2025, a quantitative financial impact assessment is planned for high and very high risks and opportunities. This assessment will be based on sources such as climate scenario analyses, corporate projections, and IEA reports.

Integration of Climate-Related Risks and Opportunities

Identified risks and opportunities are classified according to the Eczacıbaşı Group's risk and opportunity categories and systematically monitored through inventories. The potential impact of each risk or opportunity on Sanipak is assessed in a multifaceted manner across financial, reputation, operational, compliance, sustainability, and climate change dimensions.

Climate-related risks and opportunities are identified by Sanipak's Corporate Risk Management and Sustainability Departments based on the results of qualitative climate scenario analysis. Each risk and opportunity inventory created within the scope of Corporate Risk Management is monitored by the relevant departments. Business units are responsible for informing the Group and Sanipak Corporate Risk Management teams of any new risks or opportunities that arise, as well as any changes to existing definitions or ratings.

The assessment of climate-related risks and opportunities, and the effectiveness of actions taken in response, are regularly reviewed by the Group and Sanipak Corporate Risk Management teams. Sustainability teams are responsible for monitoring the progress of actions taken quarterly. They are also responsible for regularly tracking all developments, particularly short-term risks and opportunities. Changes in the likelihood of occurrence due to the impact of risks and opportunities are assessed; if significant changes are identified, the assessment process is revisited.

The relevant departments are responsible for informing the Group and Sanipak Corporate Risk Management teams to review, assess, and determine the necessary actions regarding risks, opportunities, and controls, in the situations listed below:

- During process changes,
- Following changes made to workplace buildings,
- After technology and equipment updates,

- When significant changes occur in production methods,
- When major quality incidents occur,
- When significant changes are made to product or process design,
- When new legislation comes into effect, or changes are made to existing regulations.

The priority responses and action plans identified as a result of the risk and opportunity assessment are presented to the Board of Directors through the Group Audit, Risk, and Governance Committee, which operates at the Board level. Both the Group and Sanipak hold Audit, Risk, and Governance Committee meetings every three months to present and review risk and opportunity maps.

Risks and Opportunities: Responses and Actions

In the response phase, options for addressing the relevant risks and opportunities are identified, evaluated, and translated into action plans. Risk responses are determined based on the assessed level of exposure and the organization's defined risk appetite. In this context, risk response strategies include risk avoidance, risk acceptance, risk mitigation or control, and risk transfer.

For climate-related risks and opportunities with a short-, medium-, or long- term significance score of 8 or above, detailed information is recorded in a dedicated inventory: Actions taken or planned; expected impacts on related risks or opportunities; departments responsible for implementation; required investment budget; and projected timeline for completion. The risk and opportunity inventory is maintained by sustainability teams and relevant departments and monitored by the organization's risk managers.

The following considerations guide the implementation and evaluation of these actions:

- **The person or unit responsible for the risk and/or opportunity** is responsible for ensuring the action is implemented effectively, on time, and within the specified budget.

- **The person responsible for the action** carries it out in accordance with the specified plan, budget, and schedule, and reports progress to the person responsible for the risk or opportunity. Information is also shared after the action is completed.
- If an action cannot be completed by the planned date, the reasons, the relevant work carried out, and the updated completion date are recorded. All updates regarding completion dates are documented after approval by the authorized person or unit.

Cybersecurity

At Sanipak, we recognize that maintaining a strong information security posture is essential to protecting our reputation, ensuring business continuity, and reinforcing trust with our stakeholders. Safeguarding all information belonging to our Company and all our stakeholders is among our highest priorities.

We fully comply with applicable legal requirements, international standards, and corporate policies governing information security. We operate an ISO/IEC 27001 Information Security Management System and integrate globally recognized frameworks such as **ITIL** and **CoBIT** into our cybersecurity and risk management approach.

We proactively identify and analyze information security risks and take the necessary measures to mitigate their impact. Furthermore, through cyber risk insurance covering all companies within the Eczacıbaşı Group, we provide data protection against cyber risks and cybercrime, which are gaining importance worldwide.

By adopting a cyber resilience approach, we proactively monitor emerging technologies and cybersecurity threats. By implementing cutting-edge security measures, we increase the organization's resilience and prepare to respond quickly and effectively to potential cyber-attacks. Our organization operates a cybersecurity intelligence service that monitors threats and possible cyberattacks across the group, providing 24/7 service.

As data is one of our most critical assets, it is placed at the core of our security architecture. We regularly monitor our data in accordance with our framework rules on competition, the Personal Data Protection Law, the General Data Protection Regulation (GDPR), and the protection of financial, sensitive, and confidential data. We implement disciplinary procedures in response to any suspicious activity. One of the most critical issues facing our industry is the cybersecurity of Industrial Control Systems. We have developed a comprehensive cybersecurity strategy to enhance the cybersecurity of Industrial Control Systems, strengthening our network architecture and access controls. We also conduct regular risk assessments, audits, and training sessions. We are working on systems that provide Industrial Control Systems security and deep network visibility to secure Operational Technology (OT) networks in production environments, detect threats, and increase business continuity.

We develop and manage our business continuity and crisis management plans in an integrated manner to prevent and minimize business interruptions arising from potential cybersecurity risks. We implement our business continuity processes across the group within an organizational structure embracing all teams. We regularly review our business continuity and incident response procedures and test them twice a year.

As with all other risks, cybersecurity risk management is addressed at the group level. We strictly adhere to the protocols and guidelines established to ensure full compliance and continuous improvement within the Group. Using the Information Security Management System, we conduct internal audits and evaluate the results at the Senior Management level. In accordance with our defined cybersecurity risk management framework, these risks are reviewed quarterly by the Group Audit, Risk, and Management Committee. This Committee, composed of the Group Management Board, guides the results of audit activities and our cybersecurity investment planning.

Ethics and Compliance

At Sanipak, we conduct our activities in full compliance with business ethics and applicable laws and regulations, guided by the principles of integrity, accountability, and transparency.

Business Ethics and Legal Compliance

We operate in accordance with the legal and regulatory requirements of all jurisdictions in which we conduct business and carry out our activities with a strong commitment to transparency. Across all business processes, we adhere to the principles of the United Nations Global Compact (UNGC), to which our Group is a signatory.

We maintain a zero-tolerance approach to discrimination, bribery, and corruption, and we are committed to providing a respectful, fair, and equitable working environment for all employees. Practices such as child labor and forced labor are strictly prohibited.

Within Sanipak, the Audit Group, Human Resources Directorate, Legal Department, and Ethics Committee are responsible for overseeing business ethics and compliance, business ethics-related practices, special investigations, and legal compliance.

We are committed to operating with the highest level of integrity and transparency and to ensuring that all our activities are conducted in a manner consistent with our values and principles.

In 2024, significant steps were taken within the Eczacıbaşı Group to strengthen corporate values and effectively manage potential ethical violations.

In this context, the **Ethics Committee's** structure and processes have been updated. The Eczacıbaşı Group has published the Ethics Committee Regulation, the Misconduct Risk Management Policy, and the Policy on Preventing Retaliation for the Protection of Employees.

Our Code of Conduct

The Eczacıbaşı Group's **Code of Conduct** applies to all employees and third parties with whom it conducts business. In line with our commitment to transparency, the Code of Conduct is publicly accessible to all stakeholders via our website.

The Code of Conduct addresses the following key areas:

1. Principles Governing Working Relationships
2. Conflict of Interest
3. Conduct of External Relationships
4. Social Responsibility
5. Environment and Sustainability
6. Combating Bribery and Corruption
7. Eczacıbaşı Group Gift and Invitation Policy
8. Protection of Group Assets and Property
9. Occupational Health and Safety
10. Relations with the Media
11. Code of Conduct Implementation Principles

Any employee who becomes aware of a potential breach of the Code of Conduct—including bribery, corruption, violations of rights, or conflicts of interest—is required to report this matter to our Ethics Committee through the designated confidential reporting channels. All reports submitted to the Ethics Committee are examined thoroughly and handled in accordance with strict confidentiality principles. Where necessary, appropriate disciplinary actions are taken.

For further details, please refer to the [Eczacıbaşı Group Code of Conduct](#) on our website.

All reports, complaints, notifications, and any other grievances regarding suspected unethical conduct should be submitted via the online form (<https://www.speak-hub.com/eczacibasi>) - our web-based reporting system, available 24/7), e-mail address ([eczacibasi@speak-hub.com](mailto:eczacibasi@ speak-hub.com)) or phone line (+90 212 800 01 05). Managed by an independent, professional service provider, these channels are open to all stakeholders and are detailed in the Eczacıbaşı Group Code of Conduct.



Our Corporate Policies

As a member of the Eczacıbaşı Group, we conduct our business in line with global business standards and established corporate sustainability management systems, continuously enhancing our ways of working. This approach supports consistent quality assurance and responsible practices across all Group operations.

For detailed information on the policies applicable to all Eczacıbaşı Group companies and subsidiaries, please visit our [website](#).

Environmental, Social, and Corporate Governance Policy

Gender Equality and Diversity Policy

Human Rights Policy

Occupational Health and Safety Policy

Environmental and Climate Change Policy

Corporate Risk Management Policy

Policy on Preventing Retaliation to Protect Employees

Artificial Intelligence and Generative Artificial Intelligence Policy

Anti-Bribery and Anti-Corruption Policy

Tax Policy

At Sanipak, we also develop company-specific policies to strengthen our alignment with Group policies and to address key aspects of our operations. These policies promote consistency, efficiency, and responsible conduct throughout the organization.

For further details on Sanipak’s policies, please visit our [website](#).

Information Security Policy

Corporate Governance Policy

Gender Equality and Equal Opportunity Policy

Occupational Health and Safety Policy

Environmental and Climate Policy

Water Policy

Energy Policy

Product Safety Policy

Human Rights Policy

Quality Policy

Communication and Training on Ethical Conduct

We provide comprehensive training programs to ensure that our employees fully understand and effectively apply applicable regulations and standards in their daily work. All existing employees are required to complete these trainings annually, while new hires complete them within their first month of employment.



Supply Chain Management

GRI 204-1, GRI 308-1, GRI 414-1

At Sanipak, we manage our entire supply chain in alignment with internationally recognized standards and applicable legal requirements.

We place the importance on protecting labor and human rights throughout our value chain and conduct our operations in accordance with the principles and standards of the International Labor Organization (ILO). In this context, we collaborate exclusively with suppliers that share our values and demonstrate a strong commitment to ethical and responsible business practices.

Responsible sourcing lies at the core of sustainable supply chain approach. This includes selecting suppliers that comply with ethical, environmental, and social standards; ensuring fair and safe working conditions; sourcing raw materials responsibly; and minimizing environmental impacts across procurement activities.

We apply a structured and systematic supply chain management approach to mitigate risks and build long-term, sustainable partnerships. Two key procedures underpin this framework. Our Procurement Procedure defines supplier selection criteria and processes that incorporate environmental, social, and governance (ESG) considerations. Our Supplier Evaluation Procedure focuses on ensuring reliability by assessing the quality and performance of purchased products and services. Supplier performance is evaluated annually, and in 2024 these procedures were applied across our global supply chain, covering **1,836** suppliers.

In response to increasing uncertainty and volatility in global supply chains, we further strengthened our supply chain management practices in 2024. We introduced a new supplier evaluation system based on enhanced environmental and social compliance criteria. Through this approach, we support our suppliers in advancing sustainable business practices while contributing to the sustainable transformation of our sectoral ecosystem.

Vendora Project

We launched the Vendora Project to enable end-to-end digital tracking of supplier processes and to centralize supplier-related documentation on a single platform. Through this initiative, supplier data is systematically captured, managed, and monitored within an integrated digital environment, strengthening transparency and traceability across our supply chain. The platform also digitizes the distribution and analysis of sustainability surveys, supporting more effective and efficient stakeholder engagement. By integrating our suppliers into a unified system, the Vendora Project enhances collaboration, data quality, and sustainability performance across the value chain.

In 2024, we increased our local supplier rate to 90% by onboarding 535 new local suppliers. We remain committed to further strengthening local sourcing as part of our efforts to support sustainability and economic growth.

90%
Local supplier rate

Suppliers (#)	2022	2023	2024
Local Suppliers	1,701	1,124	1,661
Foreign Suppliers	200	132	175
Total Suppliers	1,901	1,256	1,836

Economic Sustainability

At Sanipak, we continue to strengthen our position as a leading player in Türkiye's tissue paper market while advancing our ambition to become a strong regional company.

To support the long-term sustainability of our economic performance, we shape our investments and strategic initiatives with a focus on expanding production capacity and reinforcing our competitive position in the sector.

Despite ongoing global economic challenges and uncertainty, we achieved notable market share gains across our product categories and delivered growth in the markets in which we operate in 2024.

In executing our strategic decisions, we take a balanced approach that considers the planet, people, and the future, aiming to generate sustainable economic growth while creating positive value for all our stakeholders.

Economic and Financial Performance

Today, we maintain a strong international footprint, delivering high-quality products and innovative solutions to more than **60 countries through five production facilities operating in two countries**. A core pillar of our growth strategy is to increase our presence in international markets and expand our export activities. We pursue this objective through strategic partnerships and targeted investments in key geographies.

While continuing our sustainable growth in the Turkish market, we are accelerating our international expansion in line with our globalization strategy. As part of this approach, our investment in Morocco plays a critical role in strengthening our export capabilities and regional presence. In 2024, we acquired Jessr Industries, a leading tissue paper manufacturer in Morocco, tripling our capacity in the country and further diversifying and strengthening our brand portfolio.

As a result of these efforts, international markets accounted for **32%** of our total revenue in 2024, and our consolidated revenues increased to **€995 million**, reflecting the strength and resilience of our business model.

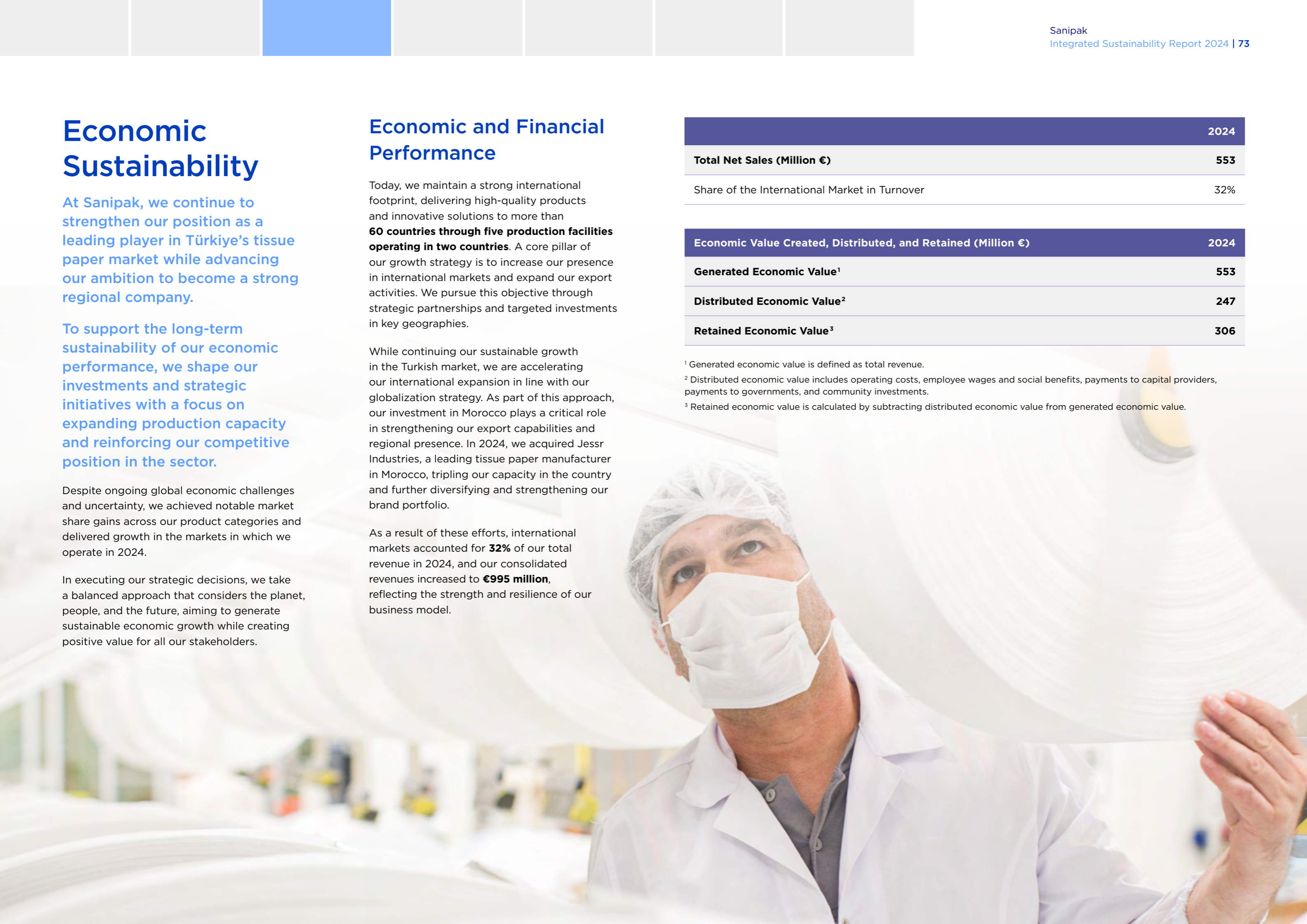
	2024
Total Net Sales (Million €)	553
Share of the International Market in Turnover	32%

Economic Value Created, Distributed, and Retained (Million €)	2024
Generated Economic Value¹	553
Distributed Economic Value²	247
Retained Economic Value³	306

¹ Generated economic value is defined as total revenue.

