



BAŞTÜRK CAM
SANAYİ ve TİCARET A.Ş.

2024 SUSTAINABILITY REPORT





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About the Report

Baštürk Cam Sanayi ve Ticaret A.Ş. (“Baštürk Cam”)’s 2024 Sustainability Report has been prepared to transparently share with its stakeholders the sustainability practices, strategic approaches, and commitments for the future carried out throughout the year.

Reporting Scope

This report covers the period from January 1, 2024, to December 31, 2024. The environmental, social, and governance data included in the content is based on the performance of the production facility located in Malatya. To ensure measurability and comparability, data from the last three years is also provided where available.

Reporting Principles and Standards

The Global Reporting Initiative (GRI) Standards have been used as the basis for reporting, and the content has been structured in line with the indicator sets in these standards. In addition, Baštürk Cam’s contributions within the scope of the United Nations Sustainable Development Goals (SDGs) are detailed in the relevant sections.

Publication Frequency and Communication

This report is published annually.

For more information about the report or to share feedback, please contact us at www.basturkcam.com.tr.



CEO Message



This year, we are proud to announce the release of our inaugural sustainability report, a significant milestone for our company. This work clearly outlines both our environmental, social, and governance performance in the past and our vision for sustainable growth in the future.

In line with global and national trends in the glass packaging sector, we implemented numerous strategic improvements and investments during the 2023-2024 period. We significantly increased our production capacity to meet growing customer demand, expand into new markets, and promote sustainable production practices. Following the commissioning of our first furnace in 2018, we successfully launched a second furnace equipped with modern technology in 2024, thereby tripling our total capacity. Our new furnace has given us the ability to respond more quickly to our customers' different design and product needs. This is because we can now produce with both flexibility and high efficiency.

We have also undergone a significant transformation in terms of operational excellence and corporate governance. We are pleased to announce that a fully automated and energy-efficient production system with end-to-end control has been successfully implemented at our production facility in Malatya.

By focusing on environmental and digital transformation, Baştürk Cam has tripled its production capacity and become a strong and reliable player in the global glass packaging industry with its sustainability-focused growth vision.

Our digitalisation investments have increased process efficiency while minimising error rates and resource waste. Our production process incorporates high-precision optical scanning and sensor systems, ensuring that 100% of products undergo a thorough quality control process. Any products deemed unsuitable are immediately identified and incorporated into the recovery cycle. This has further reinforced our production approach, which is centred on customer satisfaction.

Improving our environmental performance is the cornerstone of our sustainability vision. We have adopted circular economy principles and integrated them into our production processes. Our internal recycling systems mean that glass fragments generated during production are reintroduced into the furnaces as raw material. Currently, between 15-20% of the total raw material mix we use consists of glass fragments that are recycled at our own facility.

In the field of energy management, we have developed projects based on the ISO 50001 system and implemented heat recovery systems in our production facilities to save energy. We are pleased to announce that we have commenced our investment in a 20 MW Solar Power Plant (SPP) in the Yazıhan district of Malatya. This step is a clear indication of our commitment to transitioning to renewable energy sources.

In line with our emission reduction targets, we aim to reduce our carbon footprint each year by following a roadmap in line with international initiatives such as SBTi.

As a result of these investments and developments, Baştürk Cam has achieved significant successes both in the domestic market and on the international stage during the 2023-2024 period. As of today, we are pleased to announce that we export our products to more than 40 countries. This has enabled us to establish a reputation as a reliable and preferred supplier on a global scale. This export success brings with it both the pride of representing our country and the responsibility of contributing to the global competitiveness of the Turkish glass industry.

All of these achievements are undoubtedly the result of the hard work and dedication of our employees, the trust of our business partners, and our management approach, which is both visionary and strategic. As an organisation that embraces a culture of continuous improvement, we will continue to invest in digitalisation, innovation, and sustainability in the coming periods. Our commitment to environmental sustainability is reflected in our production approach, transparent governance model and strategies that minimise environmental impact. We are dedicated to assuming a leading and pioneering role in the glass packaging sector.

I would like to express my sincere gratitude to all our colleagues who contributed to achieving these gains, as well as our business partners, suppliers, and customers who accompanied us on our sustainability journey.

Best regards,

Muhammed YALÇINKAYA
General Manager

Corporate Profile



Overview of the Sector

The global glass packaging sector has achieved steady growth momentum in recent years thanks to its sustainability advantages and product protection capabilities. By 2025, the sector's global market size is expected to exceed US\$85 billion, with more than 65% of demand coming from the food and beverage sector. According to a Straits Research report, the global glass packaging market, which stood at approximately \$71.5 billion in 2024, will grow at an average annual rate of over 4% to reach a volume exceeding \$105 billion by 2033.

The same report reveals that the beverage sector accounts for the largest share of glass packaging demand and that the Asia-Pacific region has both the highest market share and the fastest growth on a regional basis. Rising beverage consumption in the region, driven by increasing urbanization and the young population, significantly supports the demand for glass bottles.

The European market stands out as an ideal packaging material for food and beverage products, particularly due to glass's chemically inert (non-reactive) structure.



The beverage sector in Europe plays a leading role in the industry, accounting for more than half of glass packaging use. Demand for glass packaging is also increasing in the pharmaceutical and cosmetics sectors, beyond food and beverages; this trend is linked to the advantages glass offers in terms of product protection and brand sustainability.

Increased consumer awareness of environmental issues also plays an important role in the preference for glass packaging. A 2020 study in Europe found that more than half of consumers had increased their use of glass packaging in recent years and that 91% considered glass to be the most environmentally sustainable type of packaging.

The fact that glass is 100% recyclable an unlimited number of times contributes significantly to the circular economy system. According to data from the Federation of European Glass Packaging (FEVE), approximately 80% of glass bottles in EU countries are collected for recycling, and the "Close the Glass Loop" initiative aims to increase this rate to 90%.

Glass packaging manufacturers are developing innovative and low-carbon solutions in their production processes to

reduce their environmental impact.

The main applications in this area include making bottles lighter, reducing fossil fuel consumption, and using alternative energy sources such as green electricity. In addition, the use of cullet (glass fragments) is becoming more widespread; this method reduces both energy consumption and carbon emissions.

Baştürk Cam, a Turkey-based manufacturer, continues its activities in line with these global trends in the industry. Located in Malatya, its modern production facility was established with an investment by the Baştürkler Group, which has a nearly half-century industrial history, and embraces environmental awareness and sustainable production as its core principles. The company carries out glass packaging production with an environmentally friendly approach, using high energy efficiency glass melting furnaces, fully automated production lines, and recycled raw materials. Thanks to its business model focused on sustainable growth, Baştürk Cam aims to strengthen its position in the sector both domestically and internationally and to stand out as a reliable glass packaging supplier.

About Baştürk Cam



Founded on over 49 years of industrial experience, Baştürk Cam

Established in 2016 with the aim of responding to the increasing demand for glass packaging in line with the principles of circular economy and sustainable production, Baştürk Cam is based on the Baştürk Group's more than 49 years of industrial experience. Following the commissioning of its first furnace in 2018, the second furnace was put into operation in 2024 in line with the growth in market volume, thereby tripling the company's total production capacity. With this investment, the product portfolio has been expanded, and the company's presence in global markets has been further strengthened, in addition to its share in the domestic market.

Baştürk Cam primarily manufactures high-quality glass packaging for the food and beverage industries; it also continues to develop products that meet the requirements of the cosmetics and pharmaceutical industries. In addition to its standard product range, it can respond to special design requests from its business partners with fast and flexible production capabilities.

A work culture that prioritizes quality and reliability has been adopted, focusing on customer satisfaction throughout all processes, from raw material procurement to after-sales services.

The company's production facility in Malatya utilizes a highly automated infrastructure and modern, energy-efficient equipment, with processes carried out under end-to-end control. This approach is integrated with the principles of production safety, environmental performance, and operational excellence.

Baştürk Cam has become an active part of the global glass packaging supply chain with sales to 40 different countries to date. With its innovative production approach, environmentally friendly approach, experienced human resources, and strong cooperation network, the company continues to strengthen its position as a preferred and reliable glass packaging supplier both domestically and internationally.



[▶ Click here for the Baştürk Cam 2nd Kiln Introduction Video.](#)



Vision

To be a guest at many tables in the world and to be the first solution partner in the glass packaging sector.

Mission

High added value, constantly renewing itself, high-quality glass production to growing together with business partners.; with respect for life, in order to be in our business with heart and mind.

Values

We offer our business partners continuous satisfaction by working with high quality production and versatile service with a fair, honest, sincere, reliable and transparent business ethic. We have made it a culture to be a family with your partners, and we continue our work with enthusiasm in a way that respect nature and people, in order to leave a livable world to future generations.

