

2024 Sustainability Report

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This report is a sustainability report fully compliant with the GRI Universal Standards 2021, which details the impact and contributions of Şölen Chocolate Food Industry Inc.'s 2024 operations at its headquarters, Gaziantep, and Silivri factories on people, society,

the environment, and nature, as well as the climate-related risks the company may face. The report includes information and sections intended to prepare for future reporting under TSRS and Integrated Reporting standards.

INTRODUCTION

Message from the Chairman

Message from the CEO

MESSAGE FROM THE CHAIRMAN

Dear Stakeholders,

Founded in 1989, Şölen has today transformed into a global value creation model centered on trust, quality, and accessibility in the food and snack sector. Our products not only offer great taste but also find a place in the daily lives of millions of people as trusted experiences. On this journey, while drawing strength from our roots, we adopt the creation of value with a long-term sense of responsibility as a fundamental principle across all the geographies where we operate. For Şölen, sustainable growth also means creating lasting value in the lands where it was born. Our ongoing investments in Türkiye create a broad sphere of impact, ranging from strengthening our production infrastructure to increasing technology and efficiency, and from supporting qualified employment to developing local ecosystems. As the Board of Directors, we consider our company's long-term success in tandem with our country's economic and social development, and we view the creation of employment and the enhancement of local added value as among our strategic responsibilities.

Looking back, 2024 represents a milestone where Şölen approached sustainability not merely as a goal, but as an integral component of its corporate governance approach. The structural transformation facing the food and snack sector on a global scale necessitates a more holistic perspective on issues such as the efficient use of resources, supply chain resilience, food safety, and the increasing sensitivity of societal expectations. As the Board of Directors, we evaluate this transformation beyond its risks, viewing it as a strategic area of opportunity that supports long-term value creation.

At Şölen, we define growth as a multidimensional value creation process that is not limited solely to financial indicators but must be considered together with its environmental and social impacts. The investments we maintain and the employment we create in Türkiye are tangible reflections of this approach. The protection of natural resources, climate action, responsible production, and circular economy principles constitute the fundamental building blocks of our decision-making processes. This approach shapes not only our company's current performance but also the corporate legacy we will leave for future generations.

As Şölen, we believe that sustainable growth is a holistic approach that guides not only the needs of today but also the value chains of the future. With this understanding, we treat transparency, traceability, and responsible sourcing practices as natural parts of our way of doing business, and we consider building a strong and resilient supply chain among our strategic priorities. We evaluate the transformation shaped within the framework of the European Union Green Deal as a significant area of development that strengthens our sustainability journey on a global scale, supports our position in export markets, and makes the added value we create in Turkiye more visible. At the heart of this transformation lies our human capital. Creating a safe, inclusive, and development-oriented working environment is not just an ethical responsibility, but also an indispensable condition for sustainable success. The competence, dedication, and corporate culture of the Şölen Family, united around shared values, form the foundation of our company's stability and reputation on a global scale.

The employment we create across Turkiye and the investments we make in the development of our employees are the strongest indicators of this understanding.

For us, sustainability signifies a corporate stance that guides our decision-making processes, going far beyond a periodic reporting approach. Our **"Protect - Respect - Empower and Inspire"** approach continues to be our strategic compass across a broad sphere of influence, extending from environmental responsibility to social contribution, and from our employees to our stakeholders.

In the coming period, with the aim of collectively expanding trust, quality, and sustainability in the food and snack sector, we will continue to develop our value chain—extending from Türkiye to the world—with a deep sense of responsibility. While contributing to economic growth, employment, and social prosperity through our investments in our country, we will resolutely maintain our vision of being a competitive, responsible, and resilient company on a global scale. I extend my most sincere thanks to all our employees, business partners, and stakeholders who have contributed to this journey.

İsmail ÇOBAN
Chairman of the Board of Directors

> *For us,* ***sustainability*** *is not merely a reporting process; it is* ***the very essence of how we conduct our business*** *and our understanding of* ***our responsibility towards the future.***



MESSAGE FROM THE CEO

2024 was a storm of the year with events that shifted the agenda daily; it was also a significant threshold as we completed the first quarter of the 21st century. We are passing through a period where uncertainty has become permanent, and economic, social, and geopolitical developments are occurring simultaneously and at a rapid pace, both in our country and globally. At the point we have reached today, it is possible to say that there is hardly an unexperienced scenario left.

The most critical factor distinguishing this period is that most of the risks we face are taking shape in areas that individuals or institutions cannot directly influence. Geopolitical tensions, political fractures, macroeconomic fluctuations, and the transformations in global trade are testing the resilience of companies while simultaneously creating dynamics that both challenge and compel them to rethink. In such an environment, the strongest way to remain resilient, adapt, and prepare for the future is to avoid compromising on values while adapting to changing conditions.

At Şölen, we believe that **trust** is the foundation of sustainable success and long-term growth. Being a brand of trust is built not only through product quality but also through financial robustness, transparency, a sense of responsibility, and consistent relationships established with our stakeholders. Therefore, we view our sustainability approach as one of the most fundamental elements of building trust.

Over the past period, managing global and local economic uncertainties, fluctuations in raw material costs, and risks in our operating markets have been among our most significant tests. In this new order reshaped by digitalization, geopolitical competition, and trade wars, it has become more critical than ever for companies to possess rational, flexible, and resilience-based strategies.

We believe there are three main pillars to emerging stronger from this volatile environment.

First, **preserving our financial robustness** and having a game plan prepared for every scenario.

Second, managing the supply networks that feed our production within **a strong, sustainable, and resilient structure.** And third, instill trust in our business partners, stakeholders, our industry, and the ecosystem we are part of, and mutually grow this trust.

With this understanding, we have taken significant steps and continue to do so. Thanks to the new phase we will bring to life with a 100 million Euro investment in our production facility in Gaziantep, we are significantly increasing our production capacity while taking pride in the fact that we will create additional employment in our country. Simultaneously, we have been investing in renewable energy since 2024. Currently, with the 12 MW Solar Power Plant commissioned on the roof of our Gaziantep factory, we meet approximately 10% of our electricity needs from renewable sources.

In this new order where the world is rapidly transforming, the impacts of climate change are felt more distinctly, data-driven business models come to the fore, and supply chains demand higher transparency and compliance, we do not see our responsibility as merely meeting today's expectations. We aim to build a structure capable of simultaneously responding to the economic, environmental, and social necessities of the future. 2025 has been a year in which we placed our sustainability vision more firmly at the center of our business and took tangible, measurable steps in this transformation journey.

Within the scope of our sustainability model, which we have readdressed with the **"Protect – Respect – Empower – Inspire"** approach, we manage all our processes from a holistic perspective—from resource efficiency to low-carbon production, from ethical and transparent business practices to employee experience and social benefit. We resolutely continue to align all our ways of doing business, from production to procurement, and from R&D to corporate culture, with ESG principles.

Combating climate change is one of the fundamental elements of our sustainability strategy. While achieving significant savings over the past two years through our energy efficiency projects, we have established a strong infrastructure toward creating our Emissions Roadmap in 2025 by calculating our greenhouse gas emissions in accordance with international standards. Through our efforts regarding Scope 3 emissions, we aim to increase our capacity to manage our climate impacts across our entire value chain.

We have also strengthened our digitalization focus during this transformation process. Our smart warehouse systems, robotic automation applications,

AI-supported expense management, RPA, and advanced workflow platforms play a critical role not only in efficiency but also in terms of traceability, transparency, and resource management. The 306-ton improvement we achieved in packaging and plastic use in 2024 stands as a tangible indicator of our sustainable product development goals.

Through our compliance efforts with the European Union Deforestation Regulation (EUDR), the Carbon Border Adjustment Mechanism (CBAM), and other global regulations, we are transforming our supply chain into a more responsible, transparent, and resilient structure. By 2026, we aim to align all our processes, particularly our critical raw materials, with international sustainability commitments.

At the center of all this transformation lies our human capital. We believe that building an inclusive and egalitarian corporate culture is an indispensable element of our long-term success. We continue to increase female employment, invest in young talent, and implement practices that support the physical, mental, and social well-being of our employees.

This report, while transparently presenting our approach, commitments, and progress in the field of sustainability as Şölen, is also a clear indicator of our determination to strengthen the relationship of trust between us and our stakeholders.

All the progress achieved on this journey has been made possible by the dedication of the Şölen family, the contributions of our business partners, and the trust our stakeholders place in us. By building our future-oriented strategies on this trust, we will resolutely continue to advance our sustainable growth journey.
We will continue to co-create, transform, and inspire for a better future.

Erdoğan ÇOBAN
Chief Executive Officer / CEO

> *We are steering* ***our long-term growth*** *through decisions that* ***reduce our environmental impact, enhance social benefits,*** *and* ***ensure economic sustainability.***



Erdoğan ÇOBAN | Chief Executive Officer / CEO

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OVERVIEW OF ŞÖLEN

We embarked on our journey in Gaziantep in 1989 as an initiative of the Çoban family, backed by 100% Turkish capital.

Since that day, we have continued to create value in the chocolate and snack category, taking pride in being one of Türkiye's leading brands.

Today, we operate across a total production area of 210,000 square meters with an annual production capacity of 140,000 tons. Ranking among the top three players in the Turkish market, we are strengthening our market position with each passing day.

The Şölen family delivers its products to more than 120 countries, proudly representing Türkiye's brand value across the globe. Being consistently listed among the highest exporting companies in our sector according to the Turkish Exporters Assembly (TİM) data since 2010 stands as one of the most significant achievements of this journey.

We maintain a steadfast focus on efficiency, digitalization, and sustainable growth in our production processes, contributing not only to our own corporate development but also to the broader transformation of the Turkish industry.

In 2024, we further consolidated our success.

Becoming the export champion in our sector according to the Turkish Exporters Assembly data.



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PRODUCTS AND PRODUCTION

As Şölen, drawing on our deep-rooted experience in the food sector, we offer a comprehensive product portfolio.

We reach millions of consumers with our chocolate and chocolate-based products, wafers, cakes, biscuits, Turkish delight, confectionery, and gifting and treat products. We cater to diverse palates with our brands such as Biscolata, Boombastic, Chocodans, Ozmo, Luppo, Nutymax, Greta, Milango, and our range of treats.

We meticulously select the raw materials we use in our production. We source cocoa from the fertile lands of West Africa (Ivory Coast, Ghana) and South America, and hazelnuts from the bountiful provinces of the Black Sea region (Ordu, Giresun, Trabzon). We procure our palm oil from RSPO* certified producers originating in Malaysia and Indonesia, while we supply basic inputs such as sugar, flour, and milk powder from local suppliers across various regions of Türkiye.

Through this approach, we integrate global raw materials with responsible sourcing principles, simultaneously ensuring quality, safety, and sustainability throughout our production processes.

** RSPO (Roundtable on Sustainable Palm Oil) is an international certification system that ensures environmentally and socially responsible palm oil production.*

"We were awarded 'Professional Excellence,' the most prestigious award in the European confectionery sector, presented by the European Candy Kettle Club."





VALUE CHAIN

As Şölen, we view our value chain as a holistic structure that begins with the responsible sourcing of raw materials, ensures our products comply with strict food safety procedures, and simultaneously offers consumers both ethics and quality.

We produce our essential raw materials—ranging from cocoa and sugar to wheat flour, vegetable oils, and oilseeds—as well as our packaging materials such as cardboard, plastic, and aluminum foil, from reliable suppliers. We transport these raw materials to our facilities with the support of our logistics business partners.

We carefully process these raw materials at our modern facilities in Gaziantep and Istanbul, and meticulously manage our storage, production, and packaging processes. Through our quality control and quality assurance practices, we ensure the safety of our products at every stage. Through our R&D activities, we develop innovative products that support balanced nutrition, while simultaneously rendering our production sustainable through practices that enhance energy and water efficiency.

Thanks to the rooftop solar energy systems located at our Gaziantep production facility, we generate our own renewable energy, thereby strengthening the sustainability of our production processes in this regard.

We bring our products to consumers through our distributors, national and international supermarket chains, our export network spanning more than 120 countries, and Şölen Boutique. Thus, we reach our consumers by observing quality, safety, and sustainability at every link of our value chain.