² Distributed economic value includes operating costs, employee wages and social benefits, payments to capital providers, payments to governments, and community investments.

³ Retained economic value is calculated by subtracting distributed economic value from generated economic value.





4 Investing in Planet



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2024 Highlights



Climate and Environment

We are committed to reducing our environmental footprint and strengthening our climate change mitigation and adaptation practices. Guided by our principle of respect for the individual, society, and nature, we continuously review and enhance our environmental approach across all our activities.

We implement the **ISO 50001 Energy Management System** and **ISO 14001 Environmental Management System** across **100%** of our facilities in Türkiye.

Energy Management and Carbon Emissions

To strengthen the positive impact of our operations on the climate and environment, save energy, and limit carbon emissions, we regularly assess our processes. Based on these assessments, we implement targeted optimization and energy-saving initiatives that support continuous improvement and long-term environmental performance.

In our Türkiye operations **100% ✓** of electricity is **sourced from renewables**.



Through efficiency projects implemented in 2024, we achieved **energy savings** of **3,968 MWh**.



We supplied **207,117 MWh** of **green energy** in 2024.



Water Management

To address water stress risks and safeguard water resources, we develop projects focused on water recovery and reuse, supported by monitoring and management systems.

Through effective water management, we **reduced water withdrawal per ton of production to 8.08 m³/ton ✓**, surpassing our 2025 target.



Product Responsibility

Guided by an end-user-focused approach, we are expanding our product portfolio for a more sustainable future and increasing the number of products carrying an environment label.

The **Selpak Professional Recycled Product Series** is manufactured using **100% recyclable materials**, reflecting our environmentally conscious design approach.



Resource Utilization and Responsible Procurement

We continue to reduce our environmental footprint through responsible production practices. In line with our responsible purchasing principles, we prioritize local suppliers, helping lower the environmental impact of logistics while supporting the local economies.

In 2024, **recycled raw materials** accounted for **8.5%** of our total material usage, reflecting tangible progress in resource efficiency.

Waste Management

In line with our sustainability goals, we embrace a zero-waste mindset by reviewing raw material use, natural resource usage, and production processes to minimize waste generation.

In 2024, **we recycled 96% ✓ of the total 9,847 tons of waste processed, exceeding our 95% recycling target.**



Climate and Environment

At Sanipak, we advance with determination toward our goals, guided by our core principle of “respect for the individual, society, and nature.” Supporting sustainable development, strengthening environmental protection, and contributing to the improvement of living standards remain among our key priorities.

In line with the **Sanipak Environmental and Climate Change Policy, developed in alignment with the Eczacıbaşı Group’s Environmental and Climate Change Policy**, we are committed to leaving a livable world for future generations. Reducing our environmental footprint and strengthening our climate change mitigation and adaptation practices are central to our approach.

We report our environmental impacts transparently and implement continuous improvement initiatives in line with our sustainability objectives. To ensure effective progress, we define long-term and interim targets, regularly monitor and evaluate key performance indicators, and integrate environmental considerations across our operations. We work in close coordination to ensure full alignment with the Eczacıbaşı Group’s environmental strategy.

Our environmental management systems are implemented effectively across the organization, and we continuously enhance our Kavacık Head Office and production facilities in Gebze, Manisa, and Yalova to maintain **ISO 14001 Environmental Management System Certification**.



Low-Carbon Transition Roadmap

The Eczacıbaşı Group launched its low-carbon transition roadmap in late 2023 to establish and implement a robust climate strategy aligned with international standards and frameworks.

The roadmap is structured around three core phases:

- Measuring climate impacts,
- Identifying climate-related risks and opportunities,
- Setting greenhouse gas (GHG) emission targets and defining a climate strategy.

As of 2024, the phase focused on identifying climate risks and opportunities has been completed.

In 2025, we continue our work on modeling carbon-reduction initiatives and defining company-specific greenhouse gas (GHG) emission targets. In line with growing expectations from customers and financial stakeholders, the establishment of clear and measurable targets represents a critical component of this process.

Stakeholder Perspective



Mert Akbaci

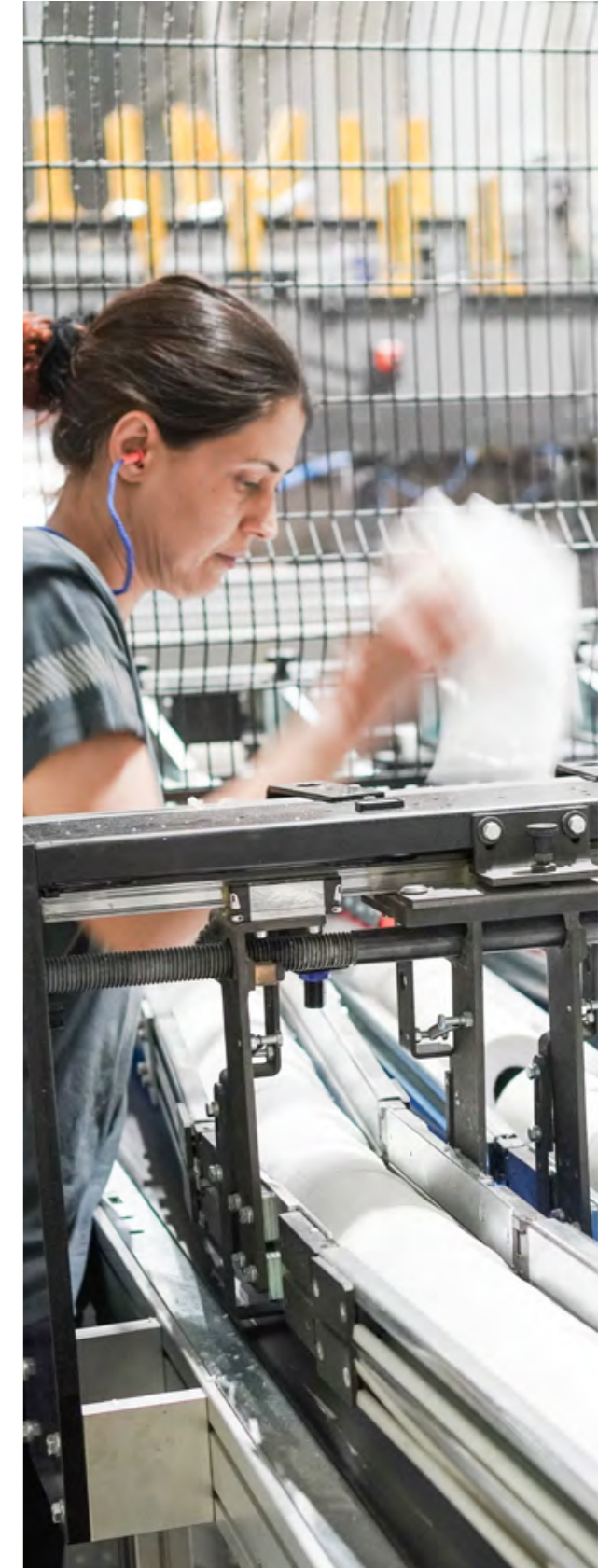
Sanipak

Senior Production Specialist

Sanipak holds a distinguished place in Türkiye’s industrialization journey, and this legacy shapes both our way of working and our sense of responsibility toward society.

Employee motivation is strongest when individuals are given opportunities for self-development and can actively contribute to decision-making processes. Sanipak’s strategy—grounded in continuous improvement and open, effective communication—plays a key role in strengthening the employee experience.

Our corporate culture, built on respect for people and nature, offers a sincere and inclusive working environment that fosters a strong sense of belonging. Opportunities for personal and professional growth are integral to this culture. Guided by our environmental approach, we believe we will continue to take meaningful steps to protect natural resources, reduce our environmental footprint, and play a pioneering role in sustainability.



Assessing Climate Risks and Opportunities

Sanipak conducted a qualitative assessment of climate-related risks and opportunities in 2024. The potential impacts of these risks were evaluated across different facility types, including offices, production, and warehouses.

Short Term (0-1 year)

In the short term, as defined in our strategic planning framework, we focus on **short-term operational goals and annual performance monitoring**. This timeframe aligns with our annual budgeting cycles and immediate risk management activities, enabling a timely response to evolving market dynamics and regulatory developments.

Medium Term (2-6 year)

The medium term represents a periodic **strategic investment and transition planning**. During this phase, key sustainability initiatives—such as renewable energy investments and alignment with the European Green Deal’s 2030 targets—are progressively implemented. This horizon is critical for integrating climate considerations into budget planning, strengthening operational resilience, and supporting a structured transition toward a more sustainable business model.

Long Term (7-25 year)

The long-term horizon is shaped around **comprehensive decarbonization targets** and alignment with the **EU Green Deal’s 2050 climate neutrality goal**. This period supports the Company’s transition to a low-carbon economy through the implementation of transformative sustainability strategies, long-term investment planning, and sustained regulatory alignment. The long-term timeframe is also particularly relevant for assessing physical climate risks, which are expected to intensify over time. Given the design life and operational longevity of key Eczacıbaşı Group assets, incorporating physical climate risk assessments within this horizon is essential to building long-term resilience and safeguarding asset value.

Climate scenario analysis was conducted for the short-, medium-, and long-term. Each timeframe was defined in alignment with the Eczacıbaşı Group’s strategic planning horizons, investment timelines, and sustainability goals.

Sanipak conducted climate scenario analysis under two main scenarios, “optimistic” and “pessimistic,” to assess the resilience of its strategies.

Pessimistic Scenario – This scenario projects a global temperature increase of approximately 3 to 4°C or higher by the year 2100. Emissions continue to rise at current or accelerated rates, leading to a significant increase in physical risks, while transition risks remain relatively low due to limited climate action. In this context, priority is given to economic growth and technological development, energy- and resource-intensive lifestyles become widespread, and environmental awareness remains low.

Scenario references:
SSP5-8.5, IEA STEPS, IEA APS

Optimistic Scenario – This scenario projects a global temperature increase of approximately 2°C or less (approximately 1.5°C) by 2100. It assumes that a rapid and comprehensive transition to a low-carbon economy will significantly limit the increase in physical risks. However, transition risks remain high due to the need to rapidly move away from current business practices. The scenario emphasizes human well-being, sustainable technologies, and renewable energy as key priority areas.

Scenario references:
SSP1-2.6, IEA SDS, IEA NZE2050



Climate-Related Risks

To better understand the potential impacts of climate change on our business model and value chain, we conducted a comprehensive qualitative climate scenario analysis in 2024. Within the scope of this analysis specifically conducted for Sanipak, **five** of the eight physical risks were considered potentially significant: flooding, water stress, high temperatures, and chronic and acute changes affecting the supply chain.

Additionally, **four** of the seven transition risks assessed were considered potentially significant for Sanipak: carbon pricing, rising energy costs, increased reporting and regulatory requirements, and increased scrutiny risks on environmental issues.

As a result of our assessment, **three** risks were identified as potentially high priority for Sanipak. We continue to develop and implement mitigation and adaptation strategies for these risks, integrated into our sustainability strategy.

Following the Climate Scenario Analysis, the fundamental climate-related risks of high importance for Sanipak were identified under three topics:

- Water stress and drought,
- Energy costs and market fluctuations,
- Heat waves and extreme high temperatures.

Climate-Related Opportunities

As a result of the opportunity assessment, **six** key opportunities were identified for Sanipak.

Under the low-carbon scenario, **four** opportunities were assessed as having high strategic significance:

- Developing more sustainable products,
- Advancing circular economy practices,
- Leveraging technological developments,
- Exploring alternative and more efficient logistics/transportation routes.

Under the high-carbon scenario, **two** opportunities were identified as highly significant:

- Developing new products that require less water in production and reduce water use during the product lifecycle,
- Exploring alternative raw materials and supply sources.

Capitalizing on these opportunities is expected to support revenue growth and market share expansion through improved efficiency and cost optimization. In parallel, taking concrete action in these areas will strengthen our ability to adapt to evolving regulatory requirements and shifting end-user expectations.

Energy Management and Carbon Emissions

At Sanipak, we prioritize energy efficiency and the reduction of carbon emissions as key pillars of our efforts to mitigate and adapt to climate change.

In line with our Energy Policy, we focus on improving energy efficiency by optimizing our energy use across our operations, thereby mitigating transition risks and strengthening organizational resilience. In parallel, we continue to increase the share of renewable energy in our energy mix and are advancing initiatives to supply renewable energy through the installation of solar power plants at our facilities.

We implement continuous improvement projects at our Kavacık Head Office and production facilities in Gebze, Manisa, and Yalova to maintain the [ISO 50001 Energy Management System Certification](#), strengthen our energy management practices, and enable regular performance evaluation within a structured framework.

Yalova Boiler Burner Replacement Project

In 2024, we implemented a boiler burner replacement project at our Yalova facility, which accounts for approximately 42% of total steam production. The improvements upgrades introduced under this project are designed to reduce energy intensity per ton of output and are expected to deliver an annual reduction of approximately **842 tCO₂** in greenhouse gas emissions.

Yalova Air Conditioning Unit Renovation Project

At our Yalova facility, we upgraded the HVAC system by installing high-efficiency units. As a result of these improvements, we aim to achieve an annual reduction of **249 tCO₂** in emissions and energy savings of **520 MWh**.



Manisa Energy Management Enhancement Projects

At our Manisa facility, we implemented a series of projects to strengthen energy management through close collaboration between the Information Technologies and Production departments. By introducing balancing and control systems into production processes, we reduced energy intensity while improving production efficiency.

These initiatives are expected to deliver an annual reduction of **324 tCO₂** in carbon emissions and energy savings of **1,500 MWh**.

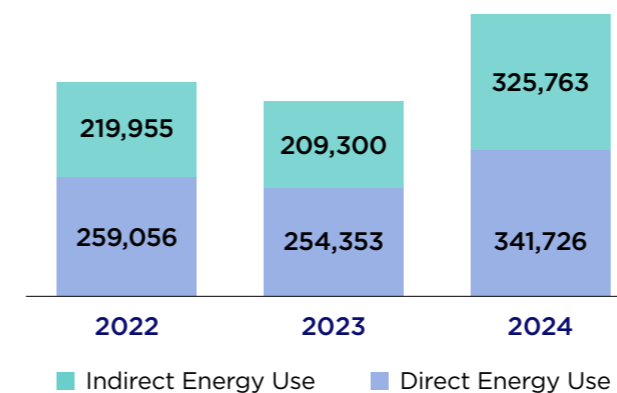
Under the Regulation on the Monitoring of Greenhouse Gas Emissions, the “2024 Scope 1 data” for our Yalova and Manisa facilities has been verified. Based on these calculations, total Scope 1 emissions across our paper production facilities amounted to 54,834 tons of CO₂e.

As part of our control and continuous improvement efforts to enhance energy efficiency in production, we carried out systematic assessments to prevent energy losses in high-consumption areas. These initiatives are expected to generate savings that exceed the initial investment costs within the first year, while delivering significant long-term benefits. In line with the energy efficiency objectives, we implemented a range of improvements across production processes, including the optimization of equipment operating times and the deployment of automation solutions.