At a Glance: Baštürk Cam



Commissioning of the
**Second
Kiln**




2025 SBTi
Commitment
Target



Exports to
40 Different
Countries



390+
Employees



20^{MW}
Solar Power Plant (SPP)
Investment



0 (zero)
Recall Cases



10,848 Total of
Person-Hours of
Occupational Health
and Safety Training



2.9 Million TL
Environmental Management
Investment and Expenditure

The Story of Glass and Products

The Story of Glass:

A Timeless Material from Nature

Glass is one of the oldest and most transformable materials in human history, obtained from the purest raw materials offered by nature, such as sand, soda, and limestone. First discovered thousands of years ago in Mesopotamia and Ancient Egypt, glass has become indispensable to civilizations over time, not only for its transparency and formability, but also for the hygiene, durability, and aesthetic advantages it provides.

Over hundreds of years, glass has established a strong position in the food, beverage, cosmetics, and pharmaceutical industries as a protective, preservative, and recyclable packaging material. Thanks to its natural structure, glass can be recycled without harming the environment, making it one of the most important building blocks of the circular economy. A glass bottle can be reprocessed and reused multiple times without any loss of quality. With this feature, glass protects not only products but also the future of the planet.

Baştürk Cam aims to carry the value of this unique material from the past to the future, combining the naturalness, safety, and sustainability of glass with modern technology to offer it to users.



Production Approach



Baštürk Cam carries out food and beverage-focused glass bottle and jar production with high automation and energy efficiency principles. Glass is primarily produced from a “soda-lime-silica” composition based on quartz sand (silica), soda ash, and limestone; the recipe is optimized with appropriate oxide/dolomite additives for color and performance. Bottle and jar production follows steps that are universally accepted worldwide: raw material preparation, melting, shaping (hot end), annealing (lehr), cold end coating, and defect removal. In line with increasing demand, the commissioning of a second furnace in 2024 has strengthened production capacity and product diversity, further consolidating the company’s position in the glass packaging supply chain.

Raw Material Preparation and Melting

Quartz sand, soda ash, dolomite, limestone, and auxiliary components used in glass production are weighed according to the recipe and blended to form a homogeneous mixture. Glass cullet is actively used in the production cycle to reduce raw material consumption, lower furnace energy requirements, and improve furnace-related emissions.

The blended material is fed into melting furnaces and converted into molten glass under a controlled temperature regime. Furnace conditions are monitored in line with energy efficiency, product clarity, viscosity balance, and environmental performance criteria.

Shaping (Hot-End Processes)

When the desired glass viscosity is achieved, the melt is conditioned in hot-end channels and formed into droplets called “gobs” using cutters. These droplets are shaped into bottles or jars using the Blow-and-Blow (BB), Press-and-Blow (PB), or Narrow Neck Press-and-Blow (NNPB) methods, depending on the product type. Mold stations are monitored using fully automated, sensor-controlled systems () to minimize mold defects, weight imbalances, and form irregularities.



Annealing and Surface Strengthening

Shaped products undergo a controlled cooling process in annealing furnaces (lehr) to relieve internal stresses. This process plays a critical role in maintaining product strength. After annealing, cold end surface treatments are applied to increase the mechanical strength, scratch resistance, and shelf life of the products.

Quality Control, Sorting, and Recycling

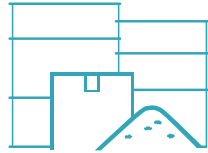
All products are 100% inspected at the cold end using optical cameras, laser sensors, and automatic measurement systems. Evaluation is performed in terms of measurement, weight, thickness distribution, mouth shape, surface defects, and visual flaws. Non-compliant products are returned to the glass recycling cycle and recovered without generating waste.

Packaging and Shipping

Approved products are packaged with consideration for food safety and logistical integrity. Standards that prevent breakage and contamination are applied during palletizing; traceability and compliance with customer specifications are confirmed prior to shipment.

Blending Preparation

100% natural raw materials and recycled glass fragments are mixed according to the recipes created to form the blend.



Melting

The prepared mixture is fed into the furnace to obtain molten glass at a temperature of approximately 1,550°C. The molten glass is conditioned in channels and fed into the production machines.



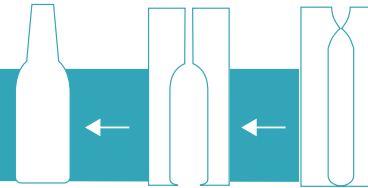
Annealing

The shaped product is gradually cooled to relieve internal stress.



Shaping

The molten glass is cut according to the product weight, formed into droplets, and shaped in molds using the appropriate process (NNPB/BB/PB).



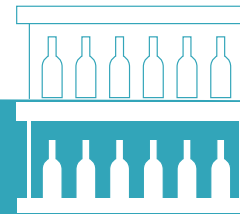
Product Control

Products are 100% inspected using automatic defect sorting machines. Defective items are discarded for recycling, and defect-free products are sent for packaging.



Packaging and Shipping

Products that pass inspection are packaged with food-safe packaging materials for shipment to the customer.



Product Portfolio



Baştürk Cam has the capability to develop products specific to the cosmetics and pharmaceutical industries, in addition to producing bottles and jars for the food and beverage industries. In addition to the standard product range, custom design solutions are supported by 3D design, prototyping, and short-cycle mold shop integration. To date, the company has played an active role in the international glass packaging chain by supplying products to different countries.

Food and Beverage Sector

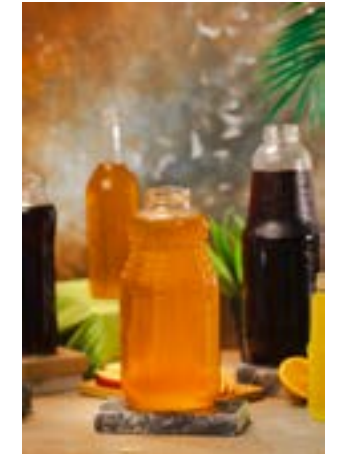
- Bottles for fruit juice, carbonated and non-carbonated beverages, water, dairy products, vinegar, and sauces
- Jars for canned goods, jams, honey, pickles, and other food products
- Product options compatible with hot filling and pasteurization processes

Cosmetics, Perfumes, and Personal Care

- Transparent and colored glass bottles for perfume, essence, cologne, and cosmetic liquid products
- Premium glass packaging options designed to meet high aesthetic expectations
- Products with thin walls and special mouth designs

Pharmaceutical and Laboratory Use

- Small-volume glass bottles for pharmaceutical liquids
- Glass composition options suitable for formulations requiring chemical resistance
- Designs compatible with dropper or special cap systems



Sustainability Management



Sustainability Approach



Baştürk Cam embraces sustainability principles as a fundamental component of its strategic management approach in the glass packaging sector where it operates. A multidimensional sustainability structure is being established with the aim of reducing environmental impacts, increasing social contribution, conducting governance processes in a transparent and accountable manner, and ensuring sustainable economic value creation.

Sustainability efforts are integrated throughout the company's value chain, taking into account relevant national legislation, international standards, and industry expectations. Company policies, management systems, and practices are evaluated within a continuous improvement cycle, supported by performance monitoring, reporting, and feedback processes.

Environmental sustainability is fundamental to production processes; energy efficiency, emission reduction, waste management, water consumption control, and circular economy practices are being promoted. Occupational health and safety practices are systematically managed with a focus on the safety of all employees and are supported by an inclusive, fair, and development-oriented human resources policy.

The governance structure is based on ethical values, corporate transparency, legal compliance, and stakeholder participation; processes are monitored and ensured through integrated management systems. Customer satisfaction, product quality, and innovation are among the priority areas in terms of the sustainability of value creation.

Baştürk Cam is committed to creating value together with its stakeholders in line with sustainable development goals, managing its environmental and social impacts with a responsible approach, and fulfilling its corporate responsibilities with a holistic perspective.



Environmental Impact and Responsibility

Production processes based on the efficient use of natural resources, waste reduction, and recycling are implemented. Environmental impact is reduced through energy and water management, recycling practices, and sustainability-focused approaches in product design.

Value for People and Society

An inclusive and equitable working environment is created based on the health, safety, development, and participation of employees. Strong corporate commitment is ensured through training opportunities, equal opportunity policies, and occupational health measures.



Transparent Governance

Transparent governance is maintained through open communication with all stakeholders, accountability, and ethical principles. Decision-making processes are conducted in accordance with the principle of traceability, and stakeholder opinions are integrated into strategic planning.

Value Chain Responsibility

Environmental and social responsibility standards are adhered to throughout the supply chain, and sustainability principles are observed with all collaborating parties. Product safety, quality management, and sustainable sourcing are managed with a holistic approach.

Governance Structure

At Baştürk Cam, sustainability is treated as an area of corporate management that is integrated into all processes, from the company’s growth strategies to its operational decisions. The Sustainability Committee, established in line with this approach, is the central decision-making body that ensures the sustainability agenda is managed at the corporate level. The Committee coordinates the processes of strategy formation, commitment determination, application guidance, risk and opportunity assessment, performance monitoring, and reporting of results to senior management under one roof.

