



# SUSTAINABILITY REPORT | **2023**

Together for a Sustainable Future



Care for Ne**xt**

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## About The Report

As Türkiye Şişe ve Cam Fabrikaları A.Ş. (Şişecam), with our 11<sup>th</sup> sustainability report, we present our approach to managing the value and impact we create through our operations, our sustainability priorities, our contribution to the United Nations (UN) Sustainable Development Goals, and our performance against our targets to our stakeholders.

This report has been prepared in accordance with GRI Standards. The scope of the report covers our activities in architectural glass, industrial glass, glass packaging,

glassware, chemicals, energy, and other\* business lines between January 1, 2023 and December 31, 2023. All data provided covers all legal entities of Türkiye Şişe ve Cam Fabrikaları A.Ş. in Türkiye and the countries where it operates.

Our report received limited assurance on 10 environmental and social parameters. These parameters are included in the **Independent Assurance Report** section and our performance against the parameters is indicated with  **Performance Tables** section.

In addition to our disclosures aligned with the requirements of the Task Force on Climate-related Financial Disclosures (TCFD), our report also includes our performance related to the indicators under the United Nations Global Compact (UNGC) and Women's Empowerment Principles (WEPs), two significant initiatives to which we are signatories.

You can submit any comments and suggestions regarding our sustainability activities and reporting to us at [carefornext@sisecam.com](mailto:carefornext@sisecam.com).



Please click [here](#) to access our sustainability reports published in previous periods.

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

## Chairperson's Message



**Adnan Bali**  
Chairperson



In 2023, we became a signatory of the United Nations' **Women's Empowerment Principles (WEPs) Platform**, which supports women's participation in economic life in all sectors and at all levels.



Dear Stakeholders,

Our world is changing at an unprecedented pace. Technological advances, urbanization and population growth are increasing the pressure on natural resources, while the impacts of climate change are becoming more evident. The current period encompasses global trends that positively contribute to our industry, such as new market opportunities, customer expectations shaped by demographic shifts, and new business models, alongside numerous political and economic uncertainties. This situation necessitates a holistic risk-opportunity management to maintain the delicate balance of ecosystems. If we maintain the current trajectory, we must confront the reality that we won't be able to leave a livable and clean world for future generations.

Glass, one of the most widely used materials throughout human history, is one of the strategic materials that can benefit our planet, which is sending out distress signaling. As of 2023, the global glass industry's market size has reached approximately \$246 billion, and it is expected to grow to \$319 billion in 2028. The glass industry is a powerful force in the global economy, offering significant employment opportunities and boasting substantial production and export potential.

With the brightness that comes from "glass," and guided by wisdom and science, Şişecam has set clear goals for a better future under its "**CareforNext 2030**" strategy, which is aligned and integrated with the United Nations Sustainable Development Goals. We have transparently defined the necessary investments in full compliance with environmental and social requirements.

To support our sustainability strategy with management practices and to comprehensively evaluate our performance, we have taken significant steps to effectively implement our governance structure. **The Board of Directors Sustainability Committee**, consisting of members of the Board of Directors, and the **Sustainability Executive Committee**, consisting of members of the Executive Committee play an important role in implementing and adopting our sustainability strategy across all levels.

As geopolitical developments, high interest rates, and ongoing supply chain constraints narrow the business outlook, we are in a period that requires swift and challenging decision-making. However, climate change stands out as a more critical issue than all these concerns. It presents existential risks that surpass short-term economic fluctuations, necessitating a steadfast commitment to reducing greenhouse gas emissions and transitioning to sustainable practices.

As a global company operating in all core areas of glass production, we believe that glass collection and recycling is one of the most significant opportunities in the industry's fight against climate change. Through our advanced technology applications and R&D efforts, we transform glass from being just a business area into a material that serves humanity and development. We are working towards a sustainable, circular, and energy efficient transformed glass industry.

As an organization focused on people, we signed the **Women's Empowerment Principles (WEPs)** of the United Nations in 2023, supporting the inclusion of women in economic life across all sectors and at all





levels. Additionally, we have joined the **“WEPs in Action”** pilot program, designed to contribute to the WEPs Center of Excellence that UN Women will establish in Türkiye in the near future.