Şölen Value Chain

Production

Production of Şölen products across facilities located in Istanbul and Gaziantep, with a workforce of over 3,000 employees

A production center equipped with Industry 4.0 technology

An annual production capacity of 140,000 tons

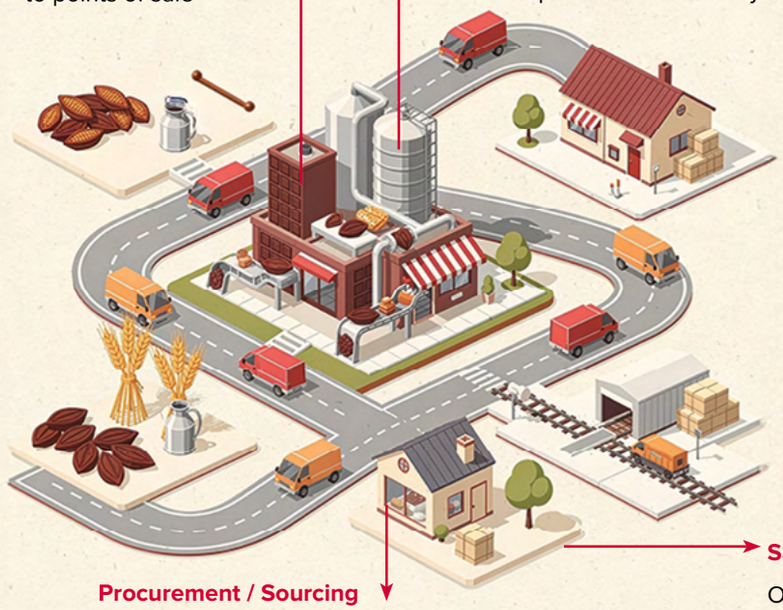
1 patented product, 10 utility model applications, 13 European patent applications, 20 international patent applications, and 35 national patent applications

A smart warehouse center with a height of 36 meters, equivalent to a 12-story building

Logistics

Raw material shipment

Distribution of products to points of sale



Procurement / Sourcing

Raw material sources from national and international sources

Cocoa sourced from West African countries (Ivory Coast, Ghana) and South America

Hazelnuts procured from the Ordu, Giresun, and Trabzon provinces in the Black Sea region of Türkiye

Palm oil sourced from RSPO-certified producers of Malaysian and Indonesian origin, in accordance with sustainable agriculture principles

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Sales and Marketing

Over 200 product varieties

Exports to more than 120 countries, spanning from the Maldives to Belgium, and from Belgium to the United States

GOVERNANCE STRUCTURE AND SENIOR LEADERSHIP

As Şölen, we carry forward the strong legacy of being a 100% domestically owned and independent family company into the future. With our organizational structure, that features a high level of interdisciplinary representation, we manage our business in a more inclusive and effective manner.

In 2010, we took a significant step and implemented the separation of the Board of Directors and the Executive Board. In doing so, we have increased transparency in our decision-making processes while simultaneously placing accountability on a much stronger foundation. Through our Board of Directors, we aimed to determine our company's long-term strategies, guide our sustainability targets, and safeguard our corporate values. Meanwhile, as we bring these strategies to life through our Executive Board, we maintain a clear, accountable, and effective distribution of duties with the Board of Directors.



İsmail Çoban
Chairman of the Board of Directors

Elif Çoban
Board Member

Ali Çoban
Vice Chair of the Board of Directors

Mehmet Çoban
Member of the Board of Directors

Erdoğan Çoban
Chairman of the Executive Board / CEO,

Ahmet Levent Yüksel
Member of the Board of Directors

Zeynep Yalım Uzun
Member of the Board of Directors

For the current members of the Board of Directors, please visit our website at ***https://www.solen.com.tr***

COMMITTEES AND THEIR RESPONSIBILITIES

Through our committees, which report to the board of directors, we support our company's performance in the areas of transparency, accountability, and sustainability.

The Audit Committee oversees internal controls, risk management, and the accuracy of financial reporting.

The Investment Committee evaluates and prioritizes strategic investments.

The Digital Transformation Committee manages information systems, digital projects, and cybersecurity processes.

The Sustainability Committee supports the tracking of ESG targets, the development of projects, and stakeholder communication.

The Risk Committee manages strategic, operational, financial, and legal risks.

The Disciplinary Board ensures compliance with ethical standards and company procedures.

The Ethics and Compliance Committee is responsible for evaluating ethical violations, implementing compliance policies, and raising awareness.

The Strategy, Business Development, and Transformation Committee guides new business opportunities and transformation projects in line with the long-term vision.

RISK MANAGEMENT

As Şölen, we view risk management as a fundamental element of our corporate governance; we focus on sustainability and long-term value creation.

Through the risk committee we established in 2023, we address risks in a holistic and systematic manner.

Through our committee, which consists of 3 board members and the audit director, we undertake the management of our company's operational, financial, environmental, and information security risks.

We build our risk management process upon mechanisms of early detection, monitoring, and taking precautionary measures. We conduct risk analyses for all our assets, identify potential threats, and prioritize them based on their probability and impact. For high-level risks, we implement strategies of mitigation, transfer, acceptance, or avoidance. Furthermore, we do not merely mitigate threats; we also transform opportunities arising from technological innovations, legal regulations, and environmental and social developments into initiatives that add value to the organization.

We manage supply chain risks through our supplier evaluation processes; environmental and OHS (Occupational Health and Safety) risks through regular field inspections, regulatory compliance, and training; and information security risks through controls within the scope of our Information Security Management System. Additionally, through our insurance policies, we provide supplementary assurance against operational and financial risks.

Across all our management levels, we bear the responsibility of identifying risks and transforming them into actions. With our Risk Committee, we regularly review these processes and report them to the Board of Directors, thereby offering a transparent, systematic, and reliable risk management structure for our stakeholders.

We have indicated the prioritization ranking for each risk in the matrix and the table. We regularly review our risk matrix on a quarterly basis to reflect on the results of this study.



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Financial Resilience and Investments

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Financial Resilience and Investments

We manage our sustainable growth by integrating our capacity for economic value creation with our environmental and social responsibilities. In our investment decisions, alongside financial returns, we also take into account the impacts of climate change, energy efficiency, and employment.

By commissioning our rooftop Solar Power Plant (SPP) system in Gaziantep in 2024, which meets approximately 10% of our electricity needs, we have reduced both our costs and our electricity-related emissions.

The primary contributions that our Gaziantep production facility will generate in 2024:

- **500 new jobs**
- **100-million-euro investment**
- **90,000 m² of production space**
- **With our investment in Gaziantep, we aim to increase our production capacity by 50%.**

Within the framework of our export-oriented structure, we plan to establish production facilities abroad; thereby, we aim to increase our competitiveness in global markets while continuing to contribute to the national economy.

In 2024, we became the export champion in our sector in Türkiye.

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SUSTAINABILITY APPROACH AND STRATEGY



At Şölen, we manage sustainability through an integrated structure that reports directly to senior management.

Through our Sustainability Committee, we regularly review our sustainability policies and commitments, ensuring their alignment with corporate strategies. We assume a guiding role across the company in the areas of climate transition planning, resource efficiency, ESG risk and opportunity management, sustainable supply chains, and sustainable finance. We contribute to the evaluation of R&D priorities, budget preparations, and major investment decisions from a sustainability perspective; and we regularly report performance results, stakeholder feedback, and critical sustainability developments to the Board of Directors.

Sustainability Sub-committees

Through the sub-committees we have established with the authorization of our Sustainability Committee, we are working to contribute to the creation of long-term value in ESG areas.

We have three main sub-committees.

01 A Şölen Member Who Protects Nature

02 A Şölen Member Who Respects People and the Future

03 A Şölen Member Who Contributes to Society

We establish our sub-committees with the participation of R&D, marketing, supply chain, finance, the Human Values Department, quality, occupational health and safety (OHS), corporate communications, and all relevant employees. We do not impose any restrictions on the number of members; our goal is to enhance representation that will contribute to our sustainability vision.

We convene with our sub-committees on a regular basis at least quarterly, and we hold ad-hoc meetings with specific agendas as needed. We deem the attendance of one-third of the members sufficient for a meeting quorum, and we make our decisions by majority vote.

Committee Chair / Vice Chair	• Follows up on the decisions made within the committee and working groups • Prepares the necessary research and information briefs for meeting agendas. • Ensures the flow of information by systematically archiving meeting notes and reports.
Committee Secretary	• Follows up on the decisions taken. • Prepares meeting agendas and information briefs. • Ensures information flow by archiving notes and reports.
Working Groups Coordinator	• Manages working group meetings and plans the division of labor. • Coordinates the flow of information across departments. • Reports decisions and action items to the committee. • Ensures the group progresses in alignment with the set targets.
Committee Members	• Contribute to sustainability goals and develop practices within their respective areas of expertise. • Attend meetings and manage departmental data and reporting processes. • Support working groups and contribute to continuous improvement through their feedback.

Responsibilities of the Sub-committees

Through our subcommittees, we support the implementation of our sustainability strategy on the ground and carry out our work in five key areas.

Strategic Governance	Performance Monitoring	Operational Process and Risk Management	Reporting and Audit	Stakeholder Engagement
Monitors the implementation of policies and propose actions. Collects and reports data within the scope of the climate transition plan.	Evaluates progress toward corporate targets. Reviews supplier and value chain performance.	Identifies ESG risks and develops mitigation proposals. Supports energy, water, waste, and carbon management practices.	Provides the necessary data for the sustainability report. Contributes to internal and external audit processes	Monitors sustainability trends and provides insights for the company. Supports value chain and NGO collaborations

Our Sustainability Governance Structure



OUR MATERIALITY APPROACH

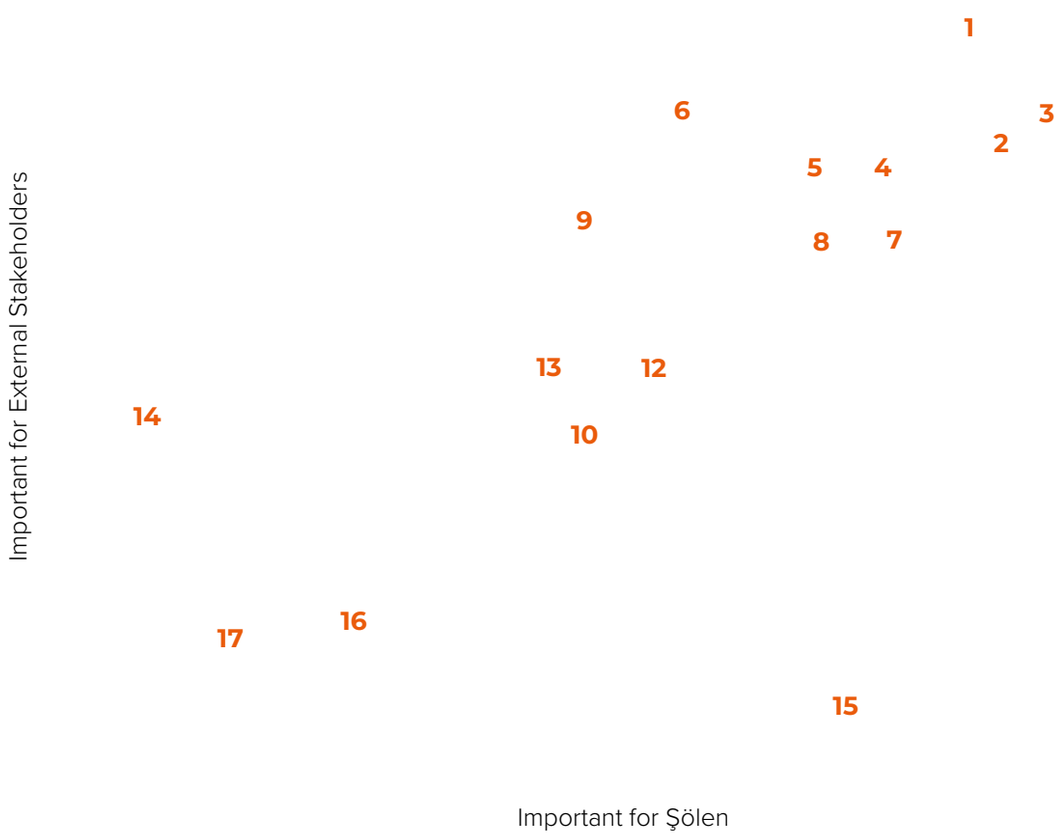
While establishing our sustainability strategy, we address the impacts of our operations on the environment and society, alongside the potential reflections of sustainability issues on our company, within a holistic framework. We re-evaluated our materiality assessment—initially conducted in 2023—this year and executed the process along two axes: impact materiality and climate-related financial materiality. Thus, while fulfilling the GRI 2021 requirements, we analyzed the financial impacts of climate risks and opportunities as part of our TSRS preparations.

Within the scope of impact materiality, while updating our list of material topics, we examined the global trends and best practices of our industry; we analyzed the priorities of global and local companies similar to Şölen. Furthermore, by reviewing current international standards, EU regulations, and sustainability trends, we determined our draft material topics in alignment with Şölen's current vision, operational structure, and value chain. We evaluated these topics through surveys and one-on-one interviews conducted with internal and external stakeholders. We consolidated the results under the themes of **"Protect – Respect – Empower – Inspire"** and had all outputs approved by the Sustainability Committee.

On the financial materiality side, we focused solely on climate-related risks this year. In accordance with TSRS 2, we analyzed our value chain—extending from procurement to production, and from logistics to sales—and identified potential climate risks by taking into consideration the relevant TSRS Industry Guidance (Agricultural Products, Meat & Dairy, Processed Foods, Containers & Packaging). Through a workshop attended by the procurement, financial affairs, engineering, logistics, sustainability, and finance teams, we established our risk pool and completed the likelihood, impact, and severity scoring of the risks.