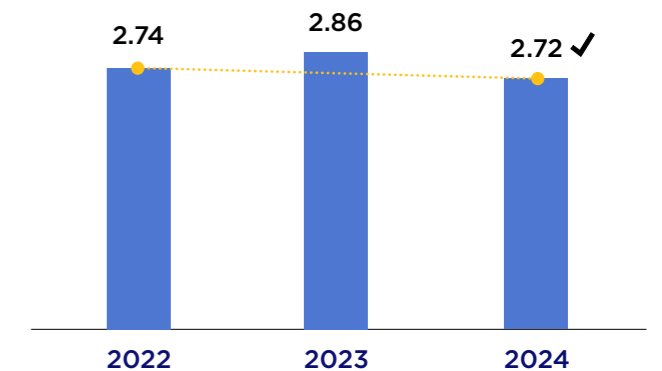
In 2024, our total energy use amounted to **667,490 MWh** ✓. We regularly review our energy management practices and implement optimization and efficiency measures to enhance the positive environmental impact of our operations.

As a result of the efficiency projects carried out in 2024, we achieved **total energy savings of 3,969 MWh**.

Total Energy Use (MWh)



Energy Intensity (MWh/ton)*



* Data covers only tissue paper production facilities in Türkiye. Operations in Morocco are excluded.

Renewable Energy

To support a sustainable future, we integrate renewable energy sources into our production processes. Our transition toward low-carbon production is supported by solar power systems installed on the rooftops of our manufacturing facilities.

These efforts are pursued in alignment with our **Low-Carbon Transition Roadmap**.

YEK.G

We supplied **207,117 MWh** of green electricity in 2024.



1.51 MWp

Installed renewable energy capacity



100% of the electricity used in our Türkiye operations is sourced from renewable energy.



Rooftop Solar Energy System



We installed 1,056 photovoltaic panels on the 4,000 m² rooftop of the Semi-Finished Product Warehouse building at our Manisa factory.

In 2023, we increased our renewable energy capacity by signing a grid connection agreement for a 0.57 MWp solar power plant.

In 2024, the system generated a total of 757,226 kWh of electricity, reducing our reliance on grid-supplied, fossil fuel-based energy and lowering our indirect carbon emissions.

Water Management

At Sanipak, we recognize water as a critical resource for our production processes and a key element of responsible resource management. In line with our sustainability commitments, we implement comprehensive measures to protect water resources and promote their sustainable use, while proactively addressing potential water-related risks.

Our primary focus areas include reducing water use, increasing water efficiency and improving wastewater recovery.

In this context, we work in close collaboration with the Eczacıbaşı Group to strengthen water stewardship practices and promote the responsible use of water resources across our value chain.

To mitigate the risks associated with water stress and ensure the long-term sustainability of water resources, we develop and implement water reuse and recovery projects across our operations. These efforts are supported by advanced process monitoring systems and robust water management procedures.

We conducted water footprint assessments in accordance with the ISO 14046 standard.

We perform our analyses using SimaPro software to measure the water footprint of our production facilities in Türkiye.

Our 2023 data has been verified by the Turkish Standards Institute (TSE). The calculation and verification process for 2024 data is in currently underway.



Recovery and Utilization of Wastewater



We continue to advance circular water management in line with our commitment to water efficiency and responsible resource use. In this context, we launched the Yalova Wastewater Recovery Project at our Yalova facility in October 2024. Through this project, wastewater treated at our existing industrial wastewater treatment plant and previously discharged into the receiving environment is further processed using advanced treatment technologies and reused in our production processes.

This initiative aims to reduce freshwater withdrawal in response to increasing water stress in the Marmara Basin, lower environmental impacts by transitioning from a linear to a more closed-loop water cycle and embed circular economy principles into our operations. Through this approach, Sanipak seeks to ensure the sustainable management of water resources, significantly reduce its environmental footprint, and contribute to a livable environment for future generations.

Through Yalova Wastewater Treatment Plant, we target the following outcomes:

- Recovery of 70% of wastewater,
- Reduction of freshwater use by 40% of total water usage at our the Yalova factory,
- Annual **water savings of approximately 400,000 m³**,
- A 20% reduction in total water use.



At our Manisa Paper Production Facility, we implemented a water recycling project to recover process water that would otherwise be discharged as waste through advanced filtration. Launched in late 2024, the project achieved water savings of 2,273 m³ within its first two months. On an annual basis, the initiative is expected to deliver total water savings of approximately 13,600 m³.

Stakeholder Perspective



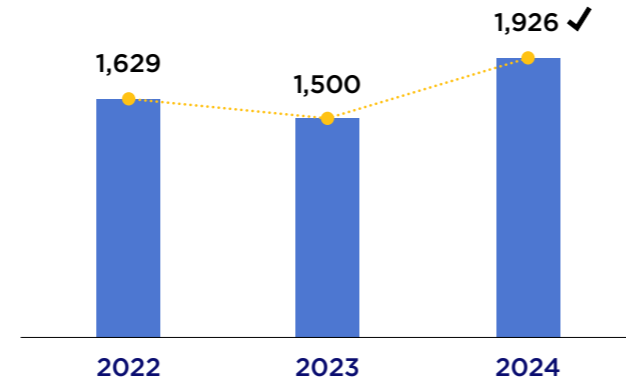
Ahu Ozaydınlı
Deniz Su ve Atık Su
Aritım İnsaat Tic. ve
San. A.Ş.

Director of Engineering
and Project Department

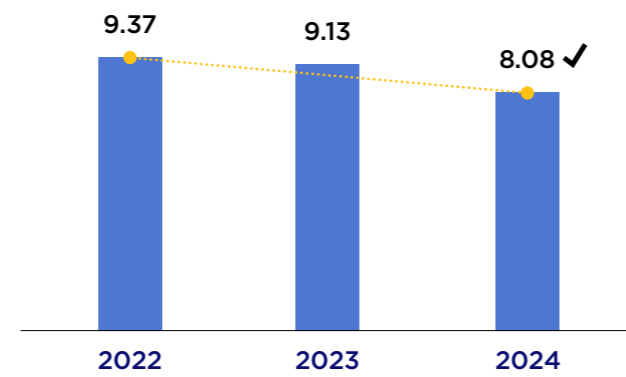
With Sanipak, we have taken significant steps by focusing on developing sustainable solutions. At the Manisa factory, we completed the turnkey installation of the water treatment system and, in the second phase, expanded the project by installing an additional facility. In addition, we completed the installation of a wastewater recovery system at the Yalova factory.

Sanipak stands out as an environmentally responsible organization and prioritizes initiatives in this area. It develops projects in line with the principles of sustainability, which we also consider highly important. Sanipak's commitment to R&D, innovative approach, and capacity to provide global-scale services as a domestic company make it a valuable business partner. Its meticulous compliance with national and international regulations ensures that it is a reliable business partner.

Fresh Water Withdrawal (thousand m³)*



Water Intensity (m³/ton)*



* Data covers tissue paper production facilities in Türkiye only. Operations in Morocco are excluded.

Thanks to our efforts and effective water management practices, we have successfully achieved our goal of reducing water withdrawal per ton of production to 8.14 m³/ton by 2025, lowering our water intensity to **8,08 m³/ton ✓**.

To manage water resources more responsibly, we assess water stress levels for each water source we use, based on data from the World Resources Institute (WRI).

While prioritizing projects in regions exposed to high water stress, we continue to advance our water-efficiency initiatives across all operations to ensure the sustainable use of water resources.

Stakeholder Perspective



Hüseyin Kocaağa
Sanipak
Converting Machine
Technician

The experience I gained during my seven years at Sanipak highlights the company's long history and leadership, clearly demonstrating its commitment to health. The fact that our products are manufactured in facilities that meet hygiene standards demonstrates our sensitivity to this issue. In line with our environmental responsibility, we continue our commitment to protecting nature through our wastewater recovery initiatives.

The importance we place on employee health and safety at Sanipak ensures our work environment is safe and compliant with standards. Furthermore, the company's diversity and inclusion policies increase employee satisfaction and strengthen solidarity. Sanipak's respectful, supportive atmosphere fosters a work environment that values our ideas. Along with our priority on occupational health and safety, the recognition and reward of achievements make this an ideal place to work.



Circular Economy

Recognizing the finite nature of the planet's resources, we place circular economy principles at the core of our business processes. We are committed to reducing environmental impacts throughout product development, production, and use, while safeguarding the long-term sustainability of natural resources.

Guided by the Eczacıbaşı Group's core principles, we approach design with a focus on resource efficiency, durability, and functionality, viewing waste as a valuable input for reuse. In line with this approach, we continue to minimize the use of natural resources and reduce waste generation across our operations.

Resource Use and Responsible Procurement

At Sanipak, we consider the responsible use of natural resources and responsible purchasing practices to be fundamental elements of our sustainability strategy. As part of our responsible production approach, we are committed to reduce our environmental footprint.

In 2024, as part of our environmental responsibility, we achieved a significant improvement by recycling raw materials equivalent to 8.5% of our total material usage. In the same year, we implemented a range of initiatives aimed at enhancing resource efficiency.



UniBaby Wet Wipes Lid Optimization

As part of the Unibaby Wet Wipes Lid Design Project, implemented at our Gebze Baby factory in 2024, we reduced the use of plastic materials, achieving a **44 ton reduction in plastic** through a new technical design.

At the beginning of 2024, we achieved **annual plastic savings of 24 tons in our Unibaby shampoo range** through Bottle Weight Optimization, implemented at our Gebze Baby factory.

We also integrate environmental responsibility into our supply chain management to amplify our positive impact on society and the environment. In line with our responsible purchasing principles, we prioritize working with local suppliers. This approach helps reduce logistics-related environmental impacts while simultaneously supporting local development.

Forest Stewardship Council (FSC) - Chain of Custody Certification



At our paper production facilities, we continue to demonstrate our commitment to sustainable resource use through concrete, verifiable actions supported by the Forest Stewardship Council (FSC) Chain of Custody Certification. Under our the FSC Certificate (FSC® C128664), we have certified that the cellulose used in our paper products since 2010 is sourced from responsibly managed, FSC-certified industrial forests and complies with internationally recognized standards. We rigorously apply FSC Chain of Custody requirements across all stages of our operations, from production to storage and logistics. Our compliance is regularly verified through audits conducted by independent and accredited certification bodies.

In 2024, in line with our focus on responsible resource management and environmental sustainability, we continued to source our raw material needs from FSC-certified forests. In addition to our Yalova and Manisa facilities, we extended FSC-compliant production practices to our Jeestr facility, which joined the Group in 2024.

By adhering to FSC standards, we reinforce our commitment to waste reduction, environmental stewardship, and the delivery of high-quality products, while contributing to forest conservation and strengthening our sustainable supply chain approach.

Stakeholder Perspective



Antti Maltsin
Metsä Fibre
Sales Director

Metsä Fibre has been a supplier to Sanipak for 10 years. Throughout our collaboration, including during periods of supply chain disruption such as in 2024, we have successfully developed joint solutions through close cooperation. Sanipak is a valued business partner and plays an important role in supporting our customer-focused growth strategy, particularly in markets such as Türkiye.

At Metsä Fibre, we are strongly committed to our strategic sustainability objectives and place great importance on supporting our customers throughout their sustainability journeys. Sanipak's commitment to sustainability is clearly reflected in its approach to business partnerships. Looking ahead, we believe that further highlighting Sanipak's sustainability story will enhance the visibility of its contributions and reinforce its leadership in this area.



Product Responsibility

At Sanipak, we carry out comprehensive research and development activities to design products that support the efficient and responsible use of natural resources.

Our product range reflects our goal of accompanying every moment of life with solutions that contribute to a clean and healthy lifestyle. While maintaining high quality standards and responding to evolving consumer expectations, we aim to create long-term value by supporting more sustainable living practices.

Product Certifications

Our products are developed in accordance with national and international standards, and we actively pursue relevant product certifications. We are proud to be **the first company in the Tissue Papers category to obtain the Turkish Environmental Label Certificate**. Issued by the Republic of Türkiye Ministry of Environment, Urbanization, and Climate Change, this certification recognizes products and services that reduce environmental impacts throughout their life cycle, from raw material sourcing to water and energy use in production.

By prioritizing environmental performance across our production processes, these certifications reinforce our circular economy approach and strengthen our sustainability framework. Through this commitment, we continue to expand our product portfolio with solutions that combine performance, responsibility, and environmental awareness.

Product Certificates

Forest Management Council

Turkish Environmental Label

ISO 22716 - Good Manufacturing Practices

IFS HPC - Personal Care and Cosmetics Standard

TSE Certificate

Sedex (Supplier Ethical Data Sharing)

Domestic Product Certificate

Turkish Environmental Label

- Solo
Bamboo Toilet Paper 40 Rolls
- Solo
Bamboo Toilet Paper 32 Rolls
- Solo
Bamboo Toilet Paper 16 Rolls
- Solo
Bamboo Toilet Paper 12 Rolls
- Solo
Bamboo Toilet Paper 4 Rolls
- Selpak Professional
Extra Z-Fold Dispenser Towel Plus
- Selpak Professional
Extra Toilet Paper 24 Rolls
- Selpak Professional
Premium Toilet Paper 24 Rolls

Environmentally Friendly Products

We are developing and expanding our product portfolio in line with our sustainability approach.

We launched the Selpak Professional Recycled product series, made from recycled paper, for home and away from home use.

Selpak Professional Recycled Product Series

The Selpak Professional Recycled Product Series is produced using 100% recyclable materials, reflecting our environmentally responsible approach to product development. The series is free from dyes, fragrances, chlorine, and bleach, ensuring safe and reliable use. All products are processed at a minimum temperature of 150°C during production, maintaining high hygiene standards.

The product composition includes 50% cellulose sourced from reusable paper, 20% from recyclable cellulose, and 30% from cellulose recovered from production surplus within our facilities. This approach supports the conservation of natural resources while significantly reducing waste.

By prioritizing recycled and recovered materials, the Selpak Professional Recycled Product Series helps lower environmental impact and supports circular economy principles. This initiative represents a meaningful step toward protecting both today's ecosystems and those of future generations, reinforcing our commitment to a cleaner and more sustainable environment.



Waste Management

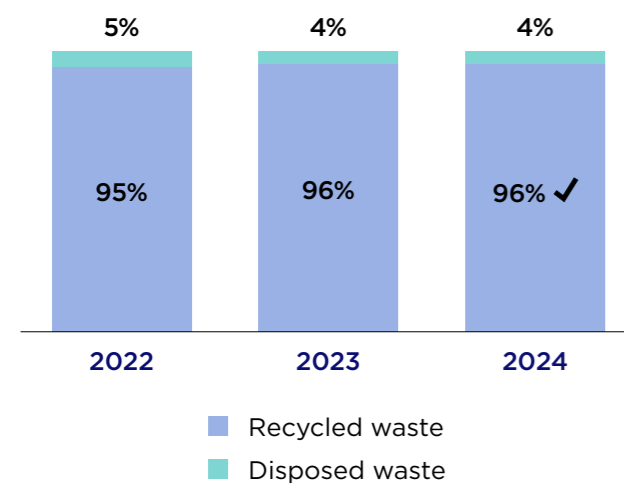
At Sanipak, waste management and waste reduction are integral to our sustainability approach.

We are committed to minimizing waste generation across our operations and supply chain, increasing reuse and recycling, and ensuring responsible disposal where necessary.

We embrace a zero-waste mindset that recognizes all materials as valuable resources. In line with this perspective, we continuously review our production processes and responsible-use practices, developing solutions to reduce, reuse, and recycle waste. This approach reflects Sanipak's commitment to environmental stewardship and to limiting our environmental footprint.

In 2024, we made significant progress in waste recovery. A total of **9,847 tons ✓** of waste was sent to licensed recovery facilities, of which **96% ✓** was successfully recovered and recycled.

Waste Distribution (%)

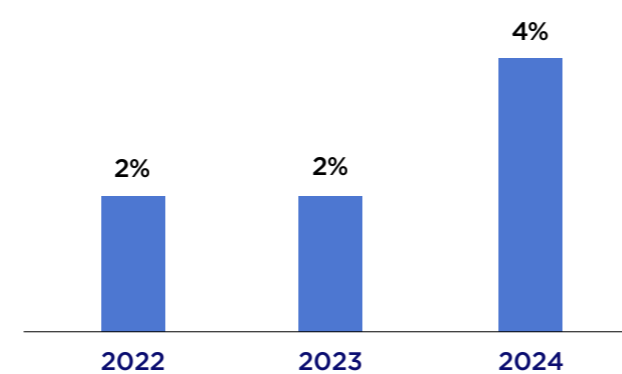


As a result of the Plastic Reduction projects implemented in 2024, we achieved a reduction of 82 tons, corresponding to a 4%* decrease compared to the 2021 reference year.