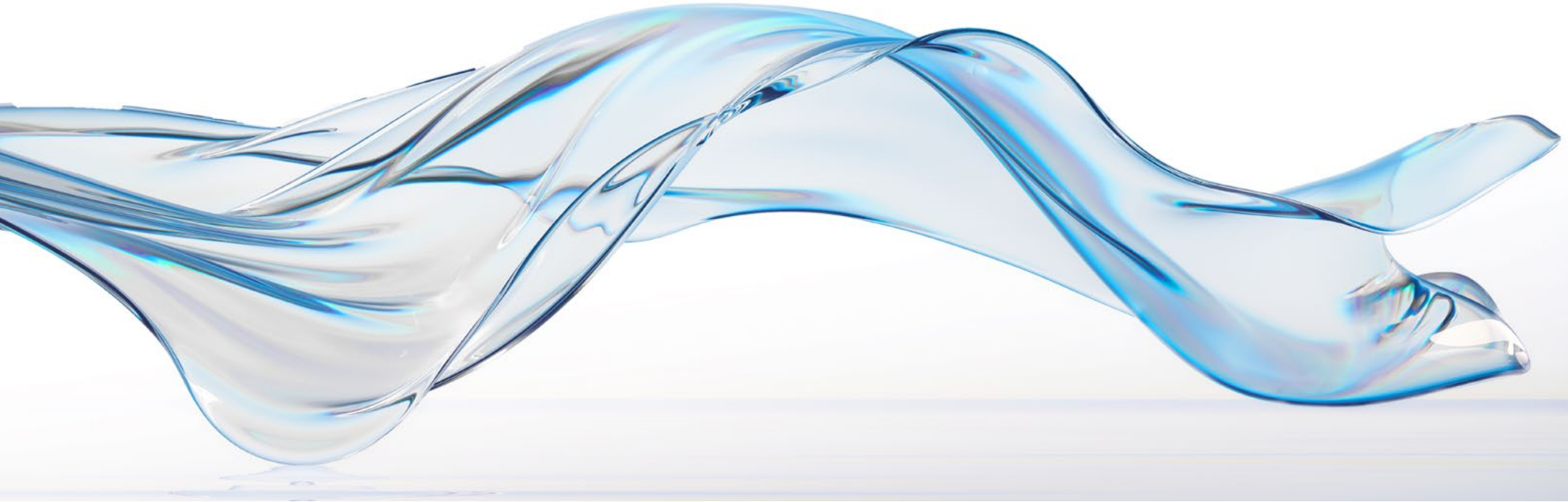
We believe that a sustainable future can only be ensured by spreading the values we hold. Given that a significant portion of our impact occurs within our value chain, it is increasingly important to extend our sustainability

mindset and practices along this chain. Therefore, we are taking significant steps to promote our sustainability values, particularly within our supply chain.

In 2023, we shared the pride of coming one step closer to our strong sustainability goals with all our stakeholders. In the coming periods, we will continue to work towards a sustainable future, conscious of our responsibility to our industries, our planet, and society.

We extend our gratitude to all Şişecam employees, suppliers, customers, business partners, and investors who have been with us on this journey.

**Adnan Bali**  
Chairperson



## CEO's Message



**Görkem Elverici**  
CEO

“ In 2023, we allocated **63.5%** of our R&D expenditures to sustainability projects. ”

Dear Stakeholders,

Recent global developments and rapid changes have underscored the vital importance of sustainability. Environmental and social challenges demand urgent and decisive action for sustainable development. To leave a livable world for future generations, we must embed sustainability at the core of our business and devise swift and effective solutions.

As a global player in the glass and chemicals industries, we aim for all our investments and projects to be sustainable, providing benefits across the entire value chain in partnership with Şişecam, and addressing the needs and expectations of our planet and society from raw materials to final products.

The year 2023 was challenging for the global economy. Slowing global growth, high inflation, supply chain disruptions, and interest rate hikes created a tough business environment. Despite these challenges, we accelerated our transformation momentum and made strategic investments. Our consolidated net sales reached **TRY 152 billion**, with international sales comprising exports from Türkiye and sales from production outside Türkiye accounting for 60% of our consolidated sales. Our total investments and exports amounted to TRY 21 billion and TRY 31.7 billion, respectively. In 2023, we produced 5.2 million tons of glass, 4.7 million tons of soda ash, and 3.7 million tons of industrial raw materials.

Our effective cost management, efficient resource utilization and well structured strategies were crucial in achieving these significant results.