Next year, in addition to the financialization of climate risks, we aim to conduct a comprehensive financial materiality analysis encompassing all sustainability risks.

Matrix of Priority Sustainability Topics



High Priority !!!

1. Climate Action
2. Respect for Human Rights
3. Water Management
4. Employee Engagement
5. Ethics and Transparency
6. Women's Empowerment in Society
7. Sustainable Supply Chain
8. Digitalization

Medium Priority !!

9. Diversity, Inclusion, and Equal Opportunity
10. Plastic and Packaging Waste
11. Consumer Well-being and Healthy Products
12. Fair Compensation
13. Waste Management and Industrial Waste

Priority !

14. Biodiversity and Deforestation
15. Occupational Health and Safety (OHS)
16. Community Development
17. Contribution to Local Employment

STRATEGIC FOCUS AREAS AND ROADMAP

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Material Topic	Target	KPI	Action	SKA Sub-Objective	Actual vs. 2023
Sustainable Supply Chain	Establishment and auditing of the Supplier Code of Conduct	Biennial supplier reporting and verification of ESG compliance	Establishment of a supplier evaluation system	8.8.1 12.1.1 12.7.1	We evaluated the sustainability requirements of our suppliers through a detailed prioritization analysis, identifying high- and medium-risk supplier groups. By 2026, we plan to establish a sustainability survey framework for our critical suppliers
	Full compliance with BRC and IFS standards	Achieving AA+ and High-Level grades	Execution of certification processes.		We achieved the highest scores in BRC and IFS certifications during the 2024 audits. Compared to 2023, we made significant improvements in our process control, hygiene management, and quality assurance practices.
	Monitoring of human rights and child labor risks	Regular monitoring of risks until 2030	Establishment of an independent audit mechanism.		We established the Respect for People and the Future Committee (İnsana ve Geleceğe Saygı Komitesi) and created our tracking model for the periodic monitoring of child labor and human rights risks. We put forward a more systematic structure compared to 2023.
	Manufacturing products destined for European sales within the scope of EUDR using RA (Rainforest Alliance) certified raw materials	Ensuring 100% RA certification for cocoa purchased under the EUDR scope	Conducting supplier interviews and applying selection criteria.		We re-evaluated our cocoa supplier lists and completed the cost analyses of EUDR and RA-certified supply models. We finalized our transition plan to an EU-centric supply structure starting from 2026.
	Deforestation and land management strategy	—	Determination of strategy, policy, and targets.		We established our EUDR preparation team and began drafting internal policies for the prevention of deforestation. Compared to 2023, we accelerated our preparation process regarding traceability and risk management infrastructure.
Waste Management and Industrial Waste	Transition to a Zero Scrap/Loss approach	Maintaining an annual production loss rate of 4.75% or below for 2024	Conducting monthly line and product-based loss analyses.	12.2.1 12.3.1 12.5.1	We conduct production loss analyses regularly, and compared to 2023, we are executing line-based root cause analyses more systematically. We are continuously improving the Operational Excellence department.
	Valorization of food waste	Directing 95% of it to authorized organizations	Expansion of the recycling policy.		In 2024, we reported 4,772.74 tons of non-edible organic waste. We streamlined our reporting system compared to 2023. By strengthening data quality, we established a solid baseline for annual comparisons.
	Transition to sustainable packaging	Ensuring 90% of packaging is reusable, recyclable, or compostable by 2035	Reducing plastic use and transitioning to recycled plastic content.		We achieve recyclability rates of 99% in the transport carton product group, 97% in the box group, 100% in the separator group, and 82% in the flexible packaging group.
	Reduction of plastic consumption per ton	20% reduction by 2030	Implementation of lightweight and recyclable packaging designs.		Through R&D efforts at our factories, we achieved a total plastic reduction of 306 tons in 2024.

Material Topic	Target	KPI	Action	SKA Sub-Objective	Actual vs. 2023
Climate Action	Transition to low-emission production	Achieving national industry averages for Scope 1 and 2 emissions in terms of per-ton production intensity	Calculation and verification of emissions.	7.2.1 7.3.1 13.2.1	Due to increasing production capacity, we evaluated that setting intensity-based targets is more realistic than absolute reduction targets. We updated our 2023 calculations and established the baseline for the new target model.
	Establishment of SBTi-aligned targets	SBTi-approved target	Implementation of Scope 1 and 2 emission reduction plans.		We reviewed sectoral expectations and customer demands; although we conducted comprehensive methodological studies compared to 2023, we did not prioritize SBTi alignment in the short term.
	Net Zero target	Net Zero by 2050	Decarbonization Roadmap.		We updated our 2023 and 2024 emission calculations and prepared for verification. We plan to conduct verification in accordance with international standards in 2026.
	Collaboration with global organizations	-	Becoming a member of Chapter Zero.		As part of our objective to join global organizations, we became a corporate member of BCSD Türkiye (SKD Türkiye). We also aim to become a member of the UNGC by the end of 2026.
	Water footprint	Analysis and third-party verification by 2026	Formation of water footprint working groups.		We determined the scope of the water footprint analyses and formed our team. Compared to 2023, we materialized our methodological preparations.
	Obtaining Fair Trade certification for specific product groups	-	Collection of product demands from sales departments by 2026.		We updated our 2023 and 2024 emission calculations and prepared for verification. We plan to conduct verification in accordance with international standards in 2026.
Digitalization	Measurement of digital maturity level	Establishment of a scoring system	Departmental interviews.	8.2.1 - 9.1.1 - 9.4.1 - 12.6.1	We updated our 2023 and 2024 emission calculations and prepared for verification. We plan to conduct verification in accordance with international standards in 2026.
	Establishment of a 5-year macro digital strategy	-	Need analysis and evaluation studies.		We completed interviews with all departments, made the digital maturity assessment more comprehensive compared to 2023, and established the initial scoring framework for the entire company.
Human Values	Increasing the ratio of white-collar female employees	5% and above by 2030	Prioritizing female candidates.	5.5.2 5.1.1. 8.5.1.	Compared to 2023, we expanded the female candidate pool and strengthened practices aimed at increasing female representation in recruitment processes.
	Increasing the ratio of total female employees	10% increase by 2030	Prioritizing female candidates		We improved position-based planning and candidate tracking processes to increase the female employee ratio compared to 2023.
	Reducing turnover rates	Reduction to 20% and below	Positive Human Values practices.		Compared to 2023, we strengthened employee experience practices and began conducting more detailed analyses regarding the reasons for employee turnover.
Occupational Health and Safety (OHS)	Reducing the frequency of occupational accidents	Achieving an LTIR of 19 in 2025	Raising awareness and improvement.	8.8.1	Compared to 2023, we expanded training and field applications aimed at increasing safety awareness. We made progress in process discipline in line with our LTIR* target.

Incidence Rate of Lost-Time Injuries

SUSTAINABILITY PERFORMANCE

Protect

- Climate Action
- Biodiversity and Deforestation
- Water Management
- Waste Management and Industrial Waste
- Plastic and Packaging Waste

Respect

- Respect for Human Rights
- Fair Compensation
- Ethics and Transparency
- Sustainable Supply Chain

Empower

- Diversity, Inclusion, and Equal Opportunity
- Contributing to Youth Employment
- Employee Experience and Engagement
- Community Development
- Empowering Women in Society
- Occupational Health and Safety

Inspire

- Digital Transformation
- Consumer Well-being and Healthy Products

PROTECT



We are transforming to protect our climate, our resources, and our future.

With our expanded reporting boundaries in 2024, we have transparently disclosed our emissions; we are reducing our carbon intensity through renewable energy and efficiency projects.

Through the **12 MWh Solar Power Plant (SPP)** we established in Gaziantep, we source **10% of our electricity from solar energy** and achieve savings through energy efficiency projects.

From packaging reduction to product carbon footprints, and from scenario analysis to the management of climate risks, we are reshaping all our processes with a focus on “protection.”

“Protect” is our promise to safeguard the continuity of our business and our future, just as much as the environment.

CLIMATE ACTION

In 2023 and 2024, we calculated our Scope 1 and Scope 2 greenhouse gas emissions at our Headquarters, Gaziantep Plant, and Silivri Plant locations.

Greenhouse Gas Emissions (ton CO_2e)	2023	2024
Scope 1	20,811	24,046
Scope 2	37,239	36,748
Total	58,050	60,794

**In 2023, our calculations included only emissions from manufacturing processes and heating. In 2024, however, we expanded our reporting scope to include our Gaziantep plant, resulting in an increase in our total emissions.*

Under Scope 1 emissions, we included fuels used for heating and processes at our facilities, fuel consumption of company vehicles and machinery, and direct fugitive emissions originating from cooling units and fire extinguishers. For Scope 2 emissions, we included the indirect emissions associated with our purchased electricity consumption.

To calculate our Scope 3 emissions, we aim to initiate our infrastructure preparations in 2025.

With the contribution and collaboration of our customers, we have launched our product carbon footprint project. Through this initiative, which we first implemented for our best-selling products, we will strengthen our ability to monitor and manage our Scope 3 emissions and advance our sustainability performance.

Through equipment modernization carried out solely in 2023, we achieved 5.1 million kWh of energy savings, resulting in a cost advantage of approximately 19.5 million TL. In 2024, by replacing the motor of the wastewater treatment aerator machine with a new IE3 efficiency class motor, we achieved an annual energy saving of 8,400 kWh.

With the 12 MWh solar power system installed on the roof of our Gaziantep factory, we are meeting approximately 10% of our electricity consumption from renewable sources as of 2024.

We are also taking climate-friendly steps in the field of packaging. Thanks to the plastic reduction projects we implemented at our Gaziantep and Silivri factories in 2022, we achieved an emission reduction of approximately 2.2 tons of CO_2e.

Furthermore, we hold the ISO 50001 certification in energy management, and we aim to obtain the ISO 14001 certification in environmental management in 2026.

We aim to create an Emissions Roadmap within 2025, and within this scope, we intend to continue our energy and resource efficiency projects, renewable energy investments, and the green transformation of our facilities without interruption.



Recognizing our responsibility to combat climate change, we regularly monitor and reduce our emissions.

MANAGEMENT OF CLIMATE-RELATED RISKS

At Şölen, we systematically address climate-related risks and opportunities through scenario analyses and impact-probability assessments.

In accordance with the TSRS 2 Climate-Related Disclosures standard, we classify risks as transition (policy, market, technology, reputation) and physical (acute, chronic) risks, and we evaluate their impact on our raw material supply, production facilities, logistics, and value chain. Through these analyses, we identify our priority risks and integrate them into our business model.

Within our risk management process, we have created a comprehensive risk universe by considering the impacts on our raw material procurement, production facilities, logistics networks, and value chain. We evaluated each risk factor based on impact, likelihood, and time perspectives; in this process, we defined our time horizons as short-term (1-3 years), medium-term (3-5 years), and long-term (5 years and above). We defined our priority risks within this framework. Furthermore, while determining our risks, we also referenced SASB's Processed Foods industry standard.

- **RCP 4.5→** We projected raw material yield losses and energy cost increases driven by a moderate temperature rise.
- **NZE 2050→** Under the rapid decarbonization scenario, we identified increased cost elements due to carbon pricing and sustainable packaging mandates, as well as an increased demand for low-carbon products.
- **RCP 8.5→** In the high-warming scenario, we assessed the risk of severe disruptions in agricultural production and logistics, along with an increase in energy costs.

Based on the results of our prioritization analysis, our prominent risks include water stress and pricing, carbon pricing mechanisms, climate-induced disruptions in raw material procurement, the necessity of the energy transition, and customer expectations for low-carbon products. Among these prominent risks, we have designated the risks of Increasing Water Stress and Water Pricing, and Carbon Pricing Mechanisms as high priority.