- We aim to reduce the amount of plastic used in our packaging by 10% by 2028.
- We aim to incorporate recycled content into 20% of our plastic packaging by 2027.
- We aim to ensure that 100% of our plastic packaging is recyclable or reusable by 2030.

* Reference year: 2021. Total plastic packaging use in 2021 was 4,664 tons.

Cumulative Plastic Reduction Ratio





5

Investing in People

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2024 Highlights



Equal Opportunity

At Sanipak, we build success through collaboration and draw strength from diversity. We are committed to promoting equal opportunity and gender equality through the initiatives and projects we carry out under the **ALLforALL** platform.

In 2024, we exceeded our 2025 targets by increasing the share of women in professional roles to **43%** ✓ and in management positions to **39%** ✓.



We also surpassed our hiring target, with women accounting for **56%** ✓ of all new hires.

Attracting, Developing, and Retaining Talent

We place strong emphasis on comprehensive training and development programs to enhance our colleagues' professional and technical expertise, leadership capabilities, and managerial skills.

In 2024, we delivered an average of **37 hours of training** ✓ per employee.



Through our **Tissue Academy** program, we provide specialized technical training for engineers working in our paper production facilities, strengthening knowledge continuity and supporting long-term operational excellence.



Health and Well-being

As Sanipak, we are committed to providing a safe and supportive working environment while continuously improving our occupational health and safety performance. We strictly comply with all applicable occupational health and safety regulations and adopt a proactive, preventive approach aimed at eliminating workplace hazards.

Thanks to the strong safety culture fostered by our colleagues and the effectiveness of our preventive practices, we achieved solid performance during the reporting period. Our **Total Recordable Incident Rate (TRIR)** was **1.76** ✓, while our **Lost Time Incident Rate (LTIR)** stood at **1.27** ✓.

Community and Social Vitality

We place great importance on developing and implementing sustainable solutions with long-term effects to add value to the communities in which we operate. Guided by this understanding, we carry out initiatives that we achieved solid performance during the reporting period.

Through **Zero Waste Blue** project, our Selpak Professional team provides online training via the "Selpak Pro Academy Distance Learning Platform." We are glad to support awareness-raising efforts regarding the efficient use of resources in the tourism sector, the protection of marine ecosystems, sustainable usage habits, and waste management.



Equal Opportunity

At Sanipak, we promote diversity, equality, and inclusion across our workforce, fostering a work environment in which every individual can realize their full potential and access equal opportunities.

We are committed to building an inclusive ecosystem where all individuals are valued—regardless of gender, age, ethnicity, disability status, or other dimensions of diversity.

This approach not only respects individual differences but also strengthens organizational performance. At Sanipak, we build success by working together and drawing strength from diversity. While our collective experience and expertise drive our business forward, diverse perspectives enable innovation, support continuous improvement, and enhance decision-making.

As part of the Eczacıbaşı Group, we align our human resources strategy and practices with globally recognized diversity and inclusion standards.

Our commitment is reflected in the Group's signing of the United Nations Global Compact (UNGC) in 2006 and the Women's Empowerment Principles (WEPs) in 2013. In line with these frameworks, we integrate gender balance considerations into our projects and operations and actively support women's participation at all levels of the organization.

The **ALLforALL Equal Opportunity Committee**, composed of human resources professionals, functional leaders, and volunteer representatives from Sanipak and other Eczacıbaşı Group companies, plays a central role in advancing diversity and inclusion initiatives. By developing and implementing projects aligned with national and international standards, the Committee supports the effective execution of equal opportunity practices and contributes to the continuous improvement of our human resources management.

Our commitment to an inclusive workplace is further reinforced through our **Gender Equality and Equal Opportunity Policy**, which we implement in alignment with the Eczacıbaşı Group's policies. Through this framework, we strive to promote gender equality, empower women, and foster a workplace culture grounded in diversity and inclusion.

Equal, Diverse, and Inclusive Workplace

At Sanipak, we firmly believe that sustainable success is built in a fair and inclusive working environment where everyone has equal opportunities to contribute and grow.

Our belief in the value created by diversity is a cornerstone of our organizational culture. Guided by this understanding, we take decisive and ongoing steps to cultivate a workplace that actively promotes diversity and inclusion.

At Sanipak, all human resources practices—including performance evaluation, career planning, compensation and rewards, promotions, training and development, and termination processes—are conducted in accordance with the principle of equal opportunity.

43%

Ratio of women in professional positions* ✓



39%

Ratio of female employees in management positions* ✓

56%

Female employee ratio in hiring* ✓



17.5%

Blue-collar female employee ratio*



65%

Ratio of women in STEM** positions*

* Data covers white-collar employees in Türkiye only.
** STEM: Science, Technology, Engineering, Mathematics.

We recognize the strategic importance of increasing women's representation at all levels of the organization, particularly in sectors that have traditionally been male-dominated.

In this context, we aim to have set clear and measurable gender diversity targets for our operations in Türkiye. By the end of 2025, we aim to increase the share of female employees in management positions to 37.5%, maintain the proportion of female employees in professional roles at 42.5%, and sustain a 50% female hiring ratio.

#UNSTEREOTYPE ALLIANCE

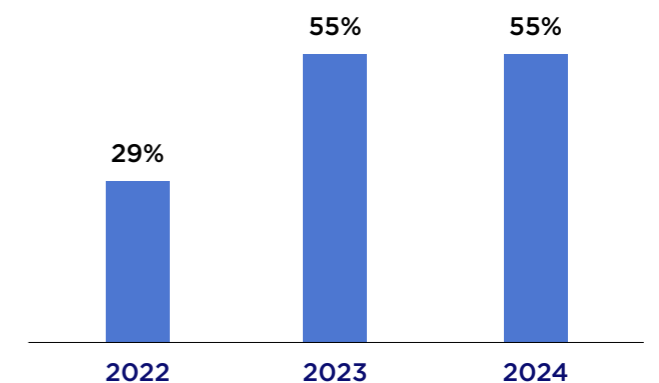
Sanipak is among the founding members of the Unstereotype Alliance, a global initiative established to eliminate gender-based stereotypes in advertising and communication. We aim to embed the principles of the United Nations across all our communication and marketing activities.

In 2024, we surpassed our 2025 targets ahead of schedule. The share of female employees in professional positions increased from 42.2% to **43% ✓**, while the proportion of women in management rose significantly from 32% to **39% ✓**. In addition, women accounted for **56% ✓** of new hires, exceeding our hiring target and reinforcing our commitment to gender-balanced growth.

The representation of women in revenue-generating positions is a critical lever for advancing equal opportunity, reducing gender-based discrimination, and fostering a more inclusive and equitable workplace.

Successful women in revenue-generating positions serve as role models for young women, encouraging more women to pursue careers in these fields and helping them set career goals.

Ratio of women in income-generating positions (%)



ALLforALL

In 2024, the ALLforALL Manifesto was revised to reaffirm the Eczacıbaşı Group's commitment to ensuring equal opportunities for all individuals, regardless of background or identity, and to clearly articulate its zero-tolerance stance toward all forms of discrimination. In the same year, initiatives aimed at promoting gender equality in traditionally male-dominated fields were formally consolidated under the ALLforALL platform to strengthen coordination, coherence and impact across the Group.



ALLforALL at Eczacıbaşı

Regardless of

how tall or short we are,

old or young,

fair or dark,

Regardless of

our origin or faith,

our name or reputation,

our gender or identity,

our income or expenditures, and

what some people call "handicaps,"

We grow our business,

our minds

and our ambitions together.

Through equal opportunities we flourish.

Her Adımda Birlikte (Together at Every Step)

At Sanipak, we support the integration of blue-collar female colleagues into working life and their long-term career development through the "Her Adımda Birlikte" (Together at Every Step) mentoring program. Designed to facilitate adaptation to the workplace, the program enables newly hired colleagues to gain knowledge and experience through structured mentoring support from experienced team members.

As part of the program, participants meet with their mentors twice a month during the first two months and once a month over the following four months, fostering a strong and sustainable support network. Through this structure, we aim to encourage knowledge sharing, strengthen women's participation in the workforce, and reinforce a culture of solidarity and mutual support.

İşte Bizim Annemiz (Empowering Mothers at Work)

The "İşte Bizim Annemiz" (Empowering Mothers at Work) program was developed to support working mothers at Sanipak. The initiative aims to guide colleagues during their transition into motherhood and help them adapt to evolving personal and professional responsibilities.

Through coaching support offered within the program, participants are encouraged to recognize their inner resources and personal needs, contributing to a more balanced and fulfilling life. By supporting working mothers in achieving a healthier work-life balance, the program seeks to enhance individual awareness, resilience, and competence, ultimately enabling them to thrive both professionally and personally.

Workforce by Gender*	2022	2023	2024
Total number of employees	1,084	984	956
Famale	330	313	310
Male	754	671	646
Number of white-collar employees	702	578	554
Famale	286	245	241
Male	416	333	313
Number of blue-collar employees	382	405	402
Famale	44	68	69
Male	338	337	333

Our Remuneration Approach

As part of the Eczacıbaşı Group, we place strong importance on upholding the principle of "equal pay for equal work." Across the Group, we take various measures to ensure that remuneration practices consistently reflect this principle. At Sanipak, we do not tolerate any form of discrimination against women or disadvantaged groups and ensure equal pay for all employees, regardless of gender.

Our remuneration strategy built on objective, fair, and transparent criteria. In determining compensation, we take into account factors such as role and responsibility levels, individual performance, career development, and market benchmarks. This approach enables us to maintain internal pay equity while remaining competitive in the labor market.

We apply a balanced and transparent remuneration policy aligned with job requirements and organizational needs. Beyond base compensation, we support our colleagues through a comprehensive benefits framework that reflects our Group values. These benefits include marriage, maternity, and bereavement support; meal services; transportation and technology assistance; as well as maternity, paternity, and childcare leave.

* Data covers employees in Türkiye only.



1.00

Gender-based Pay Gap

Our female employees received **equal pay** with their male colleagues in 2024.*

Recognizing and rewarding performance is a key driver of motivation and job satisfaction.

In line with the Eczacıbaşı Group's **Total Rewards Policy**, we provide annual bonuses and recognition programs based on performance evaluations. Through this approach, we aim to strengthen employee engagement, foster a culture of excellence, and support sustainable organizational performance.

Human Rights and Union Rights

At Sanipak, we are committed to providing a peaceful, safe, transparent, and respectful working environment for all our colleagues with—one that is grounded in equality, fairness, and integrity.

We foster a workplace culture based on diversity, inclusion, and mutual respect, and we place the highest priority on upholding ethical values and human rights across all human resources processes.

In line with this commitment, we act in accordance with the Sanipak Human Rights Policy, which has been developed in alignment with the Eczacıbaşı Group Human Rights Policy and complies with applicable national and international standards. We consistently prioritize the well-being, dignity, and fundamental rights of our employees.



Our **Human Rights Policy** covers the following key areas:

- Prevention of child labor and forced labor
- Zero tolerance for violence, discrimination, and harassment
- Equality, diversity, and inclusion
- Healthy and safe work environment
- Fair working conditions
- Support for employee development
- Protection of personal data and privacy
- Freedom of association and the right to collective bargaining
- Participation in political activities

In all recruitment and human resources practices, we apply a strict non-discrimination policy. We do not tolerate discrimination based on race, color, gender, religion, language, marital status, sexual identity, political opinion or affiliation, ethnic origin, health status, family responsibilities, union membership or activities, disability, age, or any other personal characteristic.

At Sanipak, we adopt a zero-tolerance policy to human rights violations. As of 2024, no human rights violations have been recorded within our organization, reflecting our strong commitment to ethical conduct and human rights protection.

Attracting, Developing, and Retaining Talent

At Sanipak, we strive to cultivate a corporate culture that promotes continuous learning, development, and long-term engagement. Our success is built on attracting talented individuals, supporting their professional growth, and retaining them through meaningful career opportunities.

We foster a collaborative and inclusive working environment where colleagues are encouraged to share ideas; learn from one another and contribute to our shared success. We believe that creativity and innovation thrive in open, transparent, and supportive workplaces.

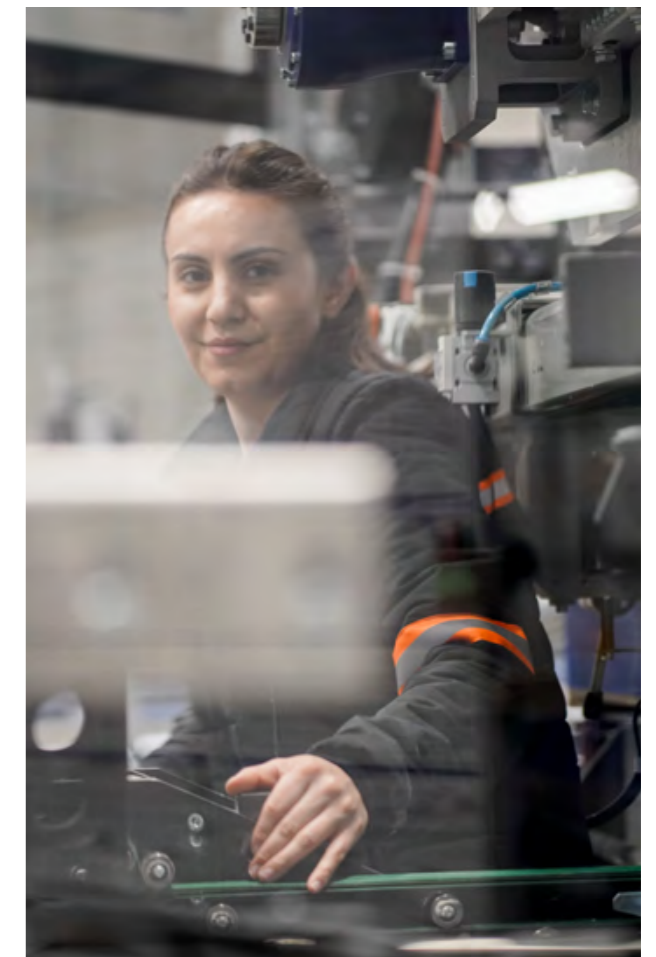
Our human resources systems are designed to provide equal access to career development opportunities for all employees, regardless of geography, role, seniority, or function. Through structured career planning, training, and feedback mechanisms, we support our colleagues in realizing their full potential.

Continuous Learning and Development

At Sanipak, we place great importance on continuous learning by offering comprehensive training programs aimed at strengthening professional and technical expertise, leadership capabilities, and management skills. Our training content is regularly reviewed and updated to ensure relevance and effectiveness, and it is tailored to the needs of employees across all functions and levels.

All colleagues have real-time access to training opportunities and can request programs through our online training catalog.

In 2024, we continued to support personal and professional development through leadership and skills-based training programs delivered in Türkiye, providing an average of **37 hours of training per employee** ✓.



Tissue Academy



Through our Tissue Academy program, we aim to transfer end-to-end knowledge of the transformation of cellulose into paper, share our technical expertise in tissue production, and strengthen cross-functional collaboration. The program's purpose, structure, and content were jointly designed with leaders from Operations and R&D. We implemented our training program, which included the Paper Production, Converting, Maintenance, R&D, Quality Assurance, Operational Excellence, Sustainability, and Occupational Health and Safety teams located at the tissue paper production facilities. With contributions from our eight internal trainers, we expanded our engineers' knowledge base in paper production. Through field trips, laboratory work, and function-specific technical courses, we enabled our engineers to gain practical experience.

We completed our program, which began in February 2024, with a graduation ceremony in October. As part of our program, we supported our teams not only in their technical skills but also in professional competencies such as leadership, communication, and collaboration. We are progressing towards becoming a team that grows, transforms, and creates the future together.

Sustainability Education Programs

We deliver comprehensive sustainability education programs to increase awareness of climate-related challenges and environmental responsibility across our organization. These programs cover topics such as climate change fundamentals, planetary boundaries, ecosystem protection, zero-waste living, forest fires, and individual action. In 2024, we delivered 1,366 hours of training on climate change and environmental awareness. Through these initiatives, we continue to strengthen our internal sustainability culture.

Tek Takım Tek Gelecek (One Team, One Future)

With our "Tek Takım Tek Gelecek" (One Team, One Future) program, we aim to build self-dedicated teams that prioritize cooperation and solidarity. We organize workshops to ensure that our colleagues work towards shared goals and objectives in an environment of trust, providing opportunities for participants from different functions to come together and build a transformative, developmental force. We support our teams in taking responsibility, demonstrating determination, and focusing on solutions rather than problems as they work together to achieve success. By strengthening collective ownership and collaboration, we support teams that take pride in shared achievements and move forward with confidence toward common objectives.