In 2023, we undertook strategic investments to ensure the sustainability of our operations and the value we create. We began the year by commissioning our first float line for automotive glass in Lüleburgaz. We upgraded the technologies and increased the efficiency and capacities of our furnaces in Georgia, Egypt, and India through in cold repair investments. Another key development was our investment in a port operation in California, USA, which will reduce our environmental footprint and establish Şişecam as one of the world's largest soda ash producers. This investment will help us secure sustainable growth by creating a supply chain structure that supports our natural soda ash export targets in the USA. We are also continuing our investment in value-added products that unlock the potential of glass. With new line investments in Mersin, adhering to Industry 4.0 principles, we aim to increase our capacities for frosted glass and solar energy glass processing. Our investment in three coated glass lines, announced recently, will boost the ratio of value-added products in our portfolio and meet the growing demand for green energy transformation.

Sustainability is at the heart of all our operations and is a cornerstone of Şişecam's business model. Guided by our 2030 CareforNext Sustainability Strategy, we are committed to creating sustainable added value for Şişecam and its stakeholders, achieving tangible results toward this goal.

One of these steps is our new business model, the **“Plant of the Future.”** By implementing this model, we aim to reduce our energy consumption through the use



of cutting-edge technologies and alternative energy sources, develop environmentally friendly production models, and reduce carbon emissions generated during glass production with our renewable energy projects. We believe that our Plant of the Future initiative will usher in a new era in glass production for the entire industry, enabling us to transform the industry leveraging our knowledge accumulated since 1935, together with our stakeholders. With this initiative, we will work to optimize costs with the latest technology and to continuously improve all production processes, starting from the vision and design stages.

Aligned with our goal to achieve carbon neutrality and our target to increase renewable energy usage in our production eightfold by 2030, we are making significant investments. We aim to achieve an installed renewable energy capacity of 53 MWp dedicated to the self consumption of our production facilities. In addition to our current **10 MWp** solar energy investments, we have applied for an additional 39 MW in solar and wind energy projects.

In 2023, we continued our efforts to create a low carbon roadmap to combat climate change. Additionally, based on the **Task Force on Climate related Financial Disclosures (TCFD)** framework, we identified the risks and opportunities Şişecam might face under different climate change scenarios.

In addition to all these efforts, we actively participate in international organizations, closely monitor the agenda, and identify areas for development. In 2023, we joined the European Solar Photovoltaic Industry Alliance, which aims to promote the use of solar energy and photovoltaic (PV) technology. We are proud to announce that the Hydrogen Valley Project, in which we are a key partner focusing on green hydrogen, an element of strategic

importance for energy transformation, was recognized and supported by the European Union's Horizon Europe Program in 2023. This project earned the highest single grant ever awarded by the European Union (EU) Framework Programs in Türkiye's history, an achievement we are justifiably proud of.

In 2023, we also made progress in our glass recycling efforts. To support the industrialization of the glass waste collection and recycling sector in Türkiye, we acquired the European Bank for Reconstruction and Development's (EBRD) 10% stake in Şişecam Çevre Sistemleri A.Ş., making us the sole shareholder of the company.

Our greatest asset in achieving our sustainability goals is our employees. Creating a work environment where our employees can develop their talents and gain valuable experiences will ensure their success on the international stage. This way, our employees can experience the international working environment and translate these experiences into sustainable success.

We are particularly proud when our efforts are recognized and rewarded by international authorities. The award received by Şişecam Academy at the BEST Awards organized by the Association for Talent Development (ATD) confirms the validity of our steps in this area.

In line with the principle of "Healthy Individual, Safe Workplace," we effectively manage our Occupational Health and Safety (OHS) practices by identifying our strengths and areas for improvement. We proactively identify related risks and implement measures to eliminate them, taking firm steps toward our "zero accident" goal. To spread this culture, we provided **136,720 hours** of OHS training to our employees in 2023.

At Şişecam, we embrace the principle of "competing with data" and are driven by the motivation to "create a digital transformation ecosystem." Since launching our Digital Transformation Program in 2014, we have been diligently pursuing our activities under this initiative. In 2023, to simplify, improve, and make our business processes more agile, we began tracking all projects conducted by our R&D function through the Digital Project Execution Platform. As part of our operational excellence efforts, we implemented a total of 160 Operational Excellence projects and involved 3,200 employees in these initiatives. By the end of 2023, the completed projects resulted in total savings of **\$60.5 million**. Additionally, we allocated approximately TRY 275 million to our R&D projects in 2023, with **63.5%** of this expenditure dedicated to sustainability projects.