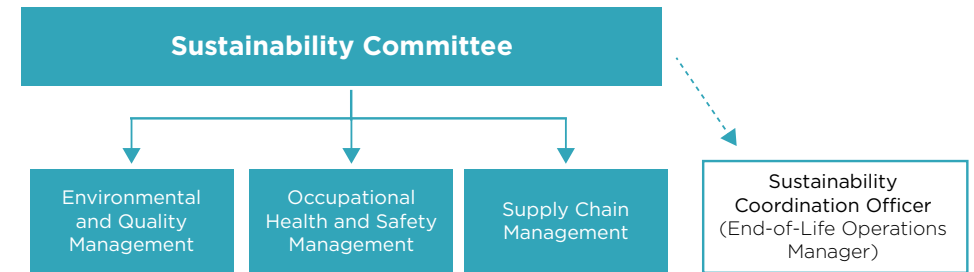
The Sustainability Committee is chaired by the General Manager and includes the Director of Marketing and Finance, the Production Manager, the End-of-Life Treatment Manager, the Technical Manager, the Human Resources and Administration Manager, the Purchasing Manager, the Sales and Marketing Manager, and the Planning and Information Technology Manager.

The Committee meets regularly at least four times a year, discussing developments in carbon and energy performance, resource efficiency, waste and circularity, occupational health and safety, ethics and compliance, responsible supply chain, and social performance, and making decisions accordingly. When necessary, interim meetings are held based on field data, regulatory changes, customer expectations, or risk analyses to ensure that actions are implemented quickly. The decisions taken are transferred to operations through the relevant functional units; progress is periodically monitored by the Committee and updated within the improvement cycle. Thanks to this structure, sustainability activities are dynamically managed through a decision-implementation-feedback-improvement cycle.

The sustainability coordination function, which supports the Committee’s work, carries out data collection, implementation monitoring, compliance with national and international standards, regulatory monitoring, and reporting

responsibilities across the company. Technical units and thematic working groups (Environment and Quality, OHS Management, Supply Chain Management) manage indicators related to their own areas and submit the outputs to the Committee for evaluation. This multi-layered structure ensures that sustainability performance is carried out under the responsibility of all process owners across the organization, not just a single department.

The outputs consolidated by the Committee are reported to senior management and the Board of Directors at specified intervals, and strategic decisions are updated accordingly. This governance model enables Baştürk Cam to carry its ESG performance beyond internal operational practices and execute it within a framework that is compliant with national legislation, international standards (GRI, TSRS, ISO, UN SDG, SBTi, etc.), and stakeholder expectations, and is accountable and traceable.



Stakeholder Engagement

Baştürk Cam embraces stakeholder engagement as a fundamental management principle in implementing its sustainability vision. The company considers establishing open, transparent, and continuous dialogue with its stakeholders a strategic priority in order to holistically manage the economic, environmental, and social impacts of its activities.

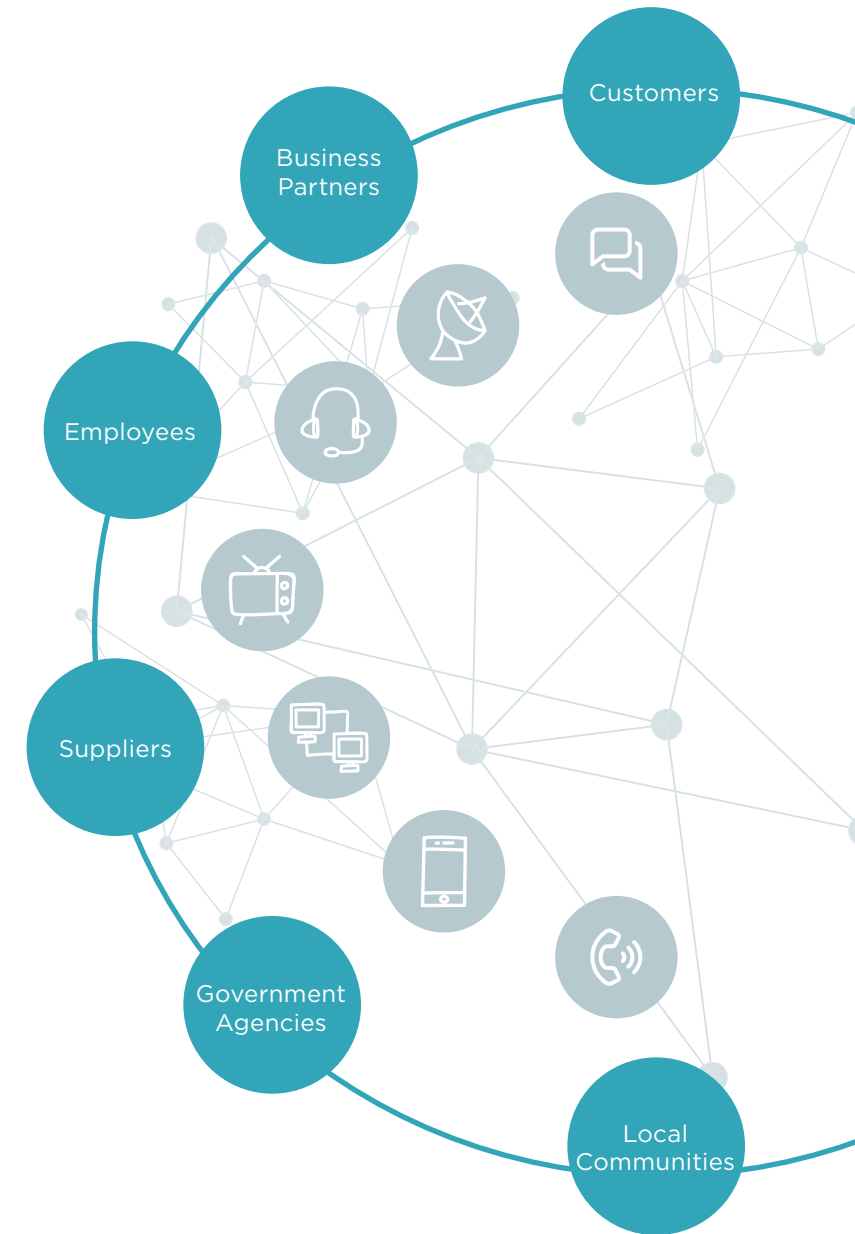
In this regard, feedback from stakeholders is considered an important input that informs decision-making processes and supports the creation of shared value.

The company's stakeholder engagement approach is based on the principles of transparency, accountability, continuity, inclusiveness, and mutual trust. Multifaceted communication channels have been established with all stakeholder groups, including employees, customers, suppliers, public institutions, local communities, and business partners.

Regular interaction is maintained through surveys, periodic meetings, field visits, one-on-one interviews, and digital communication tools, thereby understanding current expectations and developing proactive solutions.

Baştürk Cam values the voice of every stakeholder in line with the principles of diversity and inclusiveness and supports social development by establishing strong partnerships, especially with communities in the regions where it operates.

Stakeholder engagement processes are regularly measured through effective management systems, and opportunities for improvement are identified and implemented. In this way, a more sustainable, resilient, and inclusive future is being built together with stakeholders.



Materiality Analysis

The sustainability materiality analysis for Baştürk Cam is a fundamental tool that helps the company systematically manage its environmental, social, and governance performance and determine its strategic focus areas by integrating stakeholder expectations.

During the analysis process, a broad range of topics was identified, taking into account industry trends, national and international sustainability standards, regulations, and the scope of the company's activities. This range includes topics such as environmental management, product quality and safety, employee health and safety, supply chain practices, circular economy, social contributions, and corporate governance.

These identified topics were presented to both internal and external stakeholders, primarily employees, customers, suppliers, service providers, the holding company, and the Board of Directors, and were requested to be evaluated in line with the strategic importance of each topic and its contribution to the company's success. The feedback was analyzed quantitatively to create a materiality matrix for 2024.

As a result of the evaluation, "Occupational Health and Safety," "Energy Management," "Product Health and Safety," "Water Management," and "Talent Management" emerged as the topics with the highest priority. These topics represent both the company's direct contribution to sustainability and the areas that stakeholders are sensitive about. Topics such as Waste Management, Circular Economy, and Operational Efficiency were placed in the second priority group, while topics such as Supply Chain Management, Ethics-Transparency, Equal Opportunity, and Digitalization were positioned as supporting focus areas.

The materiality matrix is used as a fundamental reference in structuring the company's sustainability strategies and developing implementation plans. Each of the priority issues is tracked with targets and performance indicators by the relevant departments, reported regularly, and subject to improvement steps integrated with management systems.