Risk Factor	Thematic Category	Rationale (Summary)	Time Horizon
Difficulties and cost increases in raw material procurement (Specific Raw Material Sourcing)	Physical - Chronic	Shortages or difficulties in sourcing specific raw materials (starch, pectin, lecithin, etc.) and cocoa group products due to climate change.	Medium – Long Term
Difficulties and cost increases in raw material procurement	Physical - Chronic	Shortages or difficulties in sourcing raw materials such as oils, sugar, dairy, flour, glucose, pasteurized eggs, and flavorings due to climate change.	Long Term
Water stress / Water scarcity	Physical - Chronic	Severe risks in water access may arise in the long term; high geographical exposure for the Silivri factory.	Medium – Long Term
Increase in energy and cooling costs	Physical - Chronic	Cooling systems, storage areas, and HVAC infrastructures at production facilities may be affected by rising temperatures, leading to increased energy and cooling costs.	Orta – Uzun Vade
Operational disruptions due to extreme weather events	Physical - Acute	Extreme weather events (heavy snow, floods, storms) can disrupt production, storage, and logistics, causing risks in transport, unplanned downtime, and delayed deliveries.	Medium Term
Raw material and production risks due to biodiversity loss	Physical - Chronic	Factors like deforestation, habitat loss, and chemical pesticide/fertilizer use threaten ecosystems and agriculture, causing biodiversity loss. This leads to production disruptions and cost increases, posing risks to food security and economic stability.	Medium – Long Term
Rising temperatures	Physical - Chronic	Rising global temperatures increase overheating risks in facilities, potentially reducing the efficiency of heat-sensitive processes, degrading product quality, and creating OHS risks. Increased cooling demand raises energy costs. Long-term chronic heat can also cause spoilage and losses in temperature-controlled logistics.	Long Term
Carbon pricing mechanisms	Transition - Policy	Due to energy-intensive production, carbon pricing and emission regulations may create pressure on export competitiveness and costs.	Short – Medium Term
EUDR compliance and audit burden	Transition - Policy	Increasing pressure to comply with sustainable forest management has become critical for the European market.	Short – Medium Term
Shifts in customer behavior (ESG-driven demands)	Transition - Market	Increasing demand for recyclable and low-carbon products may impact on the product portfolio.	Medium Term
Fluctuations in energy costs	Transition - Market	Volatility in fossil fuel prices, electricity costs, and supply insecurity may increase production costs.	Short – Medium Term
Loss of reputation	Transition - Reputation	Poor management of social and environmental risks threatens brand value and export markets.	Short – Medium Term
Financial impacts of transitioning to low-emission technologies	Transition - Technology	Emission reduction regulations and market demands pose a depreciation risk for current energy-intensive equipment, creating a need for investment in low-emission technologies. While this increases short-term capital expenditure, it is inevitable to maintain competitiveness and market access.	Medium – Long Term
Cost increases related to packaging materials	Transition - Policy	Price increases in packaging materials and growing demand for raw materials like recycled PET can constrain material supply and create financial impacts.	Medium – Long Term

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BIODIVERSITY AND DEFORESTATION

At Şölen, we consider monitoring and minimizing the impact of our operations on biodiversity, as well as preventing deforestation, to be our fundamental responsibility.

In our analyses conducted using IBAT (Integrated Biodiversity Assessment Tool) data, although there are no protected areas in the immediate vicinity of our Gaziantep and Silivri locations, we have identified four different Key Biodiversity Areas within a 50 km radius. We take the existence of these areas into consideration and aim to exercise the necessary care to ensure that our operations do not create an adverse impact on these ecosystems.

We are aware that raw materials in our supply chain, such as cocoa, palm oil, and sugar, carry a risk of deforestation on a global scale. Therefore, we continuously improve our sustainable supply chain management; we evaluate our suppliers according to environmental criteria and prioritize the responsible use of raw materials.

We closely follow the requirements introduced by the European Union Deforestation Regulation (EUDR), which entered into force on June 29, 2023, mandating that raw materials such as cocoa and palm oil be sourced exclusively from origins not associated with deforestation. As Şölen, we aim to align our supply chain management with this regulation. In the upcoming period, we aim to enhance our preparations regarding transparency, traceability, and verification mechanisms.

As Şölen, we define responsibly sourced raw materials as those that protect nature, involve no deforestation or illegal practices in their production, and have transparent and traceable origins. In this context, we recognize the procurement of raw materials in compliance with EUDR criteria as one of our company's fundamental sustainability priorities.

We aim to:

- Regularly monitor the direct impacts of our operations,
- Conduct risk analyses using national and international databases,
- Evaluate and develop our suppliers according to sustainability criteria,
- Aligning with initiatives aimed at preventing deforestation,
- Strengthen transparency and traceability in the supply chain by taking EUDR requirements into account.



WATER MANAGEMENT



We aim to calculate our water footprint by 2026

As Şölen, we are highly conscious that water is a critical natural resource. Therefore, we regularly monitor the total water withdrawal, consumption, and discharge volumes at our Gaziantep and Silivri facilities; utilizing the data we obtain, we improve our processes and take steps toward using water more efficiently.

Indicator	Unit	2022	2023	2024
Water Withdrawal	m^3	294,440	313,705	356,926
Net Production Volume	Ton	90,222	104,772	107,626
Water Use per Unit of Production	m^3 / ton of product	3.26	2.99	3.31

We consider water management to be among our priority sustainability topics. Using the WRI Aqueduct methodology and environmental risk analyses, we assess water risks in the regions where our facilities are located, taking parameters such as water stress, groundwater levels, floods, and droughts into consideration.

As a result of our analysis, we have determined that our Gaziantep facility carries a low-medium water risk, whereas our Silivri facility has a high-water risk exposure. We define water stress and water scarcity as critical risk areas, particularly for our Silivri facility.

We manage our water processes not only through internal practices but also in collaboration with our suppliers, customers, and business partners, undergoing regular audits within the scope of certifications such as BRCGS[1], IFS Food[2], RA[3], and RSPO[4].

[1]**BRCGS (Brand Reputation through Compliance Global Standard) →** An international standard that assures food safety and quality management.

[2]**IFS Food (International Featured Standards Food): →** A standard that measures food safety and manufacturer performance for retailers.

[3]***Rainforest Alliance (RA)→*** A certification that supports environmental and social sustainability in agricultural products.

[4]**RSPO *(Roundtable on Sustainable Palm Oil)→*** A global system that guarantees sustainable palm oil production and its supply chain.

WASTE MANAGEMENT AND INDUSTRIAL WASTE

At Şölen, we base our waste management on the principle of conserving natural resources and minimizing environmental impacts. We segregate our waste into hazardous, non-hazardous, and packaging waste; through government-authorized and licensed organizations, we direct them primarily to recycling, then to recovery, and as a last resort, to disposal.

At our facilities, we manage the processes for hazardous and contaminated waste, batteries, and medical waste; we implement awareness trainings and utilize color-coded segregation bins. We continuously improve our processes through QDMS, Kaizen, and 5S systems, and we ensure full regulatory compliance with our Zero Waste Certificate

Within the scope of our long-term goals, we aim to valorize 95% of our organic waste by 2030 through composting methods or via government-authorized organizations.

Currently, we deliver 4,773 tons of organic waste annually, which is unfit for human consumption, to authorized organizations within the framework of industrial symbiosis.

We calculate that this amount corresponds to approximately 4% of the waste unfit for human nutrition and food safety within our total production.

10x20x30 Food Waste Reduction Initiative

We support the 10x20x30 initiative, established in line with the UN's 2030 goals, which aims to reduce food waste by 50% at the retail and consumer levels. We are among the suppliers of the company spearheading this initiative in Türkiye, and as Şölen, in this context, we:

- Deliver our suitable food waste to government-authorized organizations,
- Analyze the causes of waste and implement preventive improvements,
- Investigate secondary use applications for our surplus production

For air pollution control, we conduct regular measurements at our Silivri and Gaziantep factories. To date, we have not encountered any results non-compliant with the regulations.

PLASTIC AND PACKAGING WASTE

In chocolate and confectionery production, we consider packaging a critical element in preserving the quality and hygiene of our products. As Şölen, we view reducing the environmental impacts of packaging use and supporting sustainability as our priority objective.

In line with our sustainability strategies, we have outlined our long-term goals in waste and packaging management below:

As of 2024, we achieved a total reduction of 306 tons in the use of plastic, paper, and cardboard.

By 2030, we plan to reduce the plastic used per ton of product by 20%, and the production loss (scrap) rate by 60%.

By 2035, we aim to make 90% of our product packaging reusable, recyclable, or compostable, and to manufacture 50% of our packaging from recycled content.



RESPECT

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With the respect we have for people and human rights, our fair business model is the core value of our company.

We place respect for human rights at the center of all our activities. We provide a safe, fair, and inclusive working environment for our employees; under no circumstances do we tolerate child labor, forced labor, or discrimination.

We conduct our compensation, promotion, and development processes with a transparent and egalitarian approach; we evaluate all reports of unethical conduct in accordance with confidentiality and non-retaliation principles.

We uphold these same values in our supply chain; we expect our suppliers to fully comply with human rights, occupational health and safety, and ethical business standards. We secure this approach through regular audits and traceability mechanisms.

“Respect” is the immutable foundation of our people-centric business culture.

RESPECT FOR HUMAN RIGHTS

As Şölen, we place respect for human rights at the center of all our activities. Within the scope of our Human Rights Policy, established in accordance with the United Nations Universal Declaration of Human Rights, ILO conventions, and national regulations, we adopt fair and safe working conditions, equal opportunity, freedom of association, freedom of expression, and the prevention of discrimination as our fundamental principles.

We provide a safe working environment for our employees and regularly assess occupational health and safety risks. We implement our compensation and working hours in compliance with legal and international standards, and we manage overtime strictly on a voluntary basis. We absolutely do not tolerate child labor, and we protect the educational rights of our young workers. We do not permit forced labor under any circumstances.

In our recruitment, promotion, and training processes, we base our decisions solely on talent and experience, while promoting diversity and inclusion. We operate suggestion systems and communication mechanisms to ensure our employees can express their opinions freely. We support the reporting of behaviors that violate ethical principles, and we protect our employees against retaliation during these processes. *

** You can access our detailed practices regarding this topic under the **"Ethics and Transparency"** section.*

Through all these practices, we are committed to protecting the rights of our employees, continuously improving working conditions, and sustaining an inclusive business culture.

FAIR COMPENSATION

We implement a fair, transparent, and competitive compensation system for all our employees. We determine our policy in line with market conditions, position requirements, competencies, and experience; and we execute it in compliance with national regulations and international standards. We transparently communicate our processes to our employees in light of our Compensation and Benefits Procedure, international industry standards, and the outcomes of audits such as SEDEX and BSCI.

We observe our employees' right to a living wage and ensure that payments are above legal and sectoral minimum standards. We apply wage deductions only within the scope of legal obligations, and we provide all payment information to them regularly and in writing.

We base overtime entirely on a voluntary principle and compensate it at legal rates. Our blue-collar employees benefit from overtime pay and bonuses, while our white-collar employees benefit from performance-based premium systems. Additionally, we offer the provision of necessity and salary advances.

We review our compensation policy annually through market research and update it in a way that maintains internal equity.

With this approach, we sustain an egalitarian, transparent, and needs-oriented compensation structure for our employees.

ETHICS AND TRANSPARENCY

With the Ethics and Compliance Management Handbook we have prepared for our employees, we guide them regarding the code of conduct they must follow while fulfilling their responsibilities, their communication methods with colleagues, and their collaborations with customers and suppliers.

We ensure that every employee can share their questions, opinions, or concerns without hesitation—with their manager, the Human Values Department, the Ethics and Compliance Committee, or via **etikhatti@solen.com.tr**—whenever they encounter a situation contrary to ethical principles.

We implement the rules defined in the “Ethics and Compliance Management Handbook” through our Ethics and Compliance Committee, chaired by our Chief Legal Counsel. Our committee is composed of the Corporate Communications Director, the Human Values and Sustainability Director, the Türkiye Sales Director, the R&D Director, and the Supply Chain Senior Manager. As a board, we establish the necessary policies, training, and mechanisms for the effectiveness of the ethical compliance system, and we grant authorizations when needed.

During the process of reporting ethical violations or illegal situations, we protect our employees, guarantee confidentiality and objectivity, and absolutely prohibit retaliation. We expect our employees to report potential violations without delay; however, we consider intentional false reports an ethical violation.

- **Evaluation and Steering Commission:** We track and address issues such as child labor, forced labor, discrimination, violence, and harassment through this commission.
- **Gender Commission:** We implement policies aimed at equality and women’s empowerment; we convene twice a year to organize awareness events.

Through all these mechanisms, we conduct our ethics and compliance management in a systematic, transparent, and secure manner, thereby protecting the rights of our employees, customers, and stakeholders.

Protection of Personal Data and Data Privacy

At our company, we have established a comprehensive data protection system to ensure full compliance with the Personal Data Protection Law (KVKK). Within this scope, we conducted a current state analysis and prepared data processing policies, an authorization matrix, and a personal data inventory.

We incorporated KVKK provisions into all contracts, and finalized privacy notices, confidentiality commitments, and related training for our employees. We completed our registration with VERBİS (Data Controllers’ Registry) and deployed technical and administrative security measures. Through regular audits, risk analyses, and data destruction policies, we continuously monitor personal data security and implement additional security protocols for sensitive personal data. In doing so, we have established a continuous data protection culture throughout the organization.



By planning to join the United Nations Global Compact (UNGC) in 2026, we aim to commit to our ethical values at an international level.

SUSTAINABLE SUPPLY CHAIN

We manage our supply chain governance with a holistic approach aligned with sustainability-based environmental, social, and governance (ESG) principles, going beyond mere cost and quality parameters.

Our corporate priorities—decarbonization, water management, raw material sustainability, ethics and transparency, respect for human rights, and the empowerment of local communities—form the foundation of our supply chain philosophy.