SalesUp

SalesUp is our advanced expertise academy program designed for sales teams. We have restructured this program in collaboration with our internal trainers and external experts. Our academy program aims to equip our sales professionals with detailed information on the latest and most effective industry strategies. SalesUp equips participants with up-to-date sector knowledge while combining theoretical learning with practical application. Through this comprehensive development journey, we aim to strengthen our sales teams' expertise and position them as trusted partners and leaders within the industry.

Attracting the Best Talents

At Sanipak, we value the innovative perspectives and potential of young talent. We are committed to creating opportunities where individuals can express their ideas, contribute through meaningful projects, and make a tangible impact.

Our recruitment approach prioritizes individuals who are innovative, entrepreneurial, collaborative, and motivated to grow. Competition-based programs and talent initiatives provide students and recent graduates with platforms to showcase their skills, while also offering insight into Sanipak's culture and values—strengthening mutual alignment and long-term engagement.

Markatlon

Markatlon is a prize-winning project competition designed for young talents aiming for a career in marketing. Participants in this program work on brand-focused case studies and present their creative and innovative ideas to the management team. As Sanipak, our goal is to help young talents get to know our employer brand and culture more closely. By offering training and mentoring opportunities, we aim to support the development of young talents and create a talent pool that can be involved in internship and recruitment processes.

In 2024, 30 young talents were selected for Markatlon. They had the opportunity to benefit from various opportunities throughout their development journey, including training in effective presentation techniques, a month of mentoring support from experienced marketing mentors, and field trips. The Effective Presentation Training provided as part of the project helped participants express their ideas more effectively. With this comprehensive program, we are unlocking the potential of young talent and providing a solid foundation for their careers.



Idea To Real

The “Idea To Real” competition program was designed to attract young talents with an interest in R&D and innovation. Our campus competition program creates a platform for university-industry collaboration, enabling students to reflect their fresh perspectives on our organization’s categories.

In 2024, 27 students participated in the program. Through Idea To Real, we provide pathways to internships and employment opportunities across Sanipak and the Eczacıbaşı Group, including our short-term summer internships (Career Test Drive – CTD) and long-term internship programs (Career Experience Drive – CED). The program serves as a strategic channel for identifying and nurturing future R&D talent.



Performance and Career Development

We prioritize the personal and professional development of our colleagues through a rigorous performance and career development evaluation process. Our Performance Management System stands out as a critical tool that enables us to identify the talents and potential of all our colleagues. We ensure our colleagues develop in line with their career goals and provide regular feedback through our three-stage approach: planning, mid-year reviews, and year-end evaluations.

This process enables us to align individual goals with our company strategies and support the professional development of our colleagues.

We implement a rigorous process in performance and career development evaluations, focusing on the personal and professional development of our colleagues. In this way, we effectively manage talent and aim to maximize the motivation and development of our colleagues.



Employee Engagement

We believe that a work environment grounded in diversity and inclusion enables individuals to realize their potential and strengthens organizational performance. With this understanding, we strive to foster a culture in which all colleagues can express themselves freely, access equal opportunities, and grow together.

We are committed to supporting both the professional and personal development of our colleagues, guided by confidence in their abilities and potential. Through meaningful dialogue and active listening, we seek to understand diverse perspectives and respond to their effectively to employee needs, building strong and transparent communication across the organization. This approach contributes to higher employee satisfaction while reinforcing engagement and commitment.

To continuously enhance the employee experience, we ensure that every voice is heard. We conduct annual employee engagement surveys that allow all colleagues to share their views, experiences, and suggestions anonymously. In addition, we complement these surveys with regular pulse surveys throughout the year, enabling us to track sentiment and continuously improve.

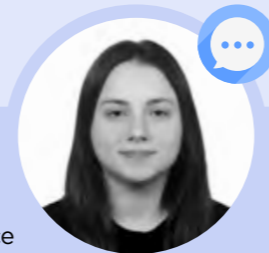
Our “Employee Experience Management Board,” formed with volunteer colleagues from across the organization, plays a central role in shaping working life collaboratively. The Board convenes with the participation of our CEO, Board Chairman, and Human Resources Director, together with representatives from all departments, reinforcing shared ownership of the employee experience.

Talent Workshop

The Talent Workshop program offers selected technical high school and university students hands-on professional experience during their education. Participants who successfully complete the program are offered fixed-term employment opportunities at Sanipak for one year, with the potential for permanent placement based on performance and organizational needs.

As part of the pilot launched in 2024, five participants were hired through the Talent Workshop, and three continue to work with us on an indefinite basis. Through this initiative, we support young talent in developing practical skills, realizing their potential, and building sustainable career paths.

Stakeholder Perspective



Şeymanur Köseoğlu

Sanipak

CED (Career Experience Drive) Intern

During my four-month-long internship at Sanipak, I gained significant experience in production and project management. Its strong position in the industry and the harmony between departments in internal management make Sanipak quite impressive. I believe this systematic work order increases production efficiency while maintaining the company’s prestige in the industry.

The digital projects I worked on during my internship helped improve industrial processes, making them faster and more efficient. Sanipak’s innovative steps in digitalization demonstrate its determination to adapt to technological developments. Furthermore, through the “We Support” mentorship program, I came to deeply understand the importance of supporting female leaders in fields such as engineering.

Number of employees subject to regular performance and career development evaluations	2022	2023	2024
Toplam	493	252	239
Kadın	237	130	125
Erkek	256	122	114

Health and Well-being

At Sanipak, we place the health and well-being of our colleagues at the heart of our business strategies.

We believe that a safe work environment strengthens both employee engagement and productivity. We continuously work to maintain and enhance a positive workplace culture that promotes healthy behaviors.

Our Occupational Health and Safety Policy, aligned with the Eczacıbaşı Group's policies, is shared across all business units and fully integrated into our daily operations. The policy defines our commitments and principles, enabling a structured and continuously improving approach to workplace health and safety. All OHS processes at Sanipak are managed centrally under the leadership of the Eczacıbaşı Group's OHS Committee.



Occupational Health and Safety

At Sanipak, we are committed to providing a safe and healthy work environment and to continuously improving our occupational health and safety (OHS) performance.

We adopt a preventive approach that prioritizes the elimination of workplace hazards and strict compliance with applicable OHS regulations. Regular risk assessments form the basis of our safety planning and improvement efforts.

To ensure that rule, training, and technical controls are effectively implemented for risk management and accident prevention, we have established the ISO 45001 Occupational Health and Safety Management System across **100%** of our production facilities*.

To support continuous improvement, we measure and monitor our OHS performance through key indicators, including the Total Recordable Incident Rate (TRIR) and the Lost Time Incident Rate (LTIR).

Thanks to the dedicated efforts of our colleagues, our total recordable incident rate (TRIR) was 1.76 ✓, and our lost-time incident rate (LTIR) was 1.27 ✓ during the reporting period. In addition, our colleagues received a total of 4,144 hours of occupational health and safety training in 2024, averaging 3.37 hours of training per employee.

* Covers facilities in Türkiye.

OHS Training	2022	2023	2024
OHS Training (Average hours per employee)	2.5	3.63	3.37

Occupational Health and Safety Initiatives

In line with the importance we place on employee well-being, we provide a broad range of health services, including periodic health screenings, vaccination programs, and comprehensive private health insurance covering all colleagues.

We also adopt a holistic approach to well-being by offering additional support mechanisms such as parental leave, awareness-raising seminars, dedicated support programs for pregnant employees, flexible working arrangements, improved facilities for mothers, product support, and childcare assistance.

VisitPro



Developed in 2023 with a strong focus on technology and security, our VisitPro project, enables the digital management of visitor and contractor entry and exit processes. This solution enhances workplace safety while ensuring full compliance with the requirements of the Turkish Personal Data Protection Authority (KVKK).

Following a pilot implementation at our Gebze facility, VisitPro has been actively used across all our locations since 2024, with the exception of Morocco. By integrating digital solutions into security processes, VisitPro modernizes access management and reflects our commitment to implementing advanced approaches to workplace safety.

OHS Chart

The OHS Chart project reflects our commitment to employee safety and aims to significantly reduce workplace accidents across Sanipak.

Our 2023 analysis showed that 60% of workplace accidents involved colleagues within their first year of employment. In response, we introduced a structured approach to evaluate the effectiveness of our OHS orientation process. At our Manisa facility, one-on-one interviews are conducted with new employees during their 1st, 5th, 8th, and 12th months of employment.

Through this initiative, we aim to strengthen safety awareness, enhance onboarding effectiveness, and minimize workplace accidents by continuously improving knowledge and risk awareness among our colleagues.

Safety Maturity

We are systematically strengthening our Occupational Health and Safety (OHS) performance through our "Safety Maturity" project, reinforcing our commitment to creating a safer work environment.

Implemented at our Manisa, Yalova, and Gebze facilities, this project reflects our pursuit of excellence in workplace safety.

By promoting a proactive safety culture and structured safety management practices, the project supports continuous improvement and contributes to making our workplaces safer and more resilient.

Corporate Well-being

At Sanipak, we believe that an engaging and supportive work environment is essential to overall well-being. We adopt a holistic approach to health and well-being by addressing physical, mental, and social needs, with the aim of enhancing employee satisfaction, motivation, and long-term commitment.

Supporting Parents

We place particular emphasis on supporting working parents and promoting work-life balance. Female employees with preschool-age children (0-69 months) who use childcare services are provided with daycare support to help them work more comfortably and productively. In addition, we offer three weeks of paternity leave to employees who become fathers, enabling them to be present during the early days of parenthood. These practices reflect our commitment to an inclusive and sustainable workplace culture.

Flexible Working Hours

In recognition of the diverse needs of our colleagues, we implement a hybrid working model that combines remote and on-site work.

Flexible working hours support work-life balance while fostering productivity and enabling colleagues to manage their professional and personal responsibilities more effectively.

Psychologist and Dietitian Support

As part of the collaboration we launched at the end of 2024, we took an important step to further support our colleagues' well-being.

Within this initiative, 30 colleagues received four complimentary sessions of psychological counseling, and another 30 colleagues benefited from four complimentary sessions of dietitian support.



Community and Social Vitality

At Sanipak, we place strong emphasis on creating value for the communities in which we operate.

We believe that meaningful and lasting social impact can only be achieved through a comprehensive, long-term, and sustainable approach.

In collaboration with our colleagues, we address social needs and contribute to sustainable development through well-designed social initiatives.

Volunteering	2024
Total employees volunteering hours	540
Number of employees participating in volunteer activities	45

Social Investments

We recognize our responsibility to contribute to social well-being and to support inclusive and sustainable development. Through our social investment initiatives, we aim to improve the quality of life in the communities we serve.

Community support is an integral part of our corporate identity. With the active involvement of our brands and colleagues, we implement initiatives that reach wider audiences and deliver long-term social value.



Zero Waste Blue Education Project



Under the leadership of the Republic of Türkiye Ministry of Environment, Urbanization, and Climate Change, and within the scope of the Zero Blue project, Selpak Professional delivers online training through the Selpak Pro Academy Distance Learning Platform. Through this initiative, we contribute to raising awareness in the tourism sector on efficient resource use, protection of marine ecosystems, environmentally responsible consumption, and effective waste management. Since the launch of the project in 2024, 783 tourism professionals have participated in these training programs. Beyond these results, we remain committed to expanding the reach of the project and deepening Zero Waste Blue awareness among employees of hospitality businesses operating in marine tourism. This initiative goes beyond fulfilling environmental responsibility; it represents a long-term contribution toward cleaner seas and a more sustainable tourism ecosystem.

Our goal is to reach more individuals each year, support sector-wide transformation, and strengthen sustainability awareness across the business community.



Hygiene

With our innovative products and solutions centered on hygiene, we are committed to creating sustainable value for our consumers and business partners.

In line with the United Nations 2030 Agenda, we aim to improve the quality of life and support access to higher hygiene standards. By focusing on user needs and responsible production and usage practices, we strive to reduce hygiene-related inequalities and generate positive social impact across the communities we serve.

Selpak Potty Training

Through our Selpak brand, we launched the “Selpak Tuvalet Merhaba” (Selpak Potty Training) initiative to support the development of healthy hygiene habits from an early age.

This project is designed to assist parents during their children’s initial toilet training period and to help children build correct and sustainable hygiene routines.

Sexual Health Education in Universities



Through our Okey brand, we continue to raise awareness on sexual health and gender equality as part of our long-standing partnership with the Turkish Family Health and Planning Foundation.

We have built a broad outreach platform that has reached 144,000 students at 72 universities, supporting young people with accurate information and awareness on sexual health-related topics. Experts from the Foundation visit universities on our behalf to deliver educational sessions, set up information booths, and distribute products. Through this initiative, we continue to make steady progress toward our goal of increasing sexual health awareness among young adults.

Online Sexual Health Education in Collaboration with Rayka Kumru

In collaboration with sexual health expert Rayka Kumru, we launched a comprehensive online education program in 2024. The program covers topics that address UNESCO’s Sustainable Development Goals of Good Health and Well-being, Quality Education, Gender Equality, and Peace, Justice, and Strong Institutions.

The training program consists of eight modules, is open to the public, and is offered free of charge. New modules are published biweekly on the tabukamu platform. The first module was released at the end of November 2024, and the final module is scheduled for publication in mid-March 2025.

From the end of November 2024 to the end of January 2025, the training content reached 280,153 views, with engagement continuing to grow. The program’s broad reach and increasing participation demonstrate its effectiveness in raising social awareness of sexual health and expanding access to reliable educational resources.





6 Investing in Future

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2024 Highlights



In 2024, we successfully managed **36 R&D projects** with a total budget of **€1.9 million**.



We filed **8 patent applications**.



We delivered **2,251 hours of training on digital transformation** and **466 hours of training on data security and privacy** to our employees.



In 2024, we **allocated 25% of our IT budget** to digital transformation projects. We tracked **27 value-added digital projects** on our digital transformation roadmap and generated **€5.19 million in EBITDA** contribution from these projects.



We achieved second place in the EMEA region with our **Paper Pulp Preparation Optimization** project, which identifies the most sustainable and cost-effective raw material usage in our paper production pulp preparation processes, and with our **Gartner 2024 Eye-on-Innovation: Advanced Manufacturing** project.



We launched **Selpak Hand and Face Towel**, an innovative product designed to address hygiene needs and promote responsible use by enabling users to dispense one sheet at a time with a single hand.



Innovation

At Sanipak, we pursue a sustainable and people-centered innovation strategy that creates value while prioritizing environmental responsibility. We design and advance our innovation efforts in close alignment with our sustainability goals, embedding them into both our investment decisions and implementation processes.

We aim to build a creative and inclusive ecosystem by integrating innovation across all our operations. In this context, we lead initiatives that foster an innovative work culture through collaboration with external stakeholders, including customers, suppliers, and research institutions.

Our sustainability-focused innovation approach encompasses the efficient use of resources, reduction of waste and emissions, adoption of circular-economy principles, responsible raw-material sourcing, and the use of sustainable packaging materials. Through these efforts, we continue to reduce our environmental footprint while amplifying the positive impact of our innovation-driven initiatives.

From Need to Insight, From Insight to Product



Following the pandemic, heightened awareness of personal hygiene in shared spaces across Türkiye led to a significant shift from textile towels to paper towels. While paper towels addressed hygiene concerns by enabling personal use, they often fell short in delivering the softness, aesthetic appeal, and user experience associated with textile towels. Moreover, products displayed openly in common areas could require two-handed use, raising concerns around hygiene and practicality.

In response to these evolving user expectations, we launched **Selpak Hand and Face Towel** in Türkiye in April 2024. This innovative product combines the softness and elegance of a textile towel with the durability and absorbency of a paper towel, delivering a refined solution for personal hygiene needs. Designed with cardboard packaging to reduce plastic use and offering a visually appealing form, the product also enables single-sheet dispensing with one hand, supporting responsible use.

In addition, the double-sided adhesive on the back allows the product to be easily fixed to various surfaces, enhancing convenience in shared spaces. With its thoughtful design and functional features addressing hygiene, aesthetics, and responsible consumption, Selpak Hand and Face Towel stands out as a pioneering product that redefines everyday hygiene solutions.

Innovation Awards We Received in 2024

- Alongside our products and innovations, we prioritize technological innovations to enhance service quality and develop our marketing and customer experience strategies.