Materiality Matrix

Very High Material

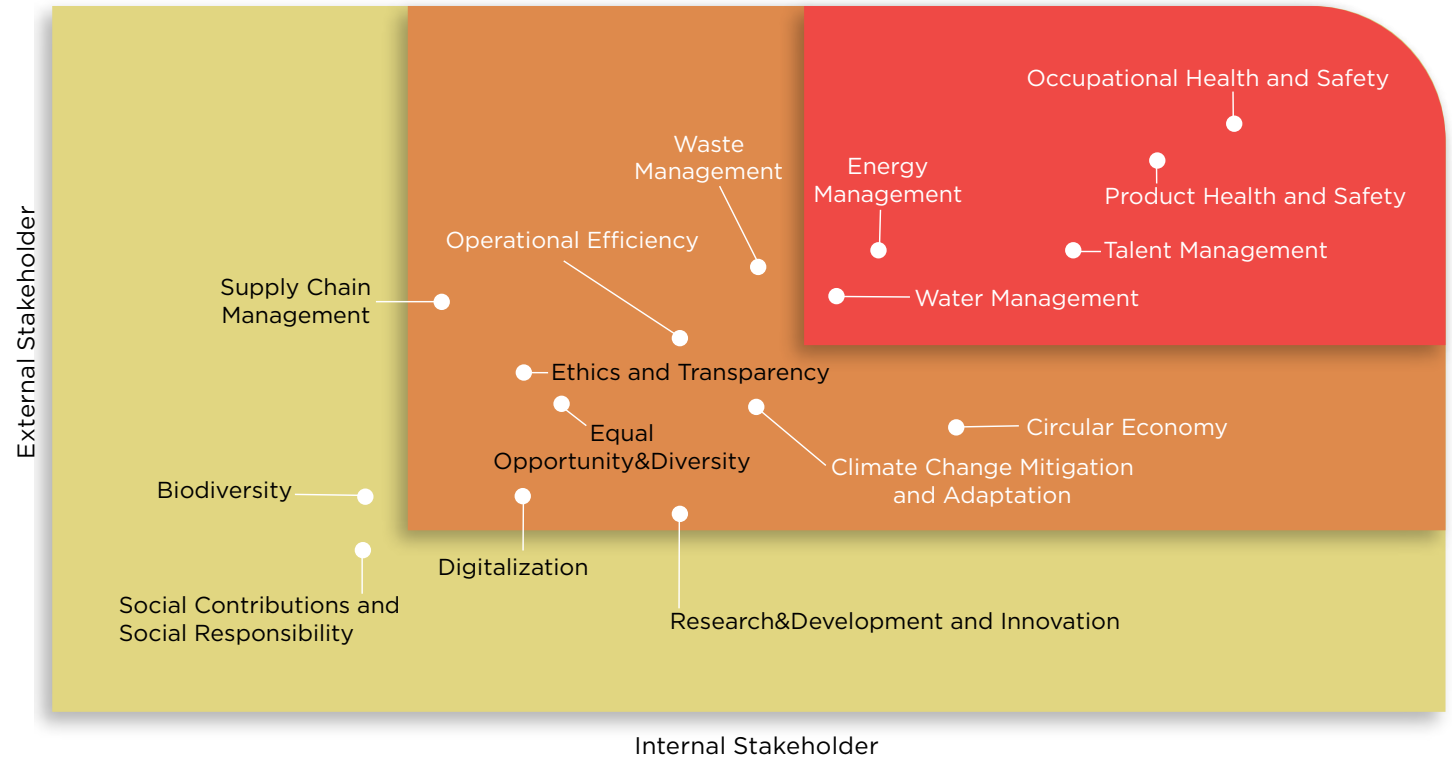
- Occupational Health and Safety
- Product Health and Safety
- Talent Management
- Energy Management
- Water Management

High Material











- Waste Management
- Circular Economy
- Climate Change Mitigation and Adaptation
- Operational Efficiency
- Research and Development and Innovation
- Equal Opportunity and Diversity
- Ethics and Transparency
- Supply Chain Management
- Digitalization

Material

- Biodiversity
- Social Contributions and Social Responsibility



Contributions to Sustainable Development Goals

Material Issues	Approach	Relevant SDGs
Occupational Health and Safety	Baştürk Cam prioritizes occupational health and safety in all its operations, aiming to provide a safe working environment and prevent workplace accidents. In this context, OHS risks are proactively managed, and regular training and participation mechanisms are offered to employees, thereby creating a sustainable safety culture.	<p>3 GOOD HEALTH AND WELL-BEING </p> <p>8 DECENT WORK AND ECONOMIC GROWTH </p>
Energy Management	Due to the energy-intensive nature of glass production, Baştürk Cam has positioned energy management as one of the key priorities of its sustainability policy. In line with ISO 50001 standards, it continuously reduces energy consumption and related emissions through efficiency practices such as monitoring energy performance, increasing furnace efficiency, process optimization, heat recovery, using high-efficiency equipment, and increasing the glass scrap rate.	<p>7 AFFORDABLE AND CLEAN ENERGY </p> <p>13 CLIMATE ACTION </p>
Product Health and Safety	Baştürk Cam places product safety, quality assurance, and customer satisfaction at the center of its operations in glass packaging production. The ISO 22000 food safety system is implemented in all production processes; products are 100% scanned using advanced optical control systems to prevent defects and provide customers with reliable, high-quality products.	<p>3 GOOD HEALTH AND WELL-BEING </p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION </p>
Water Management	The company makes various improvements in its processes to reduce water consumption and protect water quality. Water efficiency is increased through the controlled use of well water, water recovery with reverse osmosis systems, and optimizations in cooling circuits, thereby reducing water consumption and the amount of wastewater discharged.	<p>6 CLEAN WATER AND SANITATION </p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION </p>
Talent Management	Baştürk Cam considers its employees to be its most important asset and has made talent management an integral part of its sustainability culture. Employees are offered career and training opportunities within the company, and programs are implemented to train future managers. In this way, employee development and loyalty are supported, and the goal is to continuously increase employee satisfaction.	<p>4 QUALITY EDUCATION </p> <p>8 DECENT WORK AND ECONOMIC GROWTH </p>

Waste Management

Baştürk Cam aims to increase resource efficiency by managing its waste in line with circular economy principles. Glass fragments generated during production are remelted within the facility and returned to production to meet 15-20% of the total raw material requirement; thus, waste is converted into raw material without leaving the factory, reducing resource consumption and energy needs. Furthermore, by ensuring the proper separation of waste at source under the Zero Waste program and complying with all legal requirements, the company has earned the Zero Waste Certificate.



Circular Economy

Baştürk Cam reuses waste as much as possible or recycles it into other sectors through a circular economy approach. Suitable by-products from production (e.g., fine dolomite powder) are used as raw materials in different sectors, such as ceramic adhesives and filling materials, returning them to the economy instead of being disposed of. The company plans to further strengthen circularity in the coming period with the goals of increasing the use of glass cullet and reducing waste density.



Combating and Adapting to Climate Change

Baştürk Cam has placed the fight against climate change at the center of its sustainability strategy and is implementing comprehensive projects to combat climate change in order to reduce greenhouse gas emissions. With the 20 MW capacity Solar Power Plant investment launched in 2024, it aims to meet a significant and Adaptive portion of its electricity needs from renewable sources, thereby reducing emissions. By joining the Science Based Targets initiative (SBTi) in 2025, it is working to shape its roadmap to achieve carbon neutrality by 2050 based on scientific data.



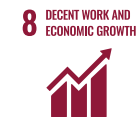
Operational Efficiency

Baştürk Cam continuously improves its production processes and adopts a lean management approach to increase operational efficiency. All operations are monitored using measurable indicators; process improvements prevent errors from recurring and increase efficiency, thereby boosting productivity and enabling data-driven corporate decisions.



R&D and Innovation

Baştürk Cam aims to continuously improve product and process excellence through R&D and innovation activities. Within the scope of Product Design and Development processes, innovative solutions are produced for customers' special packaging requests, and functional improvements are implemented in production; product quality, performance indicators, and customer feedback are regularly monitored and continuously improved.



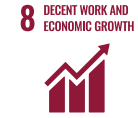
Equal Opportunity and Diversity

Baştürk Cam implements a human resources policy that promotes equal opportunity and diversity in the workforce. A fair, inclusive, and non-discriminatory working environment is provided for all employees; the principles of respect for human rights and non-discrimination are strictly observed throughout the company. Diversity and inclusivity are supported through practices aimed at increasing the proportion of female employees and the employment of different segments of society.



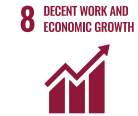
Ethics and Transparency

Baştürk Cam considers full compliance with ethical principles and transparent management to be indispensable elements of corporate sustainability and stakeholder trust. The Code of Ethics Procedure implemented within the company defines principles such as honesty, prevention of conflicts of interest, respect for human rights, and combating corruption for all employees and business partners, and ensures that these rules are applied at every stage.



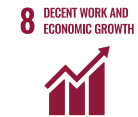
Supply Chain Management

Baştürk Cam has moved its supply chain away from a traditional cost-focused approach and integrated sustainability criteria. In supplier selection and monitoring processes, criteria such as financial adequacy, quality assurance, and technical competence are evaluated alongside environmental, occupational health and safety performance, and ethical compliance; where necessary, suppliers are requested to provide ethical commitment and legal compliance documents. Furthermore, it aims to reduce logistics-related carbon emissions by prioritizing local suppliers, with 21% of total purchasing expenditures in 2024 coming from local suppliers.



Digitalization

The company uses digital technologies to increase operational efficiency and traceability. At the Malatya facility, processes are carried out in a fully controlled manner with a fully automated infrastructure and modern, energy-efficient equipment, thereby improving production safety and environmental/operational performance. Digital infrastructures such as SAP are used in business processes, and decision-making mechanisms are accelerated by tracking supply processes and data in real time.



Biodiversity

Baştürk Cam considers the protection of biological diversity to be an integral part of its environmental responsibility. Care is taken to preserve the integrity of the ecosystem at the facility location and within its sphere of influence; impacts that may arise from land use are analyzed, and measures are taken to reduce risks to natural life.