In line with this approach, we expect all our candidate and existing suppliers to fully comply with criteria regarding food safety and traceability, respect for human rights, occupational health and safety, ethical business standards, and social responsibility. To support social sustainability, we prioritize the provision of fair working conditions, the prevention of discrimination, the elimination of forced labor and mistreatment, and respect for the fundamental rights and freedoms of employees.

We closely monitor the environmental impacts of our suppliers from the perspective of combating climate change and protecting natural resources. In this context, we aim to establish our decarbonization roadmap by calculating our Scope 3 emissions, manage water resources effectively by monitoring regional water risks and conducting water footprint studies, and execute initiatives for raw material usage in accordance with sustainable forest management principles.

Transparency, accountability, and risk-based governance are among our fundamental principles in supply chain management. Accordingly, we evaluate our suppliers in terms of financial, operational, environmental, social, and reputational risks, and we monitor their compliance levels through announced or unannounced audits. At the same time, by strengthening an ethical and transparent business approach, we aim to establish long-term, sustainable business partnerships that contribute to the development of local communities.



EMPOWER



We are building a culture that empowers people, talent, and society.

At the foundation of our sustainable growth lies the development of our employees and the strong bond we have established with society. We adopt a culture that supports diversity and inclusion, and we guarantee equal opportunity and fair working conditions.

Through the Boombastic Young Talent Program, the employment of female engineers, leadership development, and our digital Human Values applications, we support the potential of our employees; by contributing to local employment, we invest in the future of the youth.

With our Next-Generation Employee Assistance and Wellbeing Platform, we aim to holistically strengthen the physical, mental, and social well-being of our employees and their families.

We view societal development as our corporate responsibility; we contribute to the development of children and youth through educational projects, learning units, and playgrounds.

We are advancing toward a more inclusive future through our initiatives for the empowerment of women in business and society, and we aim to become a WEPs (Women's Empowerment Principles) signatory in 2025.

"Empower" is our determination to carry individuals, society, and our common future to a more sustainable point.

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DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY

At Şölen, we view our employees as the foundation of our sustainable growth.

In accordance with our Human Rights Policy, BSCI Handbook, Ethics and Compliance Management Handbook, and Employee Handbook, we adopt a culture of equality, fair working conditions, diversity, and inclusion. We conduct all our operations in compliance with the UN Universal Declaration of Human Rights, ILO conventions, and national legislation; we absolutely do not tolerate forced labor, child labor, discrimination, or mistreatment.

We base our recruitment, promotion, and training processes on merit; we do not discriminate based on gender, age, ethnic origin, disability, or belief.

We ensure that gender distribution within our company develops in a balanced manner over the years. In 2024, we reached a total workforce of **3,064 employees;** female employees constitute **28% (844 individuals)** of this number, while male employees make up **72% (2,220 individuals)**. The total number of female employees increased from 795 to 844, and the number of blue-collar female employees increased from 589 to 623, representing a **6% increase** in both groups.



Number of Female Blue-Collar Workers

589 | 34 | 5% Increase

Total Number of Female Employees

795 | 49 | 6% Increase

CONTRIBUTING TO YOUTH EMPLOYMENT



We invest in the economy and the future of society through the employment opportunities we create in the regions where we operate.

One of the brightest examples of this vision is our **Boombastic Young Talent Program.**

Through this program, which is open to university students and recent graduates, we do not merely provide professional knowledge to young people stepping into the industry; we raise the strong professionals of the future by nurturing their self-confidence, creativity, and leadership potential.

We execute our Boombastic Young Talent Program in a way that also encompasses the dimensions of sustainable employment, inclusive equal opportunity, local development, and knowledge sharing.

1 We support the participants with technical and behavioral training through Şölen Academy.

2 We strengthen diversity and inclusion by reaching out to youth from different universities and cities.

3 By contributing to employment, particularly in the Gaziantep region, we support the inclusion of young people in the labor market in the cities where they reside.

4 By increasing qualified employment in the long term, we support the development of youth, thereby making a sustainable contribution to the national economy.

In line with our goal of increasing diversity and inclusion, **we are assigning special priority to the employment of female engineers** in the upcoming period. With this step, we aim to create a lasting transformation in the sector by ensuring that women are represented more visibly and strongly in the field of engineering.

In 2024, 24 individuals benefited from our Boombastic Young Talent Program.

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EMPLOYEE EXPERIENCE AND ENGAGEMENT

To strengthen employee engagement at Şölen, we guarantee freedom of association and expression; we ensure that every voice is heard through an internal job posting system, surveys, suggestion boxes, and open communication channels.

We provide an inclusive work environment through practices such as the employment of female engineers, leadership programs, daycare support, flexible leave practices, and the extension of paternity leave to 10 days.

In 2024, **6 female engineers** joined our team, strengthening our female representation in the engineering field.

To make our evaluations regarding employee engagement more comprehensive, we are carrying out efforts to review survey contents and develop new practices that will increase participation. In this context, we will redesign and launch the employee engagement survey in 2025.
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We implement improvements in line with employee feedback, and we plan to roll out a new Employee Assistance Program in 2025 to address emerging needs.

With our **Next-Generation Employee Assistance and Wellbeing Platform,** which will be implemented accordingly, we aim to support the physical, mental, and social well-being of our employees through a holistic approach.

Within the scope of the program, our employees will be able to:

Access expert support in the areas of **psychological counseling, nutrition, parenting, and physical health,**

Benefit from personalized solutions for various needs such as **legal, financial, veterinary, and plant care consultancy,**

Access educational content, meditations, articles, videos, and podcasts through Şölen Academy, can donate to social responsibility projects or take advantage of special offers through the in-app point system and store.

Additionally, through this program, we will ensure that not only our employees but also their family members are supported around wellbeing.





With this holistic structure, we aim to build a sustainable workplace culture while strengthening employee happiness and engagement at Şölen.

To strengthen employee experience and increase process efficiency, we have launched our digital transformation journey in our Human Resources processes.

We aim to enable monitoring of all processes, from the applicant tracking system and orientation to performance management and talent management, via digital platforms.

Our Employee Benefits and Good Practices

Health
Private health insurance for white-collar employees, supplementary health insurance for blue-collar employees; free eye screenings.

Social Assistance
Holiday and New Year gift vouchers, special day gifts, marriage/child support, donations and support in case of bereavement.

Family-Friendly Practices
Daycare support, flexible leave, birthday/moving leave.

Work Model
Hybrid work model for the Headquarters, attendance bonus for blue-collar employees.

Suggestions and Requests
“Suggestions to the CEO” section on the HR portal, and suggestion boxes at production facilities.

Improvement Suggestion Award
The most applicable and value-adding improvement suggestions in line with company and factory goals.

Quick Improvements Award
Awards are given at the end of each month to employees who make a difference in quick improvements.

“0” Occupational Accident Award
Awards given at the end of each month to employees who have not experienced an occupational accident in the last 2 years by exhibiting cautious behaviors and reflecting these in their work

Talent Management and Career Development

At Şölen, we view investing in the development of our employees as the foundation of our sustainable growth. Each year, in collaboration with our Human Resources team, we identify department-based training needs and prepare annual training plans accordingly.

Through our orientation program, we inform our newly joined colleagues about OHS (Occupational Health and Safety), hygiene, quality, food safety, sustainability, and energy management, and we facilitate their adaptation through the “buddy” system.

We organize training on quality, technical skills, leadership, personal development, and foreign languages for all our teams; we also support their personal learning journeys with online training and language programs.

We design our talent management process in integration with a digital infrastructure to encompass potential analysis, performance evaluation, and development plans. In this way, we can monitor our employees’ strengths, areas for development, and career goals with a holistic approach.
We track their development through regular performance reviews, highlight their strengths, and prepare personal development plans. In our promotion processes, we evaluate not only seniority but also performance, competency, and compliance with ethical values.
With this approach, we both support the professional development of our employees and strengthen their long-term engagement.

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COMMUNITY DEVELOPMENT

We consider supporting social development as the foundation of our corporate citizenship approach. Since our establishment, we have been providing uninterrupted support to education, and we conduct all our projects under the umbrella of “İyilik Şöleni” (Feast of Goodness).

Following the earthquake disaster, through the “OZMO” playground we established for our children in Nurdağı and İslahiye, Gaziantep, we enable them to enhance their creativity, communicate through play, and develop their motor skills. With the Firefly (Ateşböceği) Learning Unit opened in the region in collaboration with TEGV (Educational Volunteers Foundation of Türkiye), we contribute to the social and emotional development of our children.

To make lasting contributions to education, we have built schools in Gaziantep and Sivas; within the scope of the “100 Philanthropists in the 100th Year” campaign, we brought new educational investments to the city.
Through the donations we make via the Darüşşafaka Society and other foundations, we support children with limited financial means in accessing quality educational opportunities.



EMPOWERING WOMEN IN SOCIETY

We develop projects to enable women to take a more active role in economic and social life. In this context, we support female entrepreneurs by procuring our March 8 International Women’s Day gifts from women producers.

Alongside supporting women entrepreneurs, we place great importance on the empowerment of our female employees within the company. Accordingly, we organize inspiring talks with our female leaders, positioning them as role models and inspiring the female professionals of the future.

In the upcoming period, we aim to increase the employment of female engineers within our young talent programs, contributing to workforce diversity by supporting greater representation of women in technical fields. As the most crucial step of this vision, we are advancing our processes to become a signatory of the Women’s Empowerment Principles (WEPs), established by the United Nations to promote gender equality and women’s empowerment.

We aim to register our commitment to this cause on a global scale by becoming a WEPs signatory in 2025.

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SUSTAINABILITY APPROACH AND STRATEGY

SUSTAINABILITY PERFORMANCE

APPENDICES

Policies and Commitments

At Şölen, we manage our OHS processes in full compliance with Law No. 6331 and all relevant regulations. We base our policy on creating a safe and healthy work environment for our employees, subcontractors, and business partners. In this framework, we aim to initiate the ISO 45001:2018 certification process in 2025, intending to further strengthen our compliance with international standards.

Management Approach

We strongly support our OHS management with procedures, risk assessments, emergency plans, and instructions. We regularly update these documents and compare them with legal requirements and international standards. We plan and implement improvements for the development areas we identify. Through these efforts, we aim not only to achieve compliance but also to establish a lasting and proactive safety culture throughout the organization.

Employee Participation and Committees

We convene quarterly with our OHS Committee, which includes 30 representatives from various departments, to evaluate risks, field observations, and near-miss reports. We swiftly translate our decisions into action. We ensure our employees' access to healthcare services through our on-site clinic, contracted healthcare institutions, and private insurance support; we secure the process with preventive healthcare services.

Communication and Information

We have established a multi-layered communication network to inform our employees. We regularly update the boards at production entrances and broadcast informative content on screens. Through QR codes, we enable our employees to report risks and violations quickly. By processing all reports through the QDMS system, we ensure the transparency and traceability of the process. Thus, we do not restrict information sharing to a single channel; we reach all our employees through visual, digital, and one-on-one contact.

Training and Awareness

Through our orientation training, we inform our newly joined employees about our OHS policy, rules, emergency procedures, and PPE (Personal Protective Equipment) usage. We organize single-point training addressing the risks encountered in the field. In 2024, we provided a total of 20,866 hours of OHS training to 2,681 employees. Furthermore, within the scope of our Safety Walk and Safety Talk programs, we observe risks in the field with our managers, conduct one-on-one safety conversations with our employees, and continuously increase awareness.

Risk Management and Exercises

We regularly assess our risks using the Fine-Kinney method. We conduct drills to prepare for potential emergencies. Through field visits and daily observations conducted with our OHS specialists, we ensure the early detection of risks, thereby enabling the implementation of proactive measures.

Subcontractors and Business Partners

We manage the risks that may arise from subcontractor activities with a comprehensive control and audit system. Upon entry to the site, we check SSI (Social Security Institution) documents, vocational qualification certificates, and occupational safety commitments. We do not allow workers with missing documentation into the work area. We assign an escort to those working for the first time and provide pre-job orientation training. We meticulously execute PPE controls and permit-to-work processes.

Audit and Continuous Improvement

We regularly check our practices through internal audits and external audits such as SEDEX, RA, and BSCI. We take swift actions in line with the findings we obtain. With this approach, we provide a safe, healthy, and sustainable work environment for both our employees and business partners. Thus, we make our OHS culture permanent throughout the organization.

Lost Time Injury Rate (LTIR)

To better analyze the development and weak points of our occupational safety culture, and to establish a benchmark among workplaces of different sizes on a global scale, we measure the accident frequency rate—which is standardized based on the number of personnel and working hours—rather than the raw number of accidents.

INSPIRE



We shape the future with technology, innovation, and safe production.

We place digital transformation at the center of how we do business; we make our processes faster, more accurate, and more efficient through smart manufacturing, automation, data analytics, and artificial intelligence applications. With our highly integrated systems, we manage our operations end-to-end and optimize resource utilization.

We develop healthier and functional products that respond to the changing expectations of consumers; we make science and technology the fundamental elements of product innovation.