With our **“Data to Decisions: Next-Gen Review Intelligence”** project, we leveraged Generative AI-powered advanced analytics to comprehensively analyze user feedback and product reviews across digital platforms, transforming data into actionable insights. This project earned first place in the **“Best Use of AI for Data”** category at the **European Search Awards**, one of Europe’s most prestigious digital marketing and AI awards. In addition, the same project secured Sanipak a place on **Fast Company’s 2024 list** of the **“50 Most Innovative Companies.”**
- Our **“Paper Pulp Preparation Optimization”** project, which enables high-quality production at optimal cost, was awarded second place in the EMEA region in the **“Gartner Eye on Innovation Awards: Advanced Manufacturing”** competition, organized by Gartner, one of the world’s leading technology research and advisory firms.
- At the **18th Innovation Awards** organized by the Eczacıbaşı Group, we received awards in the Work Culture Innovation category for our **“Behavioral Workplace Safety Risk Reduction - DİRA”** project and in the Marketing and Sales Innovation category for our **“Solo Bamboo Toilet Paper Launch Campaign.”**



Research and Development

At Sanipak, we effectively leverage data from comprehensive research and analysis to understand evolving trends, user needs, and environmental factors.

These insights play a central role in our product development processes, shaping our designs that incorporate the latest technological innovations and sustainability principles.

Through our R&D activities, we continuously advance Sanipak's quality and innovation standards, delivering products that meet our users' needs and expectations.



In 2024, we successfully managed **36 R&D projects** with an expenditure of **1.9 million Euros**.

Sanipak R&D Center

Established in 2019 and certified by the Republic of Türkiye Ministry of Industry and Technology, the Sanipak R&D center serves as the cornerstone of our innovation ecosystem. At our center, we develop innovative solutions that support a clean and healthy life, conducting R&D activities across all product categories under one roof.

Our work is carried out in state-of-the-art laboratories specializing in paper products, cosmetics, and packaging. Beyond maintaining high quality standards, our R&D processes focus on developing technology-driven solutions aligned with our environmental responsibilities.

With strong scientific expertise, advanced technological infrastructure, and a sustainability-focused mindset, our R&D center contributes to both sectoral progress and ecosystem development. Through environmentally conscious innovations that anticipate user needs, we continue to shape solutions that support a more sustainable future.

R&D	2022	2023	2024
Number of R&D Employees	33	32	25
Number of R&D Projects	361	42	36

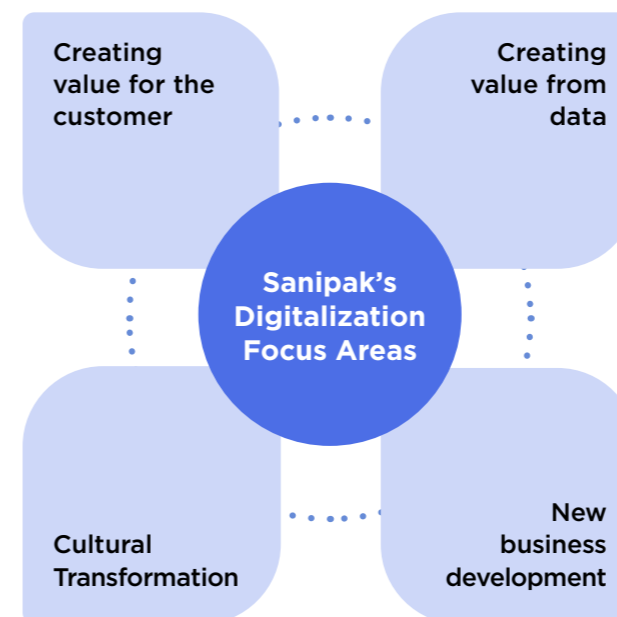
1.9 million €
Total R&D center expenditures

Digital Transformation

Keeping pace with rapidly evolving technologies and digital transformation is not only a source of competitive advantage but also a critical enabler of operational excellence. At Sanipak, digital transformation underpins the effectiveness, agility, and sustainability of our operations.

Guided by an innovation-driven approach focused on operational efficiency and business excellence, we leverage digital technologies to deliver superior customer experiences and respond quickly and flexibly to changing market needs.

We recognize that embedding advanced technologies into our business processes—and making digital transformation an integral part of how we operate—is essential to achieving our long-term sustainability goals.



Accordingly, we adopt a technology-led approach that integrates sustainability parameters across our processes.

Aligned with the Eczacıbaşı Group's overarching digitalization framework, we actively deploy innovative digital systems and tools. We view data analytics, artificial intelligence, and digital transformation applications as strategic enablers and priority development areas. Through technology-driven process design, we aim to create more effective, seamless, and value-driven experiences for all our stakeholders.

We continuously enhance our ways of working by harnessing data analytics and emerging digital technologies. Our Industry 4.0-focused artificial intelligence initiatives support sustainable growth by transforming data from multiple channels into actionable insights and innovative, user-centric solutions.

In 2024, we actively tracked **27** value-added digital projects on our digital transformation roadmap, generating a total **€5.19 million EBITDA** contribution.

Among these initiatives, we launched the “Paper Pulp Preparation Optimization” AI project, which enables sustainable use of raw materials and chemicals while achieving optimal cost and product quality. This project was awarded second place in the EMEA region in the “**Gartner Eye-on-Innovation: Advanced Manufacturing**” competition in **2024**, organized by the international research and advisory firm Gartner.

We also leverage data analytics and artificial intelligence to gain deeper insights into customer experience and continuously enhance both product attributes—such as thickness, cleaning performance, absorbency, odor, and packaging—and service quality, including delivery speed and process reliability. Insights generated through our generative AI applications have been recognized with awards in independent national and international competitions, validating the impact and maturity of our digital capabilities.

Our digital transformation initiatives bring flexibility and resilience to our operations, enabling high quality and operational efficiency, and optimized resource use. By supporting Industry 4.0 transformation across our production systems, we also advance the digitalization of supplier management processes.

To optimize internal operations, we apply AI-powered analytics to supply chain indicators such as service levels and warehouse-based minimum–maximum stock thresholds. In production environments, we use artificial intelligence and computer vision technologies to improve overall equipment effectiveness (OEE), reduce downtime, and predict machine failures proactively.

Recognizing that digital transformation is driven by people as much as technology, we invest in strengthening digital capabilities across our organization.

Paper Pulp Preparation Optimization Project



Our project, developed with the **Eczacıbaşı DnA Lab** team, aims to sustainably optimize raw material and energy costs in the pulp preparation process while maintaining the quality standards of our final paper product.

Thanks to an AI-powered, advanced optimization model built on large data sets, it is now possible to identify and manage the complex balance between the effects of production parameters on the final product. This has ensured the sustainability of the production process by reducing costs while also minimizing waste and energy use.

Our project, which received awards from Future of AI Cloud and AI4TR in Türkiye, won second place in the **Europe, Middle East, and Africa (EMEA) region** within the “**Gartner Eye on Innovation Awards for Advanced Manufacturing**” competition organized by Gartner, one of the world’s leading technology research and consulting companies.



Stakeholder Perspective



Burak Şendoğdu
Sanipak
Data Analytics
Manager

I have been part of Sanipak since 2021. The company’s innovative approach and its value to its employees enable teams to take bold steps toward new projects. Operating under the Eczacıbaşı Group means embarking on a journey where I can freely shape my personal development.

Thanks to internal training and mentoring programs during this period, I had the opportunity to share my knowledge and experience not only with my colleagues at Sanipak, but also with young people working at other Eczacıbaşı companies and studying at universities. I trained and mentored more than 200 Sanipak employees and many students.

For those considering working at Sanipak, we offer an innovative environment where they can strongly feel a sense of “we-feeling.” We must closely monitor developments in rapidly evolving fields such as data analytics. To uncover the opportunities these fields will create for our work and our lives, we need to continue boldly experimenting and learning. With this motivation in mind, we developed the “Pulp Preparation Optimization” project with our production teams. The project, which enabled high-quality production at a reasonable cost, was awarded second place in Gartner’s 2024 “Eye-on-Innovation: Advanced Manufacturing” competition. We must continue to work diligently to achieve similar successes in the future.

We delivered **2,251 hours** of training on digital transformation and **466 hours** of training on data security and privacy for our employees.



7

Annex

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List of Associations, Initiatives and Memberships

Institution	Status
ETÜDER Food Service Suppliers Association	Membership
GS1 Turkey Foundation Economic Enterprise	Membership
Interactive Advertising Association	Board Membership
Istanbul Modern Art Foundation	Membership
Istanbul Chamber of Industry	Membership
Istanbul Chamber of Commerce	Membership
Kocaeli Chamber of Industry	Membership
Cosmetics and Cleaning Products Manufacturers Association (KTSD)	Board Membership
Manisa Organized Industrial Zone (MOSB) Industrialists Association	Membership
Manisa Chamber of Commerce and Industry	Membership
PERYÖN-Türkiye Human Resource Management Association	Board Membership
PLAT - Private Label Association of Turkey	Membership
POYD Professional Hotel Managers Association	Main Sponsorship
Turkish Association of Advertising Agencies	Vice President of the Board
Advertising Self-Regulatory Board	Membership

Institution	Status
Cellulose and Paper Industry Association	Board Membership
Health Products Association	Membership
Turkish Education Foundation	Membership
TÜSİAD - Turkish Industry and Business Association	Membership
Turkish Chemical Industry Association	Membership
Union of Chambers and Commodity Exchanges of Turkey	Membership
Yalova Chamber of Commerce and Industry	Membership
Food Safety Association (GDD)	Membership
Small Hotels Association of Turkey	Membership
PERYÖN-Türkiye Human Resource Management Association	Membership
Gebze Chamber of Commerce	Membership
Turkish Institute of Internal Auditors	Membership
Executive Assistants Association	Membership
Logistics Association	Membership
The Chamber of Electrical Engineers of Turkey	Membership

Awards

Ödüller	Ödül Veren
Innovation Award for Excellence in Production	Gartner
18 th Innovation Awards - Marketing and Sales Innovation, Work Culture Innovation	Eczacıbaşı Topluluğu
Top 50 Most Effective CMOs Survey (Bilge Çiftçi)	Business Life
Top 50 Most Effective CFOs Survey (Güneş Soytürk)	DataExpert Exceptional Leadership Solutions & BMI Business School Istanbul
OKAY Rötür Countdown December 31	ARVAK Brandverse Mixx Felis MIXX Awards Europe
OKEY AIDS Day	Brandverse Mixx
OKEY Rötür Anda Kal	Brandverse Mixx

Ödüller	Ödül Veren
OKEY 21 December 21st, the Longest Night - We're in Love Until Morning	Brandverse Mixx MMA Smarties Felis
OKEY Real Time Content Strategy	Mixx
OKEY Zero Tenn Let's Eliminate the Distance	Kristal Elma
Solo Şahika Project	MMA Smarties TR MMA Smarties MEA
Uni Baby Mobile PN Integrated 3D Effect Programmatic Outdoor	MIXX Awards Türkiye

Performance Indicators

Environmental Performance Indicators

Energy Use (MWh)*	2022	2023	2024
Non-renewables	324,806	308,072	458,874
Purchased Electricity	-	2,046	18,833
Natural Gas	256,592	253,334	307,211
Purchased Steam	65,749	51,673	98,314
Fuel Oil	2,044	-	19,128
Diesel (Forklift + Tractor + Generator + Heating)	420	1,019	1,221
LPG/LNG	-	-	14,166
Renewable Energy Use	154,206	155,581	208,616
Purchased Renewable Electricity	154,206	154,889	207,117
Self-generated Renewable Electricity		692	1,498
Total Energy Use	479,012	463,653	667,490 ✓

Energy Use (MWh)	2022	2023	2024
Direct Energy Use	259,056	254,353	341,726
Indirect Energy Use	219,955	209,300	325,763
Total Energy Use	479,012	463,653	667,490 ✓

Energy Intensity (MWh/ton)**	2022	2023	2024
	2.74	2.86	2.72

Carbon Emissions***	2021	2023
Total Carbon Emissions Scope 1 and 2 (Market-Based)	116,130	59,179
Total Carbon Emissions Scope 3	775,010	1,170,589
Total Carbon Emissions	891,140	1,229,768

Water Use by Source (m3) ***	2022	2023	2024
Municipal Water	1,508,313	1,426,573	1,769,867
Ground Water	101,358	73,220	156,015
Surface Water	18,561	-	-
Rainwater	133	174	-
Total Fresh Water Withdrawal	1,628,365	1,499,967	1,925,882 ✓

Water Intensity (m ³ /ton)**	2022	2023	2024
	9.37	9.13	8.08 ✓

Circularity of Water (m ³)	2022	2023	2024
Water Reused and Recycled	7,058	3,270	33,200

Wastewater (m ³)	2022	2023	2024
Wastewater Discharged	1,241,853	1,436,298	1,602,794

Products	2022	2023	2024
Amount of Product Manufactured (tons)	206,273	203,469	285,283 ✓

* Calculations include Yalova, Manisa, Bebek, Chemical, Jeesr, and ECP Maroc.

** Data covers Tissue Paper Production facilities in Türkiye only.

*** Carbon emission calculations for 2024 are currently underway.

Waste by Type and Disposal Method (tons)	2024	2024	2024
Hazardous Waste Amount	840	1,342	1,336
Recycling / Reuse	839	233	220
Energy Recovery	-	1,108	1,113
Disposal	1	1	2
Amount of Non-Hazardous Waste	6,725	8,387	8,511
Recycling / Reuse	6,367	7,985	8,116
Disposal	358	402	395
Total Waste Amount	7,565	9,729	9,847 ✓

Waste Amount (tons)	2022	2023	2024
Recovered waste	7,207	9,326	9,450 ✓
Disposed waste	358	403	397 ✓
Total Waste Amount	7,565	9,729	9,847 ✓

Waste Distribution (%)	2022	2023	2024
Rate of recycled waste	95%	96%	96% ✓
Rate of waste disposed of	5%	4%	4%

Social Performance Indicators

Workforce by Gender*	2022	2023	2024
Total number of employees	1,084	984	956
Female	330	313	310
Male	754	671	646
Number of white-collar employees	702	578	554
Female	286	245	241
Male	416	333	313
Number of blue-collar employees	382	405	402
Female	44	68	69
Male	338	337	333

Total Workforce by Contract Type*	2022	2023	2024
Employees with indefinite contracts	1,017	970	938
Female	298	308	302
Male	719	662	636
Employees with fixed-term contracts	67	13	59
Female	32	5	27
Male	35	8	32

Employee Demographics*	2022	2023	2024
Total workforce	1,084	984	997
White-collar employees	702	578	554
Blue-collar employees	382	405	402
Employees with indefinite contracts	1,017	970	938
Employees with fixed-term contracts	67	13	59
Employees in the management work family	55	50	56
Non-management employees	647	933	946
Subcontracted workers	566	661	774

* Covers employees in Türkiye only.

Employee Training*	2022	2023	2024
Average training hours per employee	23	39	37 ✓
Female	28	47	41
Male	24	32	34

OHS Training	2022	2023	2024
Average OHS training hours per employee	2.5	3.63	3.37

New Hires*	2022	2023	2024
Total number of new hires	126	143	89
Female	70	56	46
Male	56	87	43
Employees under 30	85	52	45
Female	53	32	26
Male	32	20	19
Employees aged 30-50 (inclusive)	40	75	38
Female	17	23	16
Male	23	52	22
Employees over 50	1	16	-
Female	-	1	-
Male	1	15	-

Gender Pay Gap	2022	2023	2024
	1.00	1.00	1.00

Employee Turnover (Leavers)*	2022	2023	2024
Total number of employees who left the company	104	236	114
Female	56	80	48
Male	48	156	66
Employees under 30	43	39	27
Female	26	22	17
Male	17	17	10
Employees aged 30-50 (inclusive)	56	169	82
Female	29	56	30
Male	27	113	52
Employees over 50	5	28	5
Female	1	2	1
Male	4	26	4
Voluntary Employee Turnover	77	49	57
Female	42	24	27
Male	35	25	30

Turnover Rate*	2022	2023	2024
Employee turnover rate	17%	28%	18%
Voluntary employee turnover rate	12%	8%	9%
Female employee turnover rate	23%	11%	19%

Employees receiving regular Performance and Career Development Reviews*	2022	2023	2024
Total	493	252	239
Female	237	130	125
Male	256	122	114

Volunteering	2022	2023	2024
Total employee volunteering hours	480	696	540
Number of employees participating in volunteering activities	66	58	45

* Covers employees in Türkiye only.