Social Contributions and Social Responsibility

Baştürk Cam embraces contributing to the social and economic development of the communities in which it operates as a corporate responsibility. It aims to maximize social benefit through partnerships in the field of sustainability and supports the development of the region through education and environment-focused local projects.



Environmental Impact and Responsibility



Environmental Management

Baştürk Cam made approximately 2.9 million TL in environmental management investments and expenditures in 2024.

Baştürk Cam adopts an integrated management approach to control and continuously improve its environmental impact; in this context, it implements the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards integrated into its production activities. These systems provide a corporate framework for identifying environmental risks, monitoring energy performance, increasing resource efficiency, and managing improvement processes.

The company's environmental management approach is based on the principles of preventing pollution before it occurs, efficient use of resources, increasing energy efficiency,

raising glass breakage recycling rates, reducing emissions, controlling water and chemical use, and recycling waste into the circular economy. Environmental dimensions and risks are regularly analyzed, actions taken are monitored using performance indicators, and improvements are systematically implemented.

In water management, well water is distributed to processes in a controlled manner; water consumption is reduced through optimizations in the osmosis line and cooling cycles. With the commissioning of an additional osmosis line, the amount of water flushed has been reduced, thereby decreasing both water consumption and discharge load.

Baştürk Cam adheres to the principle of full compliance with national environmental legislation, international obligations, and permit/reporting requirements in all processes it carries out. Compliance performance is verified through regular audits, internal controls, and official reporting processes.

As another component of environmental management, Baştürk Cam considers the protection of biodiversity to be an integral part of its environmental responsibility. The protection of ecosystem integrity is fundamental at the facility location and in the areas it affects; potential impacts arising from land use are assessed, and measures are implemented to reduce possible effects on natural life.



Energy and Emission Management

Considering the energy-intensive nature of glass production processes, Baştürk Cam positions energy and emissions management among the key priorities of its sustainability policy. In this context, energy performance is regularly monitored in line with the requirements of the ISO 50001 Energy Management System, efficiency projects are systematically implemented, and environmental impacts are kept under control. Methods such as increasing furnace efficiency, process optimizations, heat recovery applications, investments

in high-efficiency equipment, and improvement of operating parameters are implemented to reduce energy consumption.

These efforts also support emission reduction; both energy consumption and direct emissions from furnaces are reduced by reintroducing a high percentage of cullet into the production recipe.

As part of its energy conversion program, Baştürk Cam has initiated an investment in a 20 MW Solar Power Plant (SPP) in the Yazihan district of Malatya. Work began in August 2024, and the project is scheduled for completion in 2026. The plant is expected to generate 35–40 million kWh of electricity annually and operate for approximately 25 years.

Once the project is operational, it will reduce greenhouse gas emissions by meeting electricity consumption from renewable sources.



Emissions are calculated in accordance with the ISO 14064 standard for corporate carbon energy footprint calculations and the ISO 14067 standard for product carbon footprint calculations. These calculations provide a database for the transparent identification of emission sources, the identification of reduction opportunities, and the establishment of science-based targets.

Baştürk Cam aims to commit to the Science Based Targets initiative (SBTi) by 2025 in order to bring its carbon management in line with global standards. The reduction scenarios to be created in line with this goal will be evaluated in accordance with the SBTi methodology, and the roadmap to carbon neutrality by 2050 will be shaped within a scientific framework.

This holistic structure, driven by energy efficiency, resource circularity, and a science-based target setting approach, strengthens Baştürk Cam’s capacity to manage climate-related risks and opportunities and is positioned as a key component of the company’s long-term sustainability strategy.

Greenhouse Gas Emissions	Unit	2024
Scope 1	tCO ₂ e	81,252.96
Scope 2	tCO ₂ e	18,954.32
Scope 3	tCO ₂ e	65,236.06
Total tCO₂e	tCO₂e	165,443.33

Enerji

Non-Renewable Direct Energy	Unit	2022	2023	2024
Diesel/Motor Oil	liter	7,599	11,500	35,876
Natural Gas	GJ	564,382.01	508,379.57	1,008,108.27
LNG	liter	62,500,000	39,889,160	25,004,000
Non-renewable Indirect Energy	Unit	2022	2023	2024
Electric	kWh	22,370,686.80	22,035,143.00	42,883,077.30

Baştürk Cam manages emission reduction in line with a corporate plan. This plan consists of a set of projects targeting areas that affect process-related emissions, indirect emissions linked to energy consumption, and product-based carbon footprint. The main components of the plan are implemented under the following headings:

Furnace efficiency and process optimization:

Reducing fuel consumption and increasing combustion efficiency

Increasing the use of broken glass (cullet):

Reducing energy requirements and related emissions

Improving cooling systems:

Reducing electricity consumption

Heat recovery projects:

Ensuring the reuse of heat released from processes

High-efficiency equipment conversions:

Improving energy performance

Renewable energy investment:

Reducing electricity-related emissions with the Malatya Yazihan GES project

Water Management

Baştürk Cam systematically manages the type of water used in its production activities, its purpose of use, and the discharge process, addressing water resources with a focus on efficiency, regulatory compliance, and risk mitigation. The company meets its water needs through well water, which is classified and managed according to different operational needs.

The discharge of water used in processes is controlled within the framework of the applicable environmental legislation. Water discharge parameters are monitored through regular analyses, compared with legal limit values, and shared with the competent authorities in line with official reporting obligations. Environmental compliance is ensured through internal audits, periodic measurements, and process control reports.

Reducing water consumption and increasing the rate of circular use are prioritized among environmental performance targets. In this context, an additional osmosis line has been put into operation, reducing the amount of water bluffed by approximately 50%. This improvement directly contributes to reducing both total water consumption and the amount of water discharged.

Usage Purposes and Process Distribution

Technological Water



Used in compressor cooling and process-related support systems.

Firewater



It is kept ready for emergency scenarios and stored in the fire line infrastructure.

Drinking water



Used in employee health and hygiene processes.

Osmosis water



Used in scissors cooling, cold surface coating, furnace electrode cooling, and camera cooling processes; equipment protection and process safety are ensured by reducing the conductivity of the water.

In addition, osmosis water is also effectively used for cooling purposes in the boosting cooling tower.

Circularity and Waste Management

Baştürk Cam manages waste in line with circular economy principles to increase resource efficiency and reduce environmental impact. The fact that glass can be recycled an unlimited number of times due to its structure reinforces this approach; glass fragments generated during production are remelted within the facility under the company’s recycling license and reintroduced into production. Recovered glass fragments account for approximately 15-20% of total raw material consumption. Thus, glass waste is converted into raw material without leaving the factory, reducing both resource consumption and energy requirements.

Baştürk Cam has positioned indoor recycling equipment throughout the facility in accordance with the Zero Waste Regulation, ensuring that waste is properly separated at source.

Separated waste is collected according to type, delivered to the municipal system, and all records are processed into zero waste software. The company has met zero waste compliance requirements and has obtained a zero waste certificate.

In line with the circular economy principle, non-production waste is supplied as raw material input to different sectors. Paper/cardboard packaging waste is sent to the packaging sector, vegetable waste oils to the energy and cleaning sectors, and scrap metal and electrical/electronic waste to the iron and steel sector for evaluation. Scrap of suitable quality arising from maintenance processes is reused at the facility, preventing the generation of additional waste.

Fine-grained dolomite filter dust unsuitable for glass production is also converted into added value in other sectors.

This material, which remains under the screen in the crushing and screening plant, is used as a raw material in the construction chemicals sector for the production of ceramic adhesives and filler materials due to its calcium, magnesium, and trace amounts of silicon, aluminum, and iron content. Thus, this material, which is a by-product of the process, is returned to the economy instead of being disposed of.

Process waste, vegetable waste oil, medical waste, waste batteries, and similar specific wastes are collected separately in accordance with their respective regulations and safely transported to licensed recovery or disposal facilities.

Baştürk Cam aims to further strengthen its circularity approach in the coming period by increasing the use of glass cullet, reducing waste density, and promoting circular material applications in its procurement criteria.

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	4,960	3,590	4,641
Non-hazardous Waste (packaging waste)	ton	0	37,775	90,927
Amount of Waste Sent for Disposal	ton	4,960	41,365	95,568

Value Chain Management



Ethics and Compliance

Baştürk Cam places ethical values at the center of all its business processes and considers fair, transparent, and responsible corporate governance to be the foundation of its sustainable success.

Baştürk Cam considers compliance with ethical principles to be an indispensable condition for corporate sustainability, stakeholder trust, and long-term value creation. Ethics and compliance management is a binding management system that governs decision-making processes, supplier relationships, employee behavior, and commercial interactions.

Ethical principles cover the entire value chain, including employees, management, interns, suppliers, contractors, customer relations, and business partners.

The current Code of Ethics Procedure

- integrity and honesty,
- prevention of conflicts of interest,
- respect for human rights and prohibition of discrimination,
- combating bribery and corruption,
- compliance with competition law,
- information security and confidentiality,
- protection of company assets,
- prohibition of false statements and record manipulation.