We view occupational health and safety as a core priority; we continuously strengthen our safe working culture through robust procedures, training programs, and digital reporting mechanisms.

“Inspire” is our commitment to adding value to the future by bringing together technology, innovation, and safety.

DIGITAL TRANSFORMATION

We believe that future competitiveness is shaped by digitalization; we are transforming all our processes—from production and warehousing to the supply chain and customer experience—with smart technologies. Through our twin transition approach, we strengthen our financial sustainability while utilizing our resources more efficiently.

As the first company in the Turkish food industry to have two R&D centers under a single legal entity, we sustain our pioneering position with our innovation-driven growth strategy. We develop innovative products at our centers in Istanbul and Gaziantep. At our Gaziantep production facility, thanks to Industry 4.0 technologies and our SAP S4 HANA ERP infrastructure, we manage all our processes holistically from order to cash, and we increase efficiency through the integration of our machinery.

We have achieved 1 patented product, 10 utility models, and filed 13 European, 20 international, and 35 national patent applications.

Our smart warehouse, with its 36-meter height, 55,000-pallet capacity, and 30% energy savings, is among the few examples in the world. Thanks to robotic technologies and artificial intelligence-supported systems, we secure our processes with a zero-defect target and optimize resource utilization.

We achieved speed and efficiency with the digital projects we implemented in the 2023–2024 period.

- RPA, we automated repetitive processes using robots.
- WorkFlow, we ensured transparency by moving processes to digital forms.
- Mobile Signature, we established secure document management by reducing paper consumption.
- Digital Archive, we digitized customs documents.
- Artificial Intelligence, we increased customer satisfaction by analyzing sales data.
- Big Data, we transferred data to decision support systems for rapid adaptation to market dynamics.

Projects Implemented in 2024

Low-Code Solutions: To support the digital transformation of the eBA platform currently used for Şölen business processes and document management, efforts were initiated in 2024 to transition to a low-code platform. As of 2025, an agreement was reached with the Mendix low-code platform, and the migration of Şölen business processes to Mendix has commenced. The goal is to run all processes through Mendix by the end of 2026.

Artificial Intelligence: To make employee expense entries faster and easier, a transition was made to the AI-supported Flovo Expense Application, enabling effortless expense entry via the mobile app.

Carton Automation Project: This project was launched in November 2024 to consolidate carton materials that had been multiplied based on language groups and product types. It is planned to be completed by the end of 2025. This will provide improvements in warehouse management and enhance the separate warehouse address management for half-pallets.

We view digitalization not only as a means of efficiency but also as a transformational element that supports our environmental and social responsibilities.

As a result of our investments in our information technology infrastructure, our ERP systems operated with a 99.96% uptime rate throughout 2024; operational efficiency and digital continuity have been secured across the company.



CONSUMER WELL-BEING AND HEALTHY PRODUCTS

We respond to the current expectations of our consumers by developing products that support a balanced diet.



Under the leadership of our R&D department, we are working on functional products that are reduced-sugar, vegan, ketogenic, sourced from alternative proteins, reduced-fat, and enriched with vitamins and minerals. We are conducting 28 different projects in this category at our facilities operating in various locations; we are both improving our existing products and continuing to offer new, delicious options. Through our collaborations with universities, we integrate science into our products.

Additionally, within the scope of projects carried out by SMEs under the TÜBİTAK 1501 program, we conduct joint studies to support the processes of transforming raw materials derived from recoverable food waste into inputs and utilizing them in the final product. Through these efforts, we offer healthy alternatives to our consumers, making it easier for them to make conscious choices. Alongside all this, we also contribute to the waste valorization process.

APPENDICES

Memberships

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MEMBERSHIP

PERFORMANCE INDICATORS

Employee Demographics

Indicator Description	Number of Employees	Unit	2022	2023	2024
Represents the total number of female employees (blue-collar, white-collar, full-time, and part-time) within the company during the reporting period.	**Female**	Number	611	795	844
Represents the total number of male employees (blue-collar, white-collar, full-time, and part-time) within the company during the reporting period.	**Male**	Number	1660	2276	2220
The ratio obtained by dividing the number of female employees by the total number of employees during the reporting period. (%)	**Female Employee Ratio**	%	27	26	28
The ratio obtained by dividing the number of male employees by the total number of employees during the reporting period. (%)	**Male Employee Ratio**	%	73	74	72
Represents the total number of all employees (blue-collar, white-collar, full-time, and part-time) within the company during the reporting period.	**Total Number of Employees**	Number	2271	3071	3064

Total Number of Employees by Age Group

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female employees under the age of 30 within the company during the reporting period.	**Under 30**	Number	214	353	400
Represents the number of female employees between the ages of 30 and 50 (inclusive of 30 and 50) within the company during the reporting period.	**30-50 years**	Number	347	395	399
Represents the number of female employees over the age of 50 within the company during the reporting period.	**Over 50**	Number	50	47	45
Represents the total number of female employees (blue-collar, white-collar, full-time, and part-time) within the company during the reporting period.	**Total**	Number	611	795	844

Indicator Description	Male	Unit	2022	2023	2024
Represents the number of male employees under the age of 30 within the company during the reporting period.	**Under 30**	Number	557	1071	1029
Represents the number of male employees between the ages of 30 and 50 (inclusive of 30 and 50) within the company during the reporting period.	**30-50 years**	Number	936	1049	1050
Represents the number of male employees over the age of 50 within the company during the reporting period.	**Over 50**	Number	167	156	141
Represents the total number of male employees (blue-collar, white-collar, full-time, and part-time) within the company during the reporting period.	**Total**	Number	1660	2276	2220

Total Number of Employees by Contract Type

Indicator Description	Permanent Contract	Unit	2022	2023	2024
Represents the number of female employees working under a permanent contract within the company during the reporting period.	**Female**	Number	602	775	817
Represents the number of male employees working under a permanent contract within the company during the reporting period.	**Male**	Number	1658	2263	2205
Represents the total number of employees working under a permanent contract within the company during the reporting period.	**Total**	Number	2260	3038	3022

Indicator Description	Fixed-Term Contract	Unit	2022	2023	2024
Represents the number of female employees working under a fixed-term contract within the company during the reporting period.	**Female**	Number	9	20	27
Represents the number of male employees working under a fixed-term contract within the company during the reporting period.	**Male**	Number	2	13	15
Represents the total number of employees working under a fixed-term contract within the company during the reporting period.	**Total**	Number	11	33	42

Total Number of Employees by Employment Type

Indicator Description	Full-Time	Unit	2022	2023	2024
Represents the number of female employees working full-time within the company during the reporting period.	**Female**	Number	608	793	844
Represents the number of male employees working full-time within the company during the reporting period.	**Male**	Number	1660	2274	2219
Represents the total number of employees working full-time within the company during the reporting period.	**Total**	Number	2268	3067	3063

Indicator Description	Part-Time	Unit	2022	2023	2024
Represents the number of female employees working part-time within the company during the reporting period.	**Female**	Number	3	2	-
Represents the number of male employees working part-time within the company during the reporting period.	**Male**	Number	-	2	1
Represents the total number of employees working part-time within the company during the reporting period.	**Total**	Number	3	4	1

Employee Demographics - Number of Employees in STEM Positions*

Indicator Description	Number of Employees	Unit	2022	2023	2024
Represents the number of female employees working in STEM positions within the company during the reporting period.	**Female**	Number	48	57	46
Represents the number of male employees working in STEM positions within the company during the reporting period.	**Male**	Number	89	103	92
Represents the number of female employees in managerial roles within STEM positions within the company during the reporting period.	**Female Managers**	Number	5	6	5
Represents the number of male employees in managerial roles within STEM positions within the company during the reporting period.	**Male Managers**	Number	23	25	21
Represents the total number of employees working in STEM positions within the company during the reporting period.	**Total**	Number	137	160	138

** Engineering department graduates and managerial roles at the level of manager and above are included in the count.*

Board of Directors

Indicator Description	Board of Directors	Unit	2022	2023	2024
Represents the total number of female members on the board of directors during the reporting period.	**Female**	Number	1	1	1
Represents the total number of male members on the board of directors during the reporting period.	**Male**	Number	5	6	5
Represents the ratio obtained by dividing the total number of female members on the board of directors by the total number of members on the board of directors during the reporting period. (%)	**Female Director Ratio**	%	17%	14%	17%
Represents the ratio obtained by dividing the total number of male members on the board of directors by the total number of members on the board of directors during the reporting period. (%)	**Male Director Ratio**	%	83%	86%	83%
Represents the total number of members on the board of directors during the reporting period.	**Total**	Number	6	7	6

Number of Employees with Disabilities

Indicator Description	Number of Employees	Unit	2022	2023	2024
Represents the number of female employees with disabilities within the company during the reporting period.	**Female**	Number	3	5	3
Represents the number of male employees with disabilities within the company during the reporting period.	**Male**	Number	42	44	60

Number of Employees by Education Level

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female employees with an education level of primary school and below within the company during the reporting period.	**Primary education and below**	Number	280	351	492
Represents the number of female employees with a high school education level within the company during the reporting period.	**High school**	Number	143	228	164
Represents the number of female employees with a university or higher education level within the company during the reporting period.	**University and above**	Number	188	216	188
Indicator Description	**Male**	**Unit**	**2022**	**2023**	**2024**
Represents the number of male employees with an education level of primary school and below within the company during the reporting period.	**Primary education and below**	Number	852	1162	1367
Represents the number of male employees with a high school education level within the company during the reporting period.	**High school**	Number	481	737	518
Represents the number of male employees with a university or higher education level within the company during the reporting period.	**University and above**	Number	327	377	335

Number of Employees by Generation

Indicator Description	Number of Employees	Unit	2022	2023	2024
Represents the number of Gen Z employees within the company during the reporting period.	**Gen Z**	Number	422	925	938
Represents the number of Gen Y (Millennial) employees within the company during the reporting period.	**Gen Y**	Number	1416	1734	1739
Represents the number of Gen X employees within the company during the reporting period.	**Gen X**	Number	423	401	377
Represents the number of Baby Boomer employees within the company during the reporting period.	**Baby Boomers**	Number	10	11	10

Absenteeism Rate by Location*

Gösterge Tanımı	Lokasyon	Birim	2022	2023	2024
Represents the absenteeism rate of blue-collar employees at the Silivri factory within the company during the reporting period. (%)	**Silivri**	%	7,61	7,35	5,77
Represents the absenteeism rate of blue-collar employees at the Gaziantep factory within the company during the reporting period. (%)	**Gaziantep**	%	5,16	7,57	6,33

** Calculated as "the total number of unpaid days of absence during the year divided by the number of working days."*

Number of Employees by Tenure

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female employees with 0 to 5 years of tenure within the company during the reporting period. (New hires are included. Employees with exactly 5 years are not included.)	**0-5 years**	Number	458	636	666
Represents the number of female employees with 5 to 10 years of tenure within the company during the reporting period. (Employees with exactly 5 and 10 years are included.)	**5-10 years**	Number	99	96	105
Represents the number of female employees with 10 years of tenure and above within the company during the reporting period.	**10 years and above**	Number	54	63	73

Indicator Description	Male	Unit	2022	2023	2024
Represents the number of male employees with 0 to 5 years of tenure within the company during the reporting period. (New hires are included. Employees with exactly 5 years are not included.)	**0-5 years**	Number	1038	1652	1574
Represents the number of male employees with 5 to 10 years of tenure within the company during the reporting period. (Employees with exactly 5 and 10 years are included.)	**5-10 years**	Number	294	281	298
Represents the number of male employees with 10 years of tenure and above within the company during the reporting period.	**10 years and above**	Number	328	343	348

Board of Directors by Tenure

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female members on the board of directors with 0 to 5 years of tenure during the reporting period. (New members are included. Members with exactly 5 years are not included.)	**0-5 years**	Number	-	-	-
Represents the number of female members on the board of directors with 5 to 10 years of tenure during the reporting period. (Members with exactly 5 and 10 years are included.)	**5-10 years**	Number	-	-	-
Represents the number of female members on the board of directors with 10 years of tenure and above during the reporting period.	**10 years and above**	Number	1	1	1

Indicator Description	Male	Unit	2022	2023	2024
Represents the number of male members on the board of directors with 0 to 5 years of tenure during the reporting period. (New members are included. Members with exactly 5 years are not included.)	**0-5 years**	Number	-	-	-
Represents the number of male members on the board of directors with 5 to 10 years of tenure during the reporting period. (Members with exactly 5 and 10 years are included.)	**5-10 years**	Number	-	-	-
Represents the number of male members on the board of directors with 10 years of tenure and above during the reporting period.	**10 years and above**	Number	4	4	4