Technical Glossary

Term	Definition
Green Premium	The additional cost associated with the use of sustainable products or technologies.
Green Products	Products that use environmentally friendly techniques in their production and do not harm nature.
Cellulose	A natural compound found in plants and used to make industrial products such as paper.
Economizer	A system that recovers heat from waste gases to increase energy efficiency.
Recuperator	A heat exchanger that saves energy by recovering waste heat.
Burner	A device that produces the required heat by burning fuel, usually used in industrial applications.
Trim	The process of removing excess material in production processes involves cutting or shaping.
Haube Fans	High efficiency fans for industrial ventilation.
Ultrasonic	Technology for cleaning or measuring using high-frequency sound waves.
Hydraulics	An engineering system that transfers power and motion by means of fluid pressure.
Conveyor	Continuously moving belt systems used for moving materials from one point to another.
Photovoltaic Panel	A renewable energy device that converts sunlight into electrical energy.
IREC	An international certificate certifying the use of renewable energy.
Packing	A gasket used between machine parts for sealing.

GRI Content Index



For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

The service was conducted on the Turkish version of the report.

Statement of Use		Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş., has reported in accordance with the GRI Standards for the period 1 January 2024 and 31 December 2024.
GRI Use		GRI 1: Foundation 2021
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	About Sanipak, page 10-11; Our Company, Brands, and Products, page 12-15
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 4-5
	2-3 Reporting period, frequency and contact point	About the Report, page 4-5; Info, page 159
	2-4 Restatements of information	About the Report, page 4-5; Info, page 159
	2-5 External assurance	Limited Assurance Report, page 150
	2-6 Activities, value chain and other business relationships	Our Company, Brands, and Products, page 12-15; Our Value-Creating Business Model, page 28-31
	2-7 Employees	Equal, Diverse and Inclusive Workplace, page 98-102
	2-8 Workers who are not employees	Equal, Diverse and Inclusive Workplace, page 98-102
	2-9 Governance structure and composition	Corporate Governance, page 54-57
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page 54-57
	2-11 Chair of the highest governance body	Corporate Governance, page 54-57
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, page 54-57
	2-13 Delegation of responsibility for managing impacts	Corporate Governance, page 54-57

GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Our Sustainability Approach, page 58-59
	2-15 Conflicts of interest	Corporate Governance, page 54-57
	2-16 Communication of critical concerns	Corporate Governance, page 54-57
	2-17 Collective knowledge of the highest governance body	Corporate Governance, page 54-57
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, page 54-57
	2-19 Remuneration policies	Corporate Governance, page 54-57; Equal, Diverse and Inclusive Workplace, page 98-102
	2-20 Process to determine remuneration	Equal, Diverse and Inclusive Workplace, page 98-102
	2-21 Annual total compensation ratio	Our Remuneration Approach, page 101 For further information, please refer to the Eczacıbaşı Group 2024 Integrated Sustainability Report .
	2-22 Statement on sustainable development strategy	Our Sustainability Approach, page 58-59
	2-23 Policy commitments	Message from the CEO, page 6-7; Sustainability at Sanipak, page 32-33
	2-24 Embedding policy commitments	Ethics and Compliance, page 68-70
	2-25 Processes to remediate negative impacts	Ethics and Compliance, page 68-70
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 68-70
	2-27 Compliance with laws and regulations	Ethics and Compliance, page 68-70
	2-28 Membership associations	List of Associations, Initiatives and Memberships, page 126-127
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Matrix, page 44-51
	2-30 Collective bargaining agreements	Equal, Diverse and Inclusive Workplace, page 98-102

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment, page 34-37
	3-2 List of material topics	Double Materiality Assessment, page 34-37
Climate Change Mitigation and Climate Change Adaptation		
GRI 302: Energy 2016	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Energy Management and Carbon Emissions, page 82-84
	302-1 Energy use within the organization	Energy Management and Carbon Emissions, page 82-84; Environmental Performance Indicators, page 130-132
	302-2 Energy use outside of the organization	Energy Management and Carbon Emissions, page 82-84; Environmental Performance Indicators, page 130-132
	302-4 Reduction of energy use	Energy Management and Carbon Emissions, page 82-84; Environmental Performance Indicators, page 130-132
	302-5 Reductions in energy requirements of products and services	Energy Management and Carbon Emissions, page 82-84
GRI 305: Emissions 2016	305-Direct (Scope 1) GHG emissions	Energy Management and Carbon Emissions, page 82-85
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Management and Carbon Emissions, page 82-86
	305-5 Reduction of GHG emissions	Energy Management and Carbon Emissions, page 82-87

Waste Management and Circular Economy

GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Circular Economy, page 88-91; Waste Management, page 92
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, page 92
	306-2 Management of significant waste-related impacts	Waste Management, page 92
	306-3 Waste generated	Waste Management, page 92; Environmental Performance Indicators, page 130-132
	306-4 Waste diverted from disposal	Waste Management, page 92; Environmental Performance Indicators, page 130-132
	306-5 Waste directed to disposal	Waste Management, page 92; Environmental Performance Indicators, page 130-132

Water Management

GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Water Management, page 85-87
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page 85-87
	303-2 Management of water discharge-related impacts	Water Management, page 85-87
	303-3 Water withdrawal	Water Management, page 85-87; Environmental Performance Indicators, page 130-132

Energy

GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Energy Management and Carbon Emissions, page 82-84
GRI 302: Energy 2016	302-1 Energy use within the organization	Energy Management and Carbon Emissions, page 82-84; Environmental Performance Indicators, page 130-132
	302-2 Energy use outside of the organization	Energy Management and Carbon Emissions, page 82-84; Environmental Performance Indicators, page 130-132
	302-4 Reduction of energy use	Energy Management and Carbon Emissions, page 82-84
	302-5 Reductions in energy requirements of products and services	Energy Management and Carbon Emissions, page 82-84

Relations with Local Communities

GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Community and Social Vitality, page 111; Social Investments, page 111-112
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community and Social Vitality, page 111; Social Investments, page 111-112
	413-2 Operations with significant actual and potential negative impacts on local communities	Community and Social Vitality, page 111; Social Investments, page 111-112

Business Ethics

GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Ethics and Compliance, page 68-70
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Eczacıbaşı Group Code of Conduct: https://www.eczacibasi.com.tr/assets/code-of-conduct-english.pdf , Equal, Diverse, and Inclusive Workplace, page 98-102
	205-2 Communication and training about anti-corruption policies and procedures	Equal, Diverse, and Inclusive Workplace, page 98-102; Business Ethics and Legal Compliance, page 68-70

Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Ethics and Compliance, page 68-70; Equal, Diverse, and Inclusive Workplace, page 98-102
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Eczacıbaşı Group Code of Conduct: https://www.eczacibasi.com.tr/assets/code-of-conduct-english.pdf , Equal, Diverse and Inclusive Workplace, page 98-102
	205-2 Communication and training about anti-corruption policies and procedures	Equal, Diverse and Inclusive Workplace, page 98-102; Business Ethics and Legal Compliance, page 68-70
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance, page 68-70
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, 98-102
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	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, 98-102
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, 98-102
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, 98-102

Working Conditions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Health and Well-being, page 108-110
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Attracting, Developing and Retaining Talent, page 103-107; Social Performance Indicators, page 133-135
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equal, Diverse and Inclusive Workplace, page 98-102
	401-3 Parental leave	Equal, Diverse and Inclusive Workplace, page 98-102
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
	403-1 Occupational health and safety management system	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-5 Worker training on occupational health and safety	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-6 Promotion of worker health	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-8 Workers covered by an occupational health and safety management system	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-9 Work-related injuries	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Well-being, page 108-110 https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Attracting, Developing and Retaining Talent, page 103-107; Social Performance Indicators, page 133-135
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting, Developing and Retaining Talent, page 103-107
	404-3 Percentage of employees receiving regular performance and career development reviews	Attracting, Developing and Retaining Talent, page 103-107; Social Performance Indicators, page 133-135

Equal, Diverse and Inclusive Workplace		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Equal, Diverse and Inclusive Workplace, page 98-102
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, page 54-59
	405-2 Ratio of basic salary and remuneration of women to men	Equal, Diverse and Inclusive Workplace, page 98-102
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
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	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics and Compliance, page 68-70; Equal, Diverse and Inclusive Workplace, page 98-102
Partnership		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37
Product Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Product Responsibility, page 90-91
Environmental Pollution		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37

Conservation of Nature		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37
Corporate Social Responsibility and Brand Awareness		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Community and Social Vitality, page 111-112
Responsible Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37
Restricted and Prohibited Substances		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37
Development of Feedback Channels		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Stakeholder Engagement Matrix, page 44-51
Organizational Culture		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Ethics and Compliance, page 68-70
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Climate and Environment, page 78-88
Responsible Marketing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Product Responsibility, page 90-91
Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Innovation, page 118-119
Access to Information		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Assessment, page 34-37; Cybersecurity, page 67

WEF Stakeholder Capitalism Metrics

Pillar	Core Metrics and Disclosures	Description	Reference(s)
Principles of Governance			
Governing Purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Message from the CEO, page 6-7
Quality of Governing Body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	Corporate Governance, page 54-57
Stakeholder Engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Double Materiality Assessment, page 34-37
Ethical Behavior	Anti-Corruption	<p>1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures</p> <p>a) Total number and nature of incidents of corruption confirmed during the current year</p> <p>b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.</p> <p>2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	Ethics and Compliance, page 68-70
	Protected ethics advice and reporting mechanisms	<p>A description of internal and external mechanisms for:</p> <p>1. Seeking advice about ethical and lawful behavior and organizational integrity; and</p> <p>2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity.</p>	Ethics and Compliance, page 68-70

Risk and Opportunity Oversight	Integrating Risk and Opportunity into Business Process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social topics, including climate change and data stewardship.	Risk Management, page 60-67
Environment			
Climate Change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases, etc.), report in metric tons of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions.	2024 carbon footprint calculations are in progress. They will be accessible in the UNGC Communication on Progress 2024 report.
		Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Scope 1 and Scope 2 emissions are calculated and reported annually. We aim to calculate Scope 3 emissions across the Group.
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement - to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C - and to achieve net-zero emissions before 2050.	We initiated detailed studies for climate risk assessment. In this context, efforts to comply with TCFD are planned.
Nature Loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased, or managed in/or adjacent to protected areas and/or key biodiversity areas (KBA).	We do not have an operational center located in protected areas, especially RAMSAR areas.
Freshwater Availability	Water use and withdrawal in water-stressed areas	Report for operations where material: megaliters of water withdrawn, megaliters of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	Water Management, page 85-87
		Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	

People			
Dignity and Equality	Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender, and other indicators of diversity.	Equal, Diverse and Inclusive Workplace, page 98-102; Social Performance Indicators, page 133-135
	Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equal areas.	Equal, Diverse and Inclusive Workplace, page 98-102
	Wage level (%)	Ratios of standard entry-level wages by gender compared to local minimum wage.	Equal, Diverse and Inclusive Workplace, page 98-102
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	
	Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Risk Management, page 60-67; Supply Chain Management, page 71
Skills for the Future	Training provided	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	Attracting, Developing and Retaining Talent, page 103-107
		Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).	Health and Well-being, page 108-110
Health and Well-being	Health and safety (%)	The number and rate of fatalities as a result of work-related injury, high consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury, and the number of hours worked.	Health and Well-being, page 108-110
		An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	Occupational Health and Safety Initiatives: https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.pdf

Prosperity			
Employment and Wealth Generation	Absolute Number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Attracting, Developing and Retaining Talent, page 103-107
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Attracting, Developing and Retaining Talent, page 103-107
	Economic Contribution	1. Direct economic value generated and distributed (EVG&D), on an accrual basis, covering the basic components for the organization's global operations, ideally split out by: - Revenues - Operating costs - Employee wages and benefits - Payments to providers of capital - Payments to government - Community investment	Economic and Financial Performance, page 72-73
		2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	We received financial support under the Investment Incentive Certificate, Domestic Processing Permit, Turquality, and R&D incentives.
	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Economic and Financial Performance, page 72-73
2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.			
Innovation of Better Products and Services	Total R&D expenses	Total costs related to research and development.	Our Value-Creating Business Model, page 28-31; R&D, page 120
Community and Social Vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT, and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Our Value-Creating Business Model, page 28-31

Limited Assurance Report

SANIPAK SAĞLIKLI YAŞAM ÜRÜNLERİ SANAYİ VE TİCARET A.Ş. SINIRLI GÜVENCE RAPORU

Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. Yönetim Kurulu'na Sunulan Sınırlı Güvence Raporu

Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. ("Şirket") tarafından, 31 Aralık 2024 tarihinde sona eren yıla ait Sanipak Entegre Sürdürülebilirlik Raporu 2024'te ("Entegre Sürdürülebilirlik Raporu 2024") belirtilen ve aşağıda listelenen Seçilmiş Sürdürülebilirlik Bilgileri ("Seçilmiş Bilgiler") ile ilgili sınırlı güvence hizmeti üzere görevlendirilmiş bulunmaktayız.

Sınırlı Güvence Sonucu

Uyguladığımız prosedürler ve elde ettiğimiz kanıtlara dayanarak, Şirketin 31 Aralık 2024 tarihinde sona eren yıla ait Seçilmiş Bilgilerinin, tüm önemli yönleriyle Raporlama İlkelerine uygun olarak ve doğru bir şekilde hazırlanmadığı kanaatine varmamıza sebep olacak herhangi bir husus dikkatimizi çekmemiştir.

Güvence Denetiminin Kapsamı ve Kıstası

Uluslararası Güvence Denetimi Standardı (ISAE) 3000 (Revize) uyarınca, Şirketin 31 Aralık 2024 tarihinde sona eren yıla ait Entegre Sürdürülebilirlik Raporunda ("2024 Sürdürülebilirlik Raporu") yer alan aşağıda listelenen Seçilmiş Sürdürülebilirlik Bilgilerinin ("Seçilmiş Bilgiler") Entegre Sürdürülebilirlik Raporunun Raporlama Kılavuzu bölümünde belirtilen ilkelere uygun olarak hazırlanıp hazırlanmadığına yönelik güvence elde etmek üzere görevlendirilmiş bulunmaktayız.

Seçilmiş Bilgiler

Şirket tarafından, 31 Aralık 2024 tarihinde sona eren yıla ait 2024 Entegre Sürdürülebilirlik Raporunda yer alan aşağıdaki temel performans göstergelerinin doğruluğu konusunda sınırlı güvence prosedürleri uygulamak üzere görevlendirilmiş bulunuyoruz. 31 Aralık 2024 tarihinde sona eren yıla ait 2024 Entegre Sürdürülebilirlik Raporunda sınırlı güvence prosedürlerine tabi olan ve ✓ ile işaretlenmiş göstergelerin kapsamı aşağıdaki gibidir:

Çevresel Göstergeler

- Toplam Enerji Tüketimi (MWh)
- Kendi Yenilenebilir Enerji Santrallerimizde Üretilen Elektrik Toplam Elektrik Tüketimdeki Oranı (%)
- Yenilenebilir Kaynaklardan Elektrik Tüketim Oranı (%)
- Enerji yoğunluğu (MWh/ton)
- Türkiye'deki Kendi Yenilenebilir Enerji Santrallerimizde Üretilen Elektrik Toplam Elektrik Tüketimindeki Oranı (%)
- Türkiye'de Tüketilen Yenilenebilir Elektrik Oranı (%)
- Üretim Miktarı (ton)
- Geri Kazanılan Atık Oranı (%)
- Bertaraf Edilen Atık (ton)
- Toplam Geri Kazanılan Atık (ton)

- Yalova Temizlik Kağıtlar Üretim Tesisi Geri Kazanılan Atık Oranı (%)
- Manisa Temizlik Kağıtları Üretim Tesisi Geri Kazanılan Atık Oranı (%)
- Gebze Bebek ve Kişisel Bakım Ürünleri Üretim Tesisi Geri Kazanılan Atık Oranı (%)
- Gebze Kimyasal Ürünler Üretim Tesisi Geri Kazanılan Atık Oranı (%)
- Gebze Depo Geri Kazanılan Atık Oranı (%)
- Kavacık Merkez Ofis Geri Kazanılan Atık Oranı (%)
- ECP Maroc Geri Kazanılan Atık Oranı (%)
- Jeesr Industries Geri Kazanılan Atık Oranı (%)
- Toplam Atık Miktarı (ton)
- Toplam Su Çekimi (bin m³)
- Su yoğunluğu (m³/ton)

Sosyal Göstergeler

- Çalışan Başına Eğitim Saati (#)
- İşe Alımda Kadın Çalışan Oranı (%)
- Profesyonel Kadrolardaki Kadın Çalışan Oranı (%)
- Yönetim Kademelerinde Kadın Çalışan Oranı (%)
- Kayıp Zamanlı Olay Oranı
- Toplam Kaydedilebilir Olay Oranı

Güvence denetimimiz yalnızca 31 Aralık 2024 tarihinde sona eren yıla ait bilgilere ilişkindir ve önceki dönemlere veya 2024 Entegre Sürdürülebilirlik Raporunda "✓" ile işaretlenmiş Seçilmiş Bilgiler dışındaki bilgilere ve 2024 Entegre Sürdürülebilirlik Raporunda yer alan diğer hususlara ilişkin herhangi bir prosedür uygulamamış bulunmaktayız ve bu nedenle bu hususlara ilişkin herhangi bir sonuç beyanında bulunmamaktayız.