Every employee is obliged to comply with the ethical rules; managers are responsible for enforcing the rules and maintaining the internal behavior culture. Ethical issues are taken into account in all processes, including individual behavior, contracts, supplier selection, data processing, financial records, communication, and representation.

Newly hired personnel receive mandatory ethics orientation; periodic refresher training is conducted. Additional control and approval mechanisms have been defined for positions and processes with a high risk of ethical violations (e.g., purchasing, finance, supply chain management, sales).

Confidential channels based on the principle of no retaliation have been established for reporting ethical violations; reported cases are recorded and evaluated independently. For confirmed violations, sanctions such as disciplinary processes, contract termination, dismissal, blacklisting of suppliers, or initiation of legal proceedings may be applied depending on the scale. Permanent preventive actions are taken by analyzing the root causes of violations.

Ethical principles apply not only within the company but also throughout the supply chain. Suppliers are required to commit to ethical and legal compliance at the contract stage;

assessment, audit, and sanction mechanisms are applied in high-risk segments.

Business relationships with partners who act contrary to ethical principles cannot be maintained.

Ethical performance is monitored through internal audit results, complaint reports, sanction records, training participation rates, and compliance controls; it is reported and periodically presented to company management. Ethical management is not static; it is approached as a living structure that is continuously improved in line with updated risks, regulatory requirements, and best practices.

Baştürk Cam places ethical values at the center of all its business processes and considers fair, transparent, and responsible corporate governance to be the foundation of its sustainable success.

Sustainable Supply Chain

Baştürk Cam has moved its supply chain away from a traditional cost- and delivery-focused approach, making ethical, environmental, quality, and occupational safety criteria an integral part of its purchasing decisions. Supplier selection, evaluation, and monitoring processes are carried out in accordance with the KSP-15 Purchasing Procedure and recorded via the SAP infrastructure.

Supplier evaluations are based on financial adequacy, quality assurance, technical suitability, continuity, and references, as well as environmental, occupational health and safety performance, legal compliance, and adherence to ethical rules. Where necessary, mandatory documents such as ethical commitments, compliance statements, regulatory documents, and Material Safety Data Sheets (MSDS) are requested from suppliers. Companies found to be in violation of the rules are blacklisted and removed from the process.

Baştürk Cam observes respect for human rights, rejection of child labor, prevention of discrimination, prohibition of forced labor, fair working conditions, and fair trade principles in its supply chain. The dissemination of these principles to suppliers is ensured through contractual provisions, informational communications, and periodic evaluations.

The environmental dimension of the sustainable procurement approach aims to increase the proportion of local sourcing, reduce logistics-related emissions, and minimize packaging waste. In this regard, geographical proximity, environmental performance, and carbon footprint criteria are taken into account in purchasing decisions. As of 2024, 21% of the total purchasing budget is covered by local suppliers.

Baştürk Cam has identified the integration of sustainability clauses into contracts, the periodicization of supplier audits, and the enhancement of supplier awareness initiatives as areas for development to strengthen the sustainability performance of the supply chain in the long term.

As of 2024, 21% of the total procurement budget is covered by local suppliers.

Supply Management	Unit	2022	2023	2024
Number of local suppliers	Number	514	516	715
Local supplier ratio*	%	27.80	36.80	36.00
Number of new suppliers started working with	Number	191	281	369

* The local supplier ratio is calculated based on the number of suppliers. The local procurement ratio based on the purchasing budget is 21% for 2024.

Integrated Management Systems and Quality Assurance Approach

Baştürk Cam operates with an integrated management structure that incorporates the principles of quality, environment, energy, occupational health and safety, and food safety at all stages of its activities. This approach serves to ensure sustainability performance at the corporate level, keep risks under control, and increase operational efficiency.

The management systems implemented within the company ensure the establishment of standardized processes in areas such as process efficiency, product safety, environmental impact reduction, employee health, and operational safety. These systems operate in line with internationally recognized quality and safety standards, providing corporate assurance to customers, employees, suppliers, and the community.

The integrated approach enables data-driven decision-making, performance monitoring through measurable indicators, control of non-conformities, and inclusion of the results obtained in a continuous improvement cycle. Thus, processes are managed in line with global competition conditions, stakeholder expectations, and sustainability goals, as well as internal business requirements.

Thanks to the ISO and FSSC-based systems it implements, Baştürk Cam creates a sustainable assurance mechanism in all critical areas, from product quality to employee safety, environmental compliance to energy efficiency, thereby fulfilling its commitments to its stakeholders in a concrete manner.



The Integrated Management Systems Policy implemented in line with this approach:

- Adopting a collaborative, honest, and fair management approach; training colleagues who are team-oriented, responsible, and proficient in all management systems implemented;
- To meet customer demands in a timely manner and in line with expectations,
- Ensuring product safety through our processes by prioritizing food safety and hygiene at every stage of production in accordance with the characteristic structure of glass packaging,
- To carry out processes in environmentally friendly glass packaging production, minimizing negative environmental impacts and complying with relevant legal requirements and obligations,
- Creating a safe working environment and preventing workplace accidents by prioritizing occupational health and safety with all employees at every stage of production,
- To prefer energy-efficient technologies and practices by using energy and natural resources efficiently in all processes,
- Establishing processes that meet the relevant requirements and obligations in all management systems,
- Commits to establishing a sustainable structure for management systems to ensure continuous improvement and development.

ISO 9001 – Quality Management System



ISO 9001 is an international quality management standard that enables organizations to produce products and services in accordance with customer expectations, legal requirements, and internal standards. With its process-oriented approach, it ensures that all operations, from production planning to shipping, customer complaints to continuous improvement, are carried out under control. This increases customer satisfaction, prevents the recurrence of errors, increases efficiency, and bases corporate decisions on measurable data.

FSSC 22000 – Food Safety Certification System



FSSC 22000 is the highest level food safety certification program recognized by the GFSI (Global Food Safety Initiative), which expands the requirements for packaging manufacturers beyond the ISO 22000 foundation. It provides the level of reliability accepted by international retailers by introducing additional requirements such as supply chain security, protection against counterfeiting, vulnerability analysis, food defense, and allergen management. This increases the preference and exportability of products in the global supply chain.

ISO 22000 – Food Safety Management System



ISO 22000 is a global standard that ensures the systematic analysis and control of hazards that could affect food safety in the production of products that come into contact with food, such as glass packaging. Based on HACCP principles, it requires the preventive management of food safety risks at all stages, from raw material intake to packaging, production area hygiene, and supplier control. This ensures a high level of consumer safety and legal compliance.

ISO 50001 – Energy Management System



ISO 50001 is an international energy management standard that enables the planned monitoring, management, and improvement of energy usage through performance indicators. Optimization in energy-intensive processes, heat recovery, consumption tracking, efficiency investments, and systematic implementation of carbon reduction projects form the basis of this standard. This reduces energy costs, lowers carbon emissions, and supports sustainability goals with verifiable data.

Product Health and Safety

Baştürk Cam places product safety, quality assurance, and customer satisfaction at the center of its operations in glass packaging production. The company's responsibility to ensure the safety of products that come into contact with food is treated as an ethical commitment to its stakeholders, in addition to its legal obligations. In this regard, all processes are carried out within the framework of the ISO 22000 Food Safety Management System.

A systematic approach has been adopted to ensure product safety throughout the production chain; the aim is to identify risks in advance, bring them under control, and carry out continuous improvement activities. Potential hazards are identified in line with the Prerequisite Procedure and Hazard Analysis and Food Safety Plans; verification and monitoring activities are planned for each critical control point (CCP). This process is supported by production area hygiene, pest control, chemical substance management, and personnel hygiene practices.

The company has not experienced any recalls as of 2024.

Baştürk Cam implements special practices to prevent the risk of foreign matter contamination in production areas in accordance with the Procedure for Preventing Glass Fragments and Foreign Matter from Entering Products and the Glass Fragment Cleaning Instructions. Hygiene and equipment control instructions, implemented in an integrated manner with occupational health and safety in the cold end area, are monitored through regular inspections, and critical error situations are reported immediately under the Critical Error Alarm Procedure.

The Food Defense Procedure is implemented against possible intentional interventions, and production area security is ensured through access control, camera systems, and personnel authorization steps. The Product Recall Procedure is activated when necessary to enable rapid action, ensuring traceability from raw material procurement to final product delivery.

Quality assurance processes are supported by advanced control systems. Products are 100% scanned using camera-based optical systems; weight, volume, mouth diameter, thickness, and thermal resistance parameters are automatically controlled. Raw material verification tests are performed in the laboratory using XRF analysis; unsuitable products are directed to the broken glass line in the internal cycle and recycled. This system ensures the prevention of product defects and resource efficiency simultaneously.

Baştürk Cam strengthens its quality approach, which aims to exceed customer expectations, with a philosophy of continuous improvement. Product development work is carried out within the framework of the Product Design and Development Procedure, special packaging designs are created for customer requests, and functional improvements are implemented. Customer feedback regarding product quality is regularly monitored and evaluated through performance indicators, satisfaction surveys, and corrective/preventive actions.