Senior Management Demographics

Indicator Description	Senior Management	Unit	2022	2023	2024
Represents the total number of female employees working in senior management positions within the company during the reporting period.	**Female**	Number	4	4	5
Represents the total number of male employees working in senior management positions within the company during the reporting period.	**Male**	Number	16	20	19
The ratio obtained by dividing the number of female employees in senior management positions by the total number of senior managers during the reporting period. (%)	**Female Senior Manager Ratio**	%	20	17	21
The ratio obtained by dividing the number of male employees in senior management positions by the total number of senior managers during the reporting period. (%)	**Male Senior Manager Ratio**	%	80	83	79
Represents the total number of employees in senior management positions within the company during the reporting period.	**Total**	Number	20	24	24

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female senior managers under the age of 30 within the company during the reporting period.	**Under 30**	Number	4	4	5
Represents the number of female senior managers between the ages of 30 and 50 (inclusive of 30 and 50) within the company during the reporting period.	**30-50 years**	Number	3	3	4
Represents the number of female senior managers over the age of 50 within the company during the reporting period.	**Over 50**	Number	1	1	1

Indicator Description	Male	Unit	2022	2023	2024
Represents the number of male senior managers under the age of 30 within the company during the reporting period.	**Under 30**	Number	-	-	-
Represents the number of male senior managers between the ages of 30 and 50 (inclusive of 30 and 50) within the company during the reporting period.	**30-50 years**	Number	8	9	11
Represents the number of male senior managers over the age of 50 within the company during the reporting period.	**Over 50**	Number	8	11	8

Senior Management by Tenure

Indicator Description	Female	Unit	2022	2023	2024
Represents the number of female senior managers with 0 to 5 years of tenure within the company during the reporting period. (New hires are included. Employees with exactly 5 years are not included.)	**0-5 years**	Number	1	1	2
Represents the number of female senior managers with 5 to 10 years of tenure within the company during the reporting period. (Employees with exactly 5 and 10 years are included.)	**5-10 years**	Number	-	-	-
Represents the number of female senior managers with 10 years of tenure and above within the company during the reporting period.	**10 years and above**	Number	3	3	3

Indicator Description	Male	Unit	2022	2023	2024
Represents the number of male senior managers with 0 to 5 years of tenure within the company during the reporting period. (New hires are included. Employees with exactly 5 years are not included.)	**0-5 years**	Number	9	9	8
Represents the number of male senior managers with 5 to 10 years of tenure within the company during the reporting period. (Employees with exactly 5 and 10 years are included.)	**5-10 years**	Number	3	3	4
Represents the number of male senior managers with 10 years of tenure and above within the company during the reporting period.	**10 years and above**	Number	6	8	8

Employee Turnover Rate

Indicator Description	Female	Unit	2022	2023	2024
Represents the ratio of female employees under the age of 30 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (%)	**Under 30**	%	65.3	77.4	65.8
Represents the ratio of female employees between the ages of 30 and 50 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (Inclusive of 30 and 50) (%)	**30-50 years**	%	32.6	34.0	34.5
Represents the ratio of female employees over the age of 50 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (%)	**Over 50**	%	22.7	15.7	23.5
Represents the ratio of the number of female employees who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of female employees. (%)	**Total**	%	46.9	53.7	49.2

Indicator Description	Male	Unit	2022	2023	2024
Represents the ratio of male employees under the age of 30 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (%)	**Under 30**	%	84.1	107.6	96.3
Represents the ratio of male employees between the ages of 30 and 50 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (Inclusive of 30 and 50) (%)	**30-50 years**	%	21.7	25.0	33.2
Represents the ratio of male employees over the age of 50 who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of employees in the same age and gender group. (%)	**Over 50**	%	10.7	10.6	24.8
Represents the ratio of the number of male employees who left the company, declared to the Social Security Institution (SSI) with a Declaration of Employment Termination during the reporting year, to the total number of male employees. (%)	**Total**	%	47.2	62.7	64.6

Voluntary Employee Turnover Rate*

Indicator Description	Male	Unit	2022	2023	2024
Represents the voluntary turnover rate of female employees during the reporting period. (%)	**Female**	%	31.4	39.7	29.4
Represents the voluntary turnover rate of male employees during the reporting period. (%)	**Male**	%	29.3	40.0	35.9
Represents the total voluntary employee turnover rate during the reporting period. (%)	**Total**	%	29.8	39.9	34.3

** Provided for employees on the payroll, excluding interns, Boombastic, Yayla, and boutique employees.*

Employee Turnover Rate

Indicator Description	Number of Employees Taking Maternity/Parental Leave	Unit	2022	2023	2024
Represents the number of female employees taking maternity leave within the periods specified in the Regulation on Part-Time Work After Maternity Leave or Unpaid Leave during the reporting period.	**Maternity Leave**	Number	9	9	7
Represents the number of male employees taking paternity leave within the periods specified in the Regulation on Part-Time Work After Maternity Leave or Unpaid Leave during the reporting period.	**Paternity Leave**	Number	99	111	104
Represents the total number of male employees taking paternity leave and female employees taking maternity leave within the periods specified in the Regulation on Part-Time Work After Maternity Leave or Unpaid Leave during the reporting period.	**Total**	Number	108	120	111

Indicator Description	Number of Employees Returning from Maternity/Parental Leave	Unit	2022	2023	2024
Represents the number of female employees returning to work after maternity or parental leave during the reporting period.	**Female**	Number	9	9	7
Represents the number of male employees returning to work after paternity leave during the reporting period.	**Male**	Number	98	109	104
Represents the total number of female and male employees returning to work after maternity or parental leave during the reporting period.	**Total**	Number	107	118	111

Indicator Description	Retention After Maternity/ Paternity Leave (Minimum 12 Months)	Unit	2022	2023	2024
Represents the number of female employees returning to work after maternity leave and continuing to work within the company for at least 12 months from their return date during the reporting period.	**Female**	Number	4	5	9
Represents the number of male employees returning to work after paternity leave and continuing to work within the company for at least 12 months from their return date during the reporting period.	**Male**	Number	76	84	108
Represents the total number of female and male employees returning to work after maternity or paternity leave and continuing to work within the company for at least 12 months from their return date during the reporting period.	**Total**	Number	80	89	117

Indicator Description	Ratio of Returning Employees to Total Employees	Unit	2022	2023	2024
Represents the ratio of female employees returning to work after maternity leave to the total number of female employees during the same reporting period. (%)	**Female**	%	1.5	1.1	0.8
Represents the ratio of male employees returning to work after paternity leave to the total number of male employees during the same reporting period. (%)	**Male**	%	5.9	4.8	4.7
Represents the ratio of the total number of female and male employees returning to work after maternity and paternity leave to the total number of employees during the same reporting period. (%)	**Total**	%	4.7	3.8	3.6

Number of Employees Subject to Performance Evaluation

Indicator Description	White-Collar	Unit	2022	2023	2024
Represents the number of white-collar female employees subject to performance evaluation during the reporting period.	**Female**	Number	168	165	176
Represents the number of white-collar male employees subject to performance evaluation during the reporting period.	**Male**	Number	342	323	345
Represents the total number of white-collar employees subject to performance evaluation during the reporting period.	**Total**	Number	510	488	521

Employee Satisfaction Survey Results*

Indicator Description	Employee Category	Unit	2022	2023	2024*
Represents the result of the employee satisfaction survey that includes white-collar employees during the reporting period. (%)	**White-Collar**	%	63	62	
Represents the result of the employee satisfaction survey that includes blue-collar employees during the reporting period. (%)	**Blue-Collar**	%	58	60	

** 2024 survey results are pending/not provided in the current dataset.*

OHS Indicators	2024							
	Female			Male			Grand Total	Training Hours per Employee
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	4,011	649	4,660	15,545	661	16,206	20,866	7.78
Number of Attendees	527	85	612	1,985	84	2,069	2,681	

OHS Indicators	2023							
	Female			Male			Grand Total	Training Hours per Employee
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	3,184	408	3,592	12,216.5	418	12,634.5	16,226.5	6,69
Number of Attendees	530	66	596	1,768	59	1,827	2,423	

OHS Indicators	2022							
	Female			Male			Grand Total	Training Hours per Employee
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total		
OHS Training Hours	1,154	113	1,267	2,929	292.5	3,221.5	4,488.5	5.89
Number of Attendees	219	26	245	475	41	516	761	

OHS Indicators	2024						
	Female			Male			Grand Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Number of Fatalities	-	-	-	-	-	-	-
Number of Lost Time Injuries (LTI)	42	1	43	121	0	121	164
Number of Lost Days	154	3	157	893	0	893	1050
Number of Recordable Injuries	87	3	90	248	5	253	343
Number of Occupational Diseases	-	-	-	-	-	-	-

OHS Accident Indicators	2023						
	Female			Male			Grand Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Number of Fatalities	-	-	-	-	-	-	-
Number of Lost Time Injuries (LTI)	41	1	42	122	1	123	165
Number of Lost Days	173	1	174	748	25	773	947
Number of Recordable Injuries	105	3	108	283	4	287	395
Number of Occupational Diseases	-	-	-	-	-	-	-

OHS Accident Indicators	2023						
	Female			Male			Grand Total
	Blue-Collar	White-Collar	Total	Blue-Collar	White-Collar	Total	
Number of Fatalities	-	-	-	-	-	-	-
Number of Lost Time Injuries (LTI)	37	0	37	110	0	110	147
Number of Lost Days	293	0	293	643	0	643	936
Number of Recordable Injuries	76	0	76	199	5	199	275
Number of Occupational Diseases	-	-	-	-	-	-	-

OHS Rates and Working Hours	2024	2023	2022
Total Working Hours (man-hours)	7,198,109	5,866,500	4,805,450
Lost Time Injury Frequency Rate (LTIFR)	4.56	5.63	6.12
Lost Workday Rate (LWDR)	29.17	32.29	38.96

Total Waste

Indicator Description	Waste Type	Treatment Method	Hazardous / non-hazardous	2022 (kg)	2023 (kg)	2024 (kg)
Materials unsuitable for consumption and processing	Food Waste	-	Non-Hazardous	2,686,976	2,940,077	4,772,747
Waste printing toners containing hazardous substances	Cartridge / Toner	-	Hazardous	125	40	95
Paper and cardboard packaging	Paper and Cardboard Packaging	Recycling	Non-Hazardous	1,061,338	820,870	1,292,500
Plastic packaging	Plastic Packaging	Recycling	Non-Hazardous	399,168	782,119	709,131
Wooden packaging	Wooden Packaging	Recycling	Non-Hazardous	257,405	19,793	798,147
Packaging containing residues of or contaminated by hazardous substances	Contaminated Packaging	Recovery	Hazardous	1,125	1,060	700
Metallic packaging containing a hazardous solid porous matrix (for example asbestos), including empty pressure containers	Pressure Containers	Recovery	Hazardous	1,000	540	840
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by hazardous substances	Contaminated Wastes	Recovery	Hazardous	1,125	480	1,240
Discarded equipment containing hazardous components other than those mentioned in 16 02 09 to 16 02 12	Electronic Waste	Recovery	Hazardous	400	360	780
Lead batteries and accumulators	Batteries and Accumulators	Recovery	Hazardous	1,092	335	1,958
Iron and steel	Metal Waste	Recovery	Non-Hazardous	11,966	174,617	24,205
Cables containing oil, coal tar and other hazardous substances	Contaminated Cables	Recovery	Hazardous	0	80	10
Sludges containing hazardous substances from physical and chemical processing	Oil Filter	Recovery	Hazardous	84,940	70,060	79,300
Fluorescent tubes and other mercury-containing waste	Fluorescent Lamps	Recovery	Hazardous	200	140	395
Wastes whose collection and disposal are subject to special requirements in order to prevent infection	Medical Waste	Incineration (Without Energy Recovery)	Hazardous	2,394	2,733	2,469
Engine oil	Waste Oil	Incineration (With Energy Recovery)	Hazardous	1,340	1,100	680
Other hazardous waste	Laboratory Chemicals	Incineration (Without Energy Recovery)	Hazardous	1,250	0	170

Water Withdrawal

Indicator Description	Total Water Withdrawal by Source	Unit	2022	2023	2024
Groundwater (Well Water) (m^3): Represents the total water withdrawn from groundwater sources during the reporting period, tracked for 12 months via the company's accounting record system.	Groundwater (Well Water)	m^3	218,341	98,512	129,294
Municipal Water (m^3): Represents the utility water purchased by the company and supplied from the municipal network, tracked via invoices during the reporting period.	Municipal Water	m^3	76,059	215,193	227,632
Total Water Withdrawal (m^3): Represents the total water withdrawal of the company tracked via invoices, purchased tanker records, and meter data during the reporting period.	Total Water Withdrawal	m^3	294,400	313,705	356,926

Water Consumption

Indicator Description	Total Water Consumption by Source	Unit	2022	2023	2024
Groundwater (Well Water) (m^3): Represents the water consumption drawn from groundwater sources by the Company and subsequently used for internal consumption during the reporting period.	Groundwater (Well Water)	m^3	84,865	72,337	86,119
Municipal Water (m^3): Represents the utility water purchased by the Company and supplied from the municipal network, tracked via invoices during the reporting period.	Municipal Water	m^3	139,662	174,018	202,494
Total Water Consumption (m^3): Calculated by subtracting the total discharge amount from the total water withdrawal of the Company during the reporting period.	Total Water Consumption	m^3	224,527	246,355	288,613