Yönetimin Sorumlulukları

Raporda yer alan sürdürülebilirlik bilgi ve beyanlarının hazırlanmasından, doğruluğundan ve eksiksiz olmasından Şirket Yöneticileri sorumludur. Şirket Yöneticileri, Şirket'in sürdürülebilirlik hedeflerinin belirlenmesinden, raporlanan bilgilerin elde edildiği uygun performans yönetimi ve iç kontrol sistemlerinin kurulmasından ve sürdürülmesinden sorumludur.

GRI 2-5

GRI 2-5

Denetçinin Sorumlulukları

Sorumluluğumuz, prosedürlerimize dayanarak Seçilmiş Bilgiler hakkında bir sonuca ulaşmaktır. Sınırlı güvence çalışmamız, Uluslararası Güvence Denetimi Standartları ve bilhassa Tarihi Finansal Bilgilerin Bağımsız Denetimi veya Sınırlı Bağımsız Denetimi Dışındaki Güvence Denetimleri'ne ilişkin Uluslararası Güvence Denetimleri Standardı (ISAE 3000) (Revize) uygun olarak yürütülmüştür. Yürütülen güvence denetimi, sınırlı bir güvence denetimini temsil etmektedir. Sınırlı güvence denetiminde uygulanan prosedürlerin niteliği, zamanlaması ve kapsamı, makul güvence denetiminde gerekli olanlarla karşılaştırıldığında sınırlıdır. Sonuç olarak, sınırlı güvence denetiminde elde edilen güvence düzeyi daha düşüktür.

Bağımsızlık ve Yetkinliğimiz

Dürüstlük, tarafsızlık, mesleki yeterlilik ve gereken özen, gizlilik ve profesyonel davranış temel ilkelerini belirleyen Muhasebe Meslek Mensupları için Uluslararası Etik Standartları Kurulu'nun yayımladığı Muhasebe Meslek Mensupları için Etik Kurallar'daki bağımsızlık ve diğer etik hükümlerine uyum göstermekteyiz. Uluslararası Kalite Yönetim Standardı 1'i (ISQM 1) uygulamakta ve bu doğrultuda, kanun veya yönetmeliklerdeki ilgili etik ve profesyonel standartlar ve gerekliliklere uygunluğu belgeleyen politikalar ve prosedürler dahil olmak üzere sağlam bir kalite kontrol sistemini devam ettirmekteyiz.

Yapısal Kısıtlamalar

İncelenmekte olan bilgilerin seçici olarak test edilmesi nedeniyle tüm güvence sözleşmelerinde yapısal sınırlamalar mevcuttur. Bu nedenle hile, hata veya uyumsuzluk meydana gelebilir ve tespit edilemeyebilir. Ek olarak, raporlama belgelerinde yer alan finansal olmayan bilgiler gibi, bu tür bilgilerin belirlenmesi, hesaplanması ve örneklenmesi veya tahmin edilmesi için kullanılan nitelik ve yöntemler dikkate alındığında, finansal bilgilere göre daha yapısal sınırlamalara tabidir.

Denetimimiz, ISAE 3000 (Revize)'da tanımlandığı şekilde sınırlı güvence sağlamaktadır. Sınırlı güvence çalışması kapsamında yapılan işlemler, doğası ve zamanlaması gereği - ve daha az kapsamlı olarak - makul bir güvence çalışmasından farklılık göstermektedir. Dolayısıyla sınırlı bir güvence çalışmasında elde edilen güvence düzeyi, makul bir güvence çalışması kapsamına kıyasla önemli ölçüde dardır.

Temel Güvence Prosedürlerimiz

Yukarıda 2024 yılı ile ilgili "Seçilmiş Bilgiler" bölümünde belirtilen ve rapora dahil edilen seçilmiş temel performans göstergelerinin doğruluğuna ilişkin sınırlı güvence gerçekleştirmiş bulunuyoruz.

Sınırlı güvence elde etmek, ISAE 3000 (Revize) uyarınca, güvence sağladığımız alanları derlemek için kullanılan süreçleri, sistemleri ve yeterlilikleri gözden geçirmeyi gerektirmektedir. Önemli hata riskini göz önünde bulundurarak, güvence sonucumuzu destekleyecek yeterli kanıtı sağlamak için gerekli olduğunu düşündüğümüz tüm bilgi ve açıklamaları elde etmek için çalışmalarımızı planlamış ve gerçekleştirmiş bulunmaktayız.

Sonucumuza ulaşmak için aşağıdaki prosedürleri uyguladık:

- Seçilen temel performans göstergelerinin derlenmesi, toplanması, doğrulanması ve raporlanması süreçleriyle ilgili temel sistemleri, süreçleri, politikaları ve kontrolleri örneklem bazında analiz edilmiştir.
- Şirketin veri toplama yöntemlerini, kaynak verilerini ve operasyonel süreçlerini değerlendirmek için saha denetimlerinin yapılmıştır (Seçilen saha, Şirketin operasyonları içindeki büyüklüğü ve önemi temel alınarak belirlenmiştir. Prosedürlerimiz, tesis verilerinin toplanması ve birleştirilmesi için kullanılan bilgi sistemlerinin veya bu tesislerdeki kontrollerin test edilmesini içermemektedir.);

- Sürdürülebilirlik performansı, politikaları ve ilgili raporlamadan sorumlu Şirket çalışanlarıyla görüşmeler yapılmıştır;
- Seçilen temel performans göstergelerine ilişkin alınan verilerin doğruluğunu teyit etmek için seçici temel testler yapılmıştır;
- Yönetim ve üst düzey yöneticilere, sürdürülebilirlik konularının belirlenmesi, yönetimi ve raporlanmasıyla ilgili genel yönetim ve iç kontrol ortamı, risk yönetimi hakkında bilgi almak için sorgulamalar yapılmıştır;
- Seçilmiş Bilgilerin hazırlanmasında kullanılan kaynak verileri değerlendirilmesi ve yeniden hesaplama prosedürlerinin uygulanmıştır;
- Raporlanan verilere ilişkin analitik prosedürler uygulanmıştır; ve

Elde ettiğimiz kanıtların, sınırlı güvence sonucumuzun temelini sağlamak için yeterli ve uygun olduğuna inanıyoruz.

Kullanım Kısıtlaması

Bu rapor, sonuç bölümü de dahil olmak üzere, Şirketin Yönetim Kurulu'na, Şirketin Seçilmiş Bilgilerle ilgili performansını ve faaliyetlerini raporlamasına yardımcı olmak amacıyla hazırlanmıştır. Bu raporun, 31 Aralık 2024 tarihinde sona eren yıla ait 2024 Entegre Sürdürülebilirlik Raporu içinde açıklanmasına izin vermekteyiz; ki böylece Yönetim Kurulu, Seçilmiş Bilgilerle ilgili sınırlı güvence raporu hazırlatarak yönetim sorumluluklarını yerine getirdiğini gösterebilecektir. Yasaların izin verdiği en geniş ölçüde, Şirket Yönetim Kurulu ve Şirket dışında hiç kimseye, çalışmalarımız veya bu raporla ilgili olarak, şartların açıkça kararlaştırıldığı ve önceden yazılı onayımız alındığı durumlar hariç, sorumluluk kabul etmemekteyiz veya üstlenmemekteyiz.

**RSM Turkey Uluslararası Bağımsız Denetim Anonim Şirketi
Member of RSM International****Özgür ÇEKİL
Partner**

Istanbul, 2 Eylül 2025

Reporting Principles

Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. Reporting Principles

These reporting principles (the “Reporting Principles”) describe the data preparation processes and reporting methodologies applied to indicators covered under the limited assurance scope of Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş.’s (the “Company”) Sanipak Integrated Sustainability Report 2024 (the “Integrated Sustainability Report 2024”).

The indicators within scope comprise selected social indicators (Educational Programs/Trainings, Equal Opportunity, and Occupational Health and Safety) and environmental indicators (Production, Water, Waste Management, Energy). Responsibility for establishing and maintaining appropriate systems, processes, and internal controls to ensure that the indicators are prepared, in all material respects, in accordance with these Reporting Principles rests with the Company’s management. The information covered by these principles relates to the financial year ended 31 December 2024 and includes the Company’s operations in Türkiye and abroad (Morocco), as further defined in the section “Key Definitions, Scope of Reporting, and Preparation of the Data”.

The Reporting Principles apply to Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. (whose commercial name in 2024 was Eczacıbaşı Tüketim Ürünleri A.Ş.) and its Jeer (Morocco) and Maroc (Morocco) facilities.

The indicators “Share of women in employment,” “share of women among new recruits,” and “share of women in management positions” refer exclusively to white-collar employees at the Company’s locations in Türkiye.

The indicator “Training Hours per Employee” covers white-collar employees at the Company’s Türkiye locations only. Training data related to operations in Morocco has not been included in the calculation.

Key Definitions, Scope of Reporting, and Preparation of the Data

For this report, the Company makes the following definitions:

KPI	Indicator	Definition	Formula
Waste Management	Share of recycled waste (%)	In the reporting period, it refers to the ratio of waste recovered and recycled by the Company, relative to the total amount of waste, followed by the waste declarations made to the State.	Total amount of recycled waste / Total amount of waste
Waste Management	Total waste disposed (ton)	In the reporting period, it refers to the amount of waste disposed of by the Company, as tracked through waste declarations and reported to the Government.	Total amount of waste disposed
Waste Management	Total recycled waste (ton)	In the reporting period, it refers to the amount of waste recycled and recovered by the Company, as tracked through waste declarations and reported to the Government.	Total amount of recycled waste
Waste Management	Total waste Amount (ton)	In the reporting period, it refers to the total amount of waste disposed of and recovered by the Company.	Total waste amount
Education	Training hours per employee (#)	In the reporting period, it refers to the ratio of total training hours attended by Company employees to the average number of employees annually, which is monitored through the Human Resources training tracking platform of Eczacıbaşı. It covers data on white-collar employees working in Türkiye.	Total training hours / Average number of employees per year

KPI	Indicator	Definition	Formula
Energy	Total energy use (MWh)	In the reporting period, it refers to the total amount of energy use by the Company, which is monitored monthly and invoiced by the service provider institutions. Energy use data includes electricity, natural gas, diesel, fuel oil, LPG, and steam.	Total electricity + natural gas + diesel + LPG / LNG + steam
Energy	Share of own-generated renewable electricity (%)	In the reporting year, it represents the percentage share of renewable electricity generated by the organization's own facilities within the total electricity use.	Total renewable electricity produced from own resources / Total electricity use
Energy	Share of renewable electricity consumed (%)	In the reporting period, it represents the percentage share of renewable electricity generated and purchased within the total electricity use.	Total renewable electricity produced from own resources + purchased renewable electricity / Total electricity use
Energy	Energy intensity (MWh/ton)	It represents the ratio of the Company's total energy use at its production facilities to its total production volume (in tons) during the reporting period. It covers the Company's paper production processes in Türkiye.	Total energy use (MWh) / Total production volume (ton)
Energy	Ratio of electricity produced by our own renewable energy plants in Türkiye relative to total electricity use (%)	In the reporting period, it indicates the percentage share of electricity generated by the Company's own renewable energy plants in Türkiye within the total electricity use in Türkiye.	Total renewable electricity generated from domestic sources in Türkiye / Total electricity use in Türkiye
Energy	Share of renewable electricity used in Türkiye (%)	In the reporting period, this indicator refers to the percentage share of renewable electricity generated and procured by the Company in Türkiye relative to total electricity use in Türkiye.	(Electricity generated from own renewable sources in Türkiye + Renewable electricity purchased in Türkiye) / Total electricity use in Türkiye

KPI	Indicator	Definition	Formula
Equal Opportunity	Women among new recruits (%)	In the reporting period, it refers to the ratio of women to the total number of employees hired by the Company and reported to the Social Security Institution through the Employment Declaration. It covers data on white-collar employees working in Türkiye.	Number of women in recruitment / Total number of employees recruited
Equal Opportunity	Total share of women professionals (%)	In the reporting period, it refers to the ratio of women to total employee numbers, who were monitored through the Eczacıbaşı Human Resources data platform and who were reported to the Social Security Institution. It covers data on white-collar employees working in Türkiye.	Number of women employees / Total number of employees
Equal Opportunity	Women in management positions (%)	In the reporting period, the ratio of the number of women employees at the managerial levels of the Company, including Manager, Director, Senior Management managers, to the Total Number of Employees. It covers data on white-collar employees working in Türkiye.	Number of women in management positions / Total number of employees in management positions
Occupational Health and Safety	Lost Time Incident Rate (LTIR)	In the reporting period, it refers to the frequency of work-related injuries that result in the employee being unable to work for a full calendar day or more following the incident.	(Lost Time Incident Quantity x 200,000) / Total Manhours
Occupational Health and Safety	Total Recordable Incident Rate (TRIR)	In the reporting period, it refers to the total of all incidents resulting in Fatal Incident, Lost Time Injury (LTI), Medical Treatment Injury (MTI), Occupational Illness (Confirmed) (OOI), and Restricted Work Injury (RWI).	(Total Recordable Incident Quantity x 200,000) / Total Manhours
Water	Total Water Withdrawal (thousand m ³)	During the reporting period, it refers to the total amount of municipal water drawn, as tracked by invoices received from service provider institutions, along with the amounts of groundwater, surface water, and rainwater drawn, as tracked by meters.	Total municipal water withdrawal + total groundwater withdrawal + total surface water withdrawal + total rainwater withdrawal
Water	Water intensity (m ³ /ton)	In the reporting period, it represents the ratio of the total water withdrawal at the Company's production facilities to the total production volume (in tons). It covers paper production processes in Türkiye.	Total water withdrawal (m ³) / Total production volume (ton)
Production	Production Amount (ton)	In the reporting period, it refers to the total production volume carried out by the company.	Total production quantity

Indicators

The data for 2024 are as follows:

Indicator	Data
Production amount (ton)	285,283
Total energy use (MWh)	667,490
Share of own-generated renewable electricity (%)	1%
Share of own-generated renewable electricity in Türkiye (%)	1%
Share of renewable electricity consumed (%)	92%
Share of renewable electricity consumed in Türkiye (%)	100%
Total waste amount (ton)	9,847
Share of recycled waste (%)	96%
Share of Recycled Waste at the Yalova Tissue Paper Production Facility (%)	97.6%
Share of Recycled Waste at the Manisa Tissue Paper Production Facility (%)	96.5%
Share of Recycled Waste at the Gebze Baby and Personal Care Products Manufacturing Facility (%)	90.4%
Share of Recycled Waste at the Gebze Chemical Products Production Facility (%)	86.2%
Share of Recycled Waste at the Gebze Warehouse (%)	100%
Share of Recycled Waste at the Kavacık Head Office (%)	100%
Share of Recycled Waste at ECP Maroc (%)	91%
Share of Recycled Waste at Jeesr Industries (%)	88.1%
Total waste disposed (ton)	397
Total recycled waste (ton)	9,450
Total Water Withdrawal (thousand m ³)	1,926
Energy intensity (MWh/ton)	2.72
Water intensity (m ³ /ton)	8.08
Lost time incident rate (LTIR)	1.27
Total recordable incident rate (TRIR)	1.76
Women among new recruits (%)	56%
Share of women professionals (%)	43%
Women in management positions (%)	39%
Training hours per employee (#)	37

Info

GRI 2-3, GRI 2-4

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In this report, unless otherwise specified, the terms “Sanipak,” “Company,” “we,” and “our” refer to Sanipak Sağlıklı Yaşam Ürünleri Sanayi ve Ticaret A.Ş. and its affiliated companies.

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