All processes are continuously monitored under the Environmental Monitoring Procedure and the Risk Analysis and Opportunity Assessment Procedure, verified through internal audits, and reported to senior management. Furthermore, employee awareness is increased under the Food Safety Culture Procedure, and the food safety culture is strengthened throughout the organization.

Product safety and quality processes are supported by regular customer and certification audits. The results obtained from these audits are reflected in performance indicators and provide data for continuous improvement plans. Baştürk Cam operates in full compliance with national and international regulations; it manufactures in accordance with the Turkish Food Codex, the "Regulation on Materials and Articles in Contact with Food," and EU standards (1935/2004/EC, 2023/2006/EC, 10/2011/EC).

Sustainable Product Design



Baştürk Cam conducts product development studies that are more environmentally friendly without compromising functionality, taking into account sustainability criteria in product design as well as product safety.

As a result of the weight reduction efforts undertaken in this context:

1. Logistics and transportation advantages are achieved; as products become lighter, more products can be shipped in the same volume, and transportation costs are reduced.
2. Less energy is consumed in glass production, thereby reducing carbon emissions associated with production.
3. Recycling processes are facilitated, as lower glass mass requires less energy for recycling.
4. Lightweighting efforts are considered an ongoing area of improvement within sustainability, aimed at reducing CO₂ emissions and lowering packaging consumption.



Value to People and Society



Human Resources

Baştürk Cam considers its employment policies to be a strategic management area that supports the institution’s sustainability approach. All employees are employed on a full-time basis; flexible, temporary, or part-time working models are not applied. The foundation of human resources processes is based on fairness, compliance with ethical principles, competency-based assessment, employee welfare, and equal opportunity approach.

Employee Support Systems and Social Rights

The company has developed social support mechanisms that address the needs employees may encounter throughout their life cycle. These rights are implemented with the aim of strengthening employee loyalty, creating corporate belonging, and supporting the sustainability of the employer brand.



Workplace comfort

Field-specific applications such as seasonal clothing support for advisory staff



Social benefits

Gift programs during holiday seasons, one-time gift support for newly married employees



Position-specific benefits

Provision of vehicles and fuel to certain managers, provision of a phone line for work purposes



Education support

Regular scholarship support for children attending university in a different province



Family-focused leave

Maternity leave, paternity leave, bereavement leave; three days’ paid leave for first-degree relatives, one day for other circumstances



Equality, Justice, and Harmonious Work Culture

Baštürk Cam prohibits discrimination in all processes, including hiring, assignment, remuneration, performance evaluation, promotion, and termination. No distinction is made based on religion, language, ethnic origin, gender, age, disability, or political views; decisions are made solely on the basis of competence, performance, and position requirements. The equal opportunity approach is guaranteed by corporate leadership and reviewed regularly.



Orientation and Talent Development

A structured orientation process is implemented to enable new employees to quickly adapt to the company culture; this process covers the company structure, occupational safety rules, process responsibilities, and corporate expectations. The orientation process is an adaptation mechanism that aims to increase commitment and productivity by managing the initial interaction correctly.

Annual training plans are created for the professional and personal development of employees; technical training, regulatory and standards compliance training, quality and food safety, personal development, and managerial competency training are implemented in a systematic manner based on the management-oriented system. The effectiveness of the training is measured; methods and content are revised as needed.



Training Partnerships and Talent Pool Creation

In order to provide the sector with qualified human resources, partnerships are carried out with universities and vocational schools; students are invited to the factory to learn about production areas and processes on site. This practice both increases sectoral awareness and strengthens the company's future talent pool.

By Gender	Unit	2022	2023	2024
Male	Person	271	297	386
Female	Person	12	11	12
TOTAL	Person	283	308	398

Education	Unit	2022	2023	2024
Professional Development	Hours	6,251	2,930	2,358

Occupational Health and Safety

Baştürk Cam positions occupational health and safety as an integral part of its company policy and culture in all its activities; it adopts a proactive approach that prioritizes the safety of employees, contractors, and visitors. Within this scope, hazards that may arise within the workplace boundaries are systematically analyzed, risks are mitigated in accordance with the control hierarchy, and process performance is continuously monitored and improved. Risk assessments are updated at regular intervals and in line with process changes; qualified OHS professionals are involved in carrying out this work. The quality of the processes is verified through compliance with national legislation, international standards, and board decisions, and the outputs obtained are directly used to improve the corporate OHS management system.

In 2024, OHS training reached 10,848 person-hours, and a comprehensive development process was implemented with the participation of 428 employees.

Employee participation within the corporate structure is considered one of the fundamental principles of the OSH management system. Employees can actively participate in processes through the near-miss and hazardous situation reporting mechanism, the suggestion-complaint system, and OSH representatives. All reported risks are recorded and addressed through prioritized corrective actions. The OHS Committee meets regularly with the participation of employee representatives, makes decisions related to occupational safety, and directs these decisions to be implemented in the field. Thanks to this structure, the safe working culture is also strengthened at the behavioral level.

In terms of employee health, pre-employment and periodic health monitoring is carried out by the workplace health and safety unit; high-risk groups are also monitored. Employees are provided with access to expert support in areas such as physical activity, healthy nutrition, ergonomics, and psychosocial risks. The training dimension is considered the main driver of the corporate safety culture, with mandatory training complemented by awareness-raising programs, practical drills, and behavior-focused campaigns.

OSH	Unit	2022	2023	2024
Accident frequency rate	Number	29	32	59
Occupational Safety and Health Training	Person x Hours	8112	4688	10848

Thanks to the systematic structure established, there were no fatal accidents at the company during the 2022-2024 period, and root cause analyses and corrective action studies were carried out meticulously in the post-accident processes. Various projects contributing to continuous improvement have been implemented, equipment safety has been enhanced, transition and work areas have been made safe, and capacity expansions have been planned in accordance with OHS requirements. Through all these activities, Baştürk Cam continues to establish a sustainable OHS culture that simultaneously safeguards employee health, operational reliability, and business continuity by making safe production a corporate principle.



Social Participation and Stakeholder Relations

thereby increasing brand awareness and strengthening its interaction with stakeholders. Social participation makes the company's innovative and sustainable production approach visible in different regions and paves the way for global collaborations.



Germany BrauBeviale Fair

Baštürk Cam participated in the BrauBeviale Fair, one of the leading events in the beverage industry, held in Nuremberg, Germany. At this event, sustainable production approaches in the glass packaging sector, recyclable packaging solutions, and hygienic glass packaging designs were showcased. Baštürk Cam strengthened its business partnerships in the European market through the fair and contributed to its R&D activities by observing new trends firsthand.



TÜYAP Istanbul Packaging Fair

Regular participation is maintained in the Packaging Industry Fair, one of Turkey's most comprehensive packaging events. Bringing together many domestic and foreign industry representatives, the fair offers the opportunity to closely follow sectoral developments and communicate directly with customers and business partners. At this platform, Baštürk Cam highlighted the environmental advantages of glass packaging and its sustainable production capabilities, sharing information with the public on recyclability and product safety.



France SIAL PARIS Food and Beverage Fair

By participating in the SIAL Paris Fair, one of the world's largest events for the food and beverage sector, the company established contact with global customers and conveyed the advantages of glass packaging in terms of food safety. The company attracted attention with its hygienic production standards and glass packaging solutions that come into contact with food, and evaluated opportunities for cooperation in different regions, particularly in Europe.



Appendices

Environmental Performance Indicators

ENERGY

Non-Renewable Direct Energy	Unit	2022	2023	2024
Diesel/Motor Oil	liter	7,599	11,500	35,876
Natural Gas	GJ	564,382.01	508,379.57	1,008,108.27
LNG	liter	62,500,000	39,889,160	25,004,000

Non-renewable indirect energy	Unit	2022	2023	2024
Electric	kWh	22,370,686.80	22,035,143.00	42,883,077.30

Waste Management	Unit	2022	2023	2024
Hazardous Waste	ton	4,960	3,590	4,641
Non-hazardous Waste (packaging waste)	ton	0	37,775	90,927
Amount of Waste Sent for Disposal	ton	4,960	41,365	95,568

Greenhouse Gas Emissions	Unit	2024
Scope 1	tCO ₂ e	81,252.96
Scope 2	tCO ₂ e	18,954.32
Scope 3	tCO ₂ e	65,236.06
Total tCO₂e	tCO₂e	165,443.33

Social Performance Indicators

LABOR

By Type of Employment	Unit	2022	2023	2024
White-Collar - Female	Person	11	11	12
White Collar - Men	Person	96	104	107
Blue Collar - Women	Person	1	0	0
Blue Collar - Male	Person	175	193	279
TOTAL		283	308	398
By Contract Type	Unit	2022	2023	2024
Indefinite Term - Female	Person	12	11	12
Indefinite Term - Male	Person	271	297	386
TOTAL		283	308	398
By Gender	Unit	2022	2023	2024
Male	Person	271	297	386
Female	Person	12	11	12
TOTAL		283	308	398
By Age	Unit	2022	2023	2024
18 - 30 Years Old	Female	7	6	4
	Male	87	97	140
31 - 40 years old	Female	4	4	6
	Male	94	96	119
41 - 50 years old	Female	1	1	1
	Male	58	64	74
51-60 years old	Female	1	1	1
	Male	29	34	49
60 and older	Female	0	0	0
	Male	2	5	4
TOTAL		283	308	398