Water Discharge

Indicator Description	Water Discharge by Destination	Unit	2022	2023	2024
Wastewater Sewer (m^3): Represents the domestic wastewater treated in the Company's wastewater treatment facilities and discharged into the wastewater sewer during the reporting period.	Wastewater Sewer	m^3	56,307	57,892	56,643
Total Water Discharge (m^3): Represents the total domestic wastewater discharged by the Company during the reporting period.	TOTAL WATER DISCHARGE	m^3	56,307	57,892	56,643

Air Emissions

Indicator Description	Air Emissions	Unit	2022	2023	2024
NOx→ Represents the amount of nitrogen oxides emitted into the air by the company during the reporting period. (kg, ton, mg/Nm^3)*	NOx	ton	23.24	30.35	41.94
SOx→ Represents the amount of sulfur oxide emitted into the air by the company during the reporting period. (kg, ton, mg/Nm^3)*	SOx	ton	2.50	0.29	3.88
Toz→ Represents the amount of dust (particulate matter) emitted into the air by the company during the reporting period. (kg, ton, mg/Nm^3)**	Dust (PM)	ton	8.68	0.13	9.32

**NOX and SOX measurements are conducted biennially. Measurements were conducted at the Gaziantep factory in 2022 and 2024. In 2023, measurements were conducted at the Silivri factory.*

***Dust measurement was conducted at the Gaziantep factory in 2024. The measurement and reporting of persistent organic pollutants (POPs), volatile organic compounds (VOCs), total organic compounds (TOCs), and particulate matter (PM) air emissions are not mandatory.*

Greenhouse Gas (GHG) Emissions

Indicator Description	Absolute GHG Emissions	Unit	2023	2024
Scope 1 Emissions (ton CO2e): Represents the greenhouse gas emissions resulting from process emissions and fuel combustion (natural gas, gasoline, diesel, propane, coal, fuel oil, petcoke, alternative fuels, R22 and refrigerant gases, and the use of fire extinguishers) across all company locations during the reporting period, prepared in accordance with the GHG Protocol. The company calculates its greenhouse gas emissions in tonnes of carbon dioxide equivalent (ton CO2e) according to the “TS EN ISO 14064-1: 2018 Greenhouse Gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals” standard.	Scope 1 Emissions	ton CO2e	20,811.04	24,046.37
Scope 2 Emissions (ton CO2e): Represents the amount of indirect greenhouse gas emissions resulting from all electricity consumption purchased by the Company during the reporting period, prepared in accordance with the GHG Protocol. The Company calculates its greenhouse gas emissions in tonnes of carbon dioxide equivalent according to the “TS EN ISO 14064-1: 2018 Greenhouse Gases - Part 1” standard.	Scope 2 Emissions	ton CO2e	37,239.22	36,748.15
Total GHG Emissions (ton CO2e): Represents the sum of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions generated by the Company during the reporting period.	TOTAL GHG EMISSIONS	ton CO2e	58,050.26	60,794.52

Greenhouse Gas Emissions

Indicator Description	GHG Intensity	Unit	2023	2024
GHG Intensity by Production (ton CO_2e): Represents the ratio of the company's total emissions per square meter (m^2) of production to the total annual TRY revenue declared in the Company's financial reports during the reporting period.	GHG Intensity by Production	kg CO2 / kg net product	0.55	0.56

Electricity Generation and Consumption

Indicator Description	Electricity Generation and Consumption	Unit	2023	2024
Electricity Consumption (kWh): Represents the total amount of electrical energy purchased from service providers, tracked via invoices, and used in air conditioning, lighting, and other operations requiring electricity during the reporting period.	Electricity Consumption	kWh	84,251,630	83,140,614.72
Electricity Consumption from Renewable Energy (On-site Generation) (kWh): Represents the consumption amount of electricity generated from renewable energy sources at the company's own locations during the reporting period.	Electricity Consumption from Renewable Energy (On-site Generation)	kWh	17,920	7,641,040
Total Electricity Consumption (kWh): Represents the total amount of electricity purchased from service providers and consumed from on-site generation during the reporting period.	Total Electricity Consumption	kWh	84,269,550	90,781,654.72

Energy Consumption

Indicator Description	Energy Consumption	Unit	2023	2024
Natural Gas (Sm^3): Represents the total amount of natural gas (by volume – m^3) procured from service providers, tracked via invoices, and used in heating, kitchens, and other operations requiring thermal energy at company locations during the reporting period.	Natural Gas	Sm^3	7,440,584.7	8,559,599.56
Gasoline (liter): Represents the total amount of gasoline (by volume – liters) used for energy generation purposes, tracked via purchase invoices during the reporting perio**d.**	Gasoline	Liter	468,695.72	505,931.4
Diesel (liter): Represents the total amount of diesel (by volume – liters) used for energy generation purposes, tracked via purchase invoices during the reporting period.	Diesel	Liter	144,926	89,218.7

GRI CONTENT INDEX

This Report was prepared by Şölen Çikolata Gıda Sanayi A.Ş. in accordance with the GRI Standards (Basic Level) and covers the period from January 1, 2024, to December 31, 2024.

Statement of Use	Şölen Çikolata Gıda Sanayi A.Ş.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	/

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	Overview of Şölen s.7			
	2-2 Entities included in the organization's sustainability reporting	Table of Contents s.2			
	2-3 Reporting period, frequency and contact point	Table of Contents s.2			
	2-4 Restatements of information	GRI Content Index: The report does not contain any restated information.			
	2-5 External assurance	No external audit is conducted.			
	2-6 Activities, value chain and other business relationships	Overview of Şölen s.7, Products and Production s.8, Value Chain s.9			
	2-7 Employees	Diversity, Inclusion, and Equal Opportunity s.33,Employee Experience and Engagement s.35-36,Empowering Women in Societys.37			
	2-8 Workers who are not employees	Occupational Health and Safety s.38			
	2-9 Governance structure and composition	Sustainability Vision and Management Model s.15-16			
	2-10 Nomination and selection of the highest governance body	Sustainability Vision and Management Model s.15-16			
	2-11 Chair of the highest governance body	Sustainability Vision and Management Model s.15-16			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Vision and Management Model s.15-16, Strategic Focus Areas and Roadmap18-19,Management of Climate Related Risks s.23-24			
	2-13 Delegation of responsibility for managing impacts	Sustainability Vision and Management Model s.15-16, Strategic Focus Areas and Roadmap18-19,Management of Climate Related Risks s.23-24			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Vision and Management Model s.15-16			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
	2-15 Conflicts of interest	Ethics and Transparency s.30			
	2-16 Communication of critical concerns	Ethics and Transparency s.30			
	2-17 Collective knowledge of the highest governance body	Sustainability Vision and Management Model s.15-16			
	2-18 Evaluation of the performance of the highest governance body	This information is not being shared for privacy reasons.			
	2-19 Remuneration policies	Diversity, Inclusion, and Equal Opportunity s.33			
	2-20 Process to determine remuneration	Diversity, Inclusion, and Equal Opportunity s.33			
	2-21 Annual total compensation ratio	The total annual salary rates are classified as confidential.	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	It has classified the total annual compensation ratios of the companies included in the report as confidential.
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Approach and Strategy s.14-19			
	2-23 Policy commitments	Ethics and Transparency s.30			
	2-24 Embedding policy commitments	Ethics and Transparency s.30			
	2-25 Processes to remediate negative impacts	Ethics and Transparency s.30			
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Transparency s.30			
	2-27 Compliance with laws and regulations	Ethics and Transparency s.30			
	2-28 Membership associations	Memberships.43			
	2-29 Approach to stakeholder engagement	Community Development s.37,Empowering Women in Societys.37			
	2-30 Collective bargaining agreements	Employee Experience and Engagement s.35-36			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Materiality Approach s.17			
	3-2 List of material topics	Our Materiality Approach s.17			
Climate Action					
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Action s.22,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Action s.22, Performance Indicators s.53			
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Action s.22, Performance Indicators s.53			
	305-3 Other indirect (Scope 3) GHG emissions	Climate Action s.22, Performance Indicators s.53			
	305-4 GHG emissions intensity	Climate Action s.22, Performance Indicators s.54			
	305-5 Reduction of GHG emissions	Climate Action s.22, Management of Climate Related Risks s.23			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Indicators s.54			
	302-2 Energy consumption outside of the organization	Performance Indicators s.54			
	302-3 Energy intensity	Performance Indicators s.54			
	302-4 Reduction of energy consumption	Climate Action s.22, Management of Climate Related Risks s.23			
	302-5 Reductions in energy requirements of products and services	Climate Action s.22, Management of Climate Related Risks s.23			
Biodiversity and Deforestation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and Deforestation s.25,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Biodiversity and Deforestation s.25			
	301-2 Recycled input materials used	Biodiversity and Deforestation s.25			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Şölen Chocolate does not have any facilities located near areas of high biodiversity value.			
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity and Deforestation s.25			
	304-3 Habitats protected or restored	Biodiversity and Deforestation s.25			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management s.26,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management s.26			
	303-2 Management of water discharge-related impacts	Water Management s.26			
	303-3 Water withdrawal	Water Management s.26, Performance Indicators s.53			
	303-4 Water discharge	Water Management s.26, Performance Indicators s.53			
	303-5 Water consumption	Water Management s.26, Performance Indicators s.53			
Plastic and Packaging Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Plastic and Packaging Waste s.27,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 3: Material Topics 2021	3-3 Management of material topics	Plastic and Packaging Waste s.27,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27			
	306-2 Management of significant waste-related impacts	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27			
	306-3 Waste generated	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
	306-4 Waste diverted from disposal	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
	306-5 Waste directed to disposal	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
Waste Management and Industrial Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management and Industrial Waste s.27,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
	301-2 Recycled input materials used	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
	301-3 Reclaimed products and their packaging materials	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27, Performance Indicators s.52			
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Waste Management and Industrial Waste s.27, Plastic and Packaging Waste s.27			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Fair Compensation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Fair Compensation s.29, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
Diversity, Inclusion, and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Inclusion, and Equal Opportunity s.33, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Vision and Management Model s.15,Diversity, Inclusion, and Equal Opportunity s.33			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Inclusion, and Equal Opportunity s.33,Fair Compensation s.29			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken"	Diversity, Inclusion, and Equal Opportunity s.33, Ethics and Transparency s.30			
Employee Experience and Engagement					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Experience and Engagement s.35,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Experience and Engagement s.35, Fair Compensation s.29, Performance Indicators s.49-50			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees"	Employee Experience and Engagement s.35, Fair Compensation s.29,Respect for Human Rightss.29			
	401-3 Parental leave	Employee Experience and Engagement s.35, Performance Indicators s.50			
GRI 402: Labor and Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employee Experience and Engagement s.35, Respect for Human Rightss.29			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right tofreedom of association and collective bargaining may be at risk	There are no activities or suppliers that could put the freedom of association and the right to collective bargaining at risk.			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	There are no activities that pose a risk in terms of child labor.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There are no operations or suppliers at significant risk of forced or compulsory labor.			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Employee Experience and Engagement s.35,Respect for Human Rightss.29			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety s.38, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety s.38			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety s.38			
	403-3 Occupational health services	Occupational Health and Safety s.38			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety s.38, Ethics and Transparency s.30			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety s.38			
	403-6 Promotion of worker health	Occupational Health and Safety s.38			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety s.38			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety s.38			
	403-9 Work-related injuries	Occupational Health and Safety s.38, Performance Indicators s.51			
	403-10 Work-related ill health	Occupational Health and Safety s.38			
Ethics and Transparency					
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Transparency s.30, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Transparency s.30,Sustainable Supply Chain s.31			
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Transparency s.30			
	205-3 Confirmed incidents of corruption and actions taken	There are no confirmed cases of corruption.			
Respect for Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Respect for Human Rights s.29,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Respect for Human Rights s.29, Ethics and Transparency s.30, Diversity, Inclusion, and Equal Opportunity s.33			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Development s.37,Contributing to Youth Employment s.34,Empowering Women in Societys.37			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain s.31			
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain s.31			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Empowering Women in Society					
GRI 3: Material Topics 2021	3-3 Management of material topics	Empowering Women in Society s.37,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Development s.37,Contributing to Youth Employment s.34,Empowering Women in Societys.37			
Community Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Development s.37, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Development s.37,Contributing to Youth Employment s.34,Empowering Women in Societys.37			
Contributing to Youth Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Contributing to Youth Employment s.34,Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Development s.37,Contributing to Youth Employment s.34,Empowering Women in Societys.37			
Digital Transformation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Digital Transformation s.40, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
Sustainable Supply Chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Supply Chain s.31, Our Materiality Approach s.17, Strategic Focus Areas and Roadmaps.18-19			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain s.31			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain s.31			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain s.31			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain s.31			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain s.31			