Other Groups	Unit	2022	2023	2024
Foreign	Female	0	2	1
	Male	0	0	0
Disabled	Female	0	0	0
	Male	15	13	14
By Management Category	Unit	2022	2023	2024
Senior Management	Female	2	2	2
	Male	2	2	2
Intermediate	Female	1	0	1
	Male	5	6	6
Other	Female	5	7	6
	Male	30	35	37
TOTAL		45	52	54

Employment and Turnover	Unit	2022	2023	2024
New hires - White-collar	Person	19	44	32
Newly hired - Blue-collar worker	Person	156	109	292
White-collar workers leaving their jobs	Person	8	39	29
Employees who left their jobs - Blue-collar workers	Person	68	146	171
By Gender	Unit	2022	2023	2024
Male - Hired	Person	171	148	319
Male - Resigned	Person	75	179	197
Female - Hired	Person	4	5	5
Female - Resigned from work	Person	1	6	3
By age	Unit	2022	2023	2024
18 - 30 Years Old - Hired	Person	96	76	172
18 - 30 Years Old - Resigned	Person	32	91	102
31 - 40 Years Old - Newly Hired	Person	53	28	70
31 - 40 Years Old - Resigned	Person	30	40	49
41 - 50 Years Old - Newly Hired	Person	18	27	54
41 - 50 Years Old - Resigned	Person	10	33	28
51 - 60 Age - Newly hired	Person	7	20	26
51 - 60 Age - Resigned	Person	4	19	19
60 years old and above - Hired	Person	1	2	2
60 Years Old and Above - Resigned	Person	0	2	2
Education	Unit	2022	2023	2024
Professional Development	Hours	6,251	2,930	2,358
Employee Engagement	Unit	2022	2023	2024
Employee Engagement and Satisfaction Score	Ratio	76	65	53
Orientation and Retention Program	Unit	2022	2023	2024
Orientation and retention program success rate for newly hired employees (0-2 years)	Ratio	2	4,2	3.94

Supply Chain Management	Unit	2022	2023	2024
Number of local suppliers	Number	514	516	715
Percentage of local suppliers	Ratio	27.80%	36.80%	36.00%
Number of new suppliers started working with	Number	191	281	369
OHS	Unit	2022	2023	2024
Accident frequency rate	Number	29	32	59
OHS Training	Person*Hour	8,112	4,688	10,848

GRI Content Index

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General Disclosures			
	GRI 2: 1 Organization and Reporting Practices		
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	2-2 Entities included in the organization's sustainability reporting	About the Report	2
	2-3 Reporting period, frequency and contact point	About the Report	2
	2-4 Restatements of information	About the Report	2
	2-5 External assurance	No external audit has been conducted.	
	GRI 2: 2 Operations and Employees		
	2-6 Activities, value chain and other business relationships	About Baştürk Cam, Baştürk Cam at a Glance	7,9
	2-7 Employees	Human Resources	39,40
	2-8 Workers who are not employees	Human Resources	39,40
	GRI 2: 3 Governance		
	2-9 Governance structure and composition	Governance Structure	18
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	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure	18
	2-13 Delegation of responsibility for managing impacts	Governance Structure	18
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	2-15 Conflicts of interest	Ethics and Compliance	32
	2-16 Communication of critical concerns	Governance Structure, Stakeholder Engagement, Ethics and Compliance	18,19,32
	2-17 Collective knowledge of the highest governance body	Governance Structure	18
	2-18 Evaluation of the performance of the highest governance body	Governance Structure	18
	2-19 Remuneration policies	Human Resources	39
	GRI 2: 4 Strategy, Policies, and Practices		
	2-22 Statement on sustainable development strategy	Materiality Analysis	20,21
	2-23 Policy commitments	Ethics and Compliance, Human Resources	32,39
	2-24 Embedding policy commitments	Ethics and Compliance, Human Resources	32,39

GRI 2: General Disclosures 2021

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	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance	32
	2-27 Compliance with laws and regulations	Ethics and Compliance	32
	GRI 2: 5 Stakeholder Engagement		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	19
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	3-2 List of material topics	Materiality Analysis	20,21
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Baştürk Cam at a Glance, Economic Performance Indicators	9,44
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain	33
Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	205-1 Operations assessed for risks related to corruption	Ethics and Compliance	32
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance	32
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	There are no confirmed cases of corruption within the organization or among its business partners, nor are there any lawsuits or legal penalties related to corruption.	
Anti-Competitive Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and Compliance	32

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GRI 3: Material Topics 2021	3-3 Management of priority issues	Materiality Analysis	20,21
	301-1 Materials used by weight or volume	Circularity and Waste Management, Environmental Performance Indicators	30,45
GRI 301: Materials 2016	301-2 Recycled input materials used	Circularity and Waste Management, Environmental Performance Indicators	31,45
	301-3 Reclaimed products and their packaging materials	Circularity and Waste Management, Environmental Performance Indicators	32,45
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	302-1 Energy consumption within the organization	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
GRI 302: Energy 2016	302-3 Energy intensity	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
	302-4 Reduction of energy consumption	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
	302-5 Reductions in energy requirements of products and services	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	303-1 Interactions with water as a shared resource	Water Management, Environmental Performance Indicators	29,45
	303-2 Management of water discharge-related impacts	Water Management, Environmental Performance Indicators	29,45
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Water Management, Environmental Performance Indicators	29,45
	303-4 Water discharge	Water Management, Environmental Performance Indicators	29,45
	303-5 Water consumption	Water Management, Environmental Performance Indicators	29,45

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Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
	305-5 Reduction of GHG emissions	Energy and Emissions Management, Environmental Performance Indicators	27,28,45
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circularity and Waste Management, Environmental Performance Indicators	32,45
	306-2 Management of significant waste-related impacts	Circularity and Waste Management, Environmental Performance Indicators	32,45
	306-3 Waste generated	Circularity and Waste Management, Environmental Performance Indicators	32,45
	306-4 Waste diverted from disposal	Circularity and Waste Management, Environmental Performance Indicators	32,45
	306-5 Waste directed to disposal	Circularity and Waste Management, Environmental Performance Indicators	32,45
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	33
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	33

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Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	401-1 New employee hires and employee turnover	Human Resources, Social Performance Indicators	39,40,46,47
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources, Social Performance Indicators	39,40,46,47
	401-3 Parental leave	Human Resources, Social Performance Indicators	39,40,46,47
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	403-1 Occupational health and safety management system	Occupational Health and Safety	41
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	41
	403-3 Occupational health services	Occupational Health and Safety	41
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	41
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	41
	403-6 Promotion of worker health	Occupational Health and Safety	41
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	41
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, Social Performance Indicators	41,47
	403-9 Work-related injuries	Occupational Health and Safety, Social Performance Indicators	41,47
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Occupational Health and Safety, Social Performance Indicators	41,47
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
	404-1 Average hours of training per year per employee	Human Resources, Social Performance Indicators	39,40,47
GRI 404: Education and Training 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources, Social Performance Indicators	39,40,47
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Resources, Social Performance Indicators	39,40,47

GRI STANDARD	DISCLOSURE	REPORTING LOCATION	PAGE NUMBER
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Resources, Social Performance Indicators	39,40,46
	405-2 Ratio of basic salary and remuneration of women to men	Human Resources	39,40
Child Labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain	33
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Supply Chain	33
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	"Sustainable Supply Chain, Social Participation and Stakeholder Relations"	33,42
	413-2 Operations with significant actual and potential negative impacts on local communities	"Sustainable Supply Chain, Social Participation and Stakeholder Relations"	33,42
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	33
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	33
Customer Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	20,21
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Product Health and Safety, There were no complaints regarding customer confidentiality breaches or loss of customer data during the reporting period."	36

Responsibility Statement

The report contains forward-looking statements. By their nature, forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause the Company's actual results, performance, and achievements to differ materially from future results, performance, or achievements. Relevant factors include, without limitation, changes in commodity prices, fluctuations in exchange rates and general economic conditions, increased costs and political and social risks, changes in the regulatory framework in which the Company operates or may operate in the future, environmental conditions, including extreme weather conditions, the recruitment and retention of personnel, industrial relations issues, and litigation. Forward-looking statements are based on the Company's and its management's good faith assumptions regarding the financial, market, regulatory, and other relevant environments that will affect the Company's business and operations in the future. The Company does not guarantee that the assumptions underlying the forward-looking statements will prove to be correct or that the Company's business or operations will not be materially affected by these or other factors that are unforeseen or unforeseeable by the Company or its management or are beyond the Company's control. Although the Company has attempted to identify factors that could cause actual actions, events, or results to differ materially from those described in forward-looking statements, there may be other factors that could cause actual results, performance, achievements, or events to differ from those projected, estimated, or intended, and many events are beyond the Company's reasonable control. Accordingly, the Company undertakes no obligation to publicly update or revise any forward-looking statements or to communicate any change in the events, conditions, or circumstances on which any such statement is based.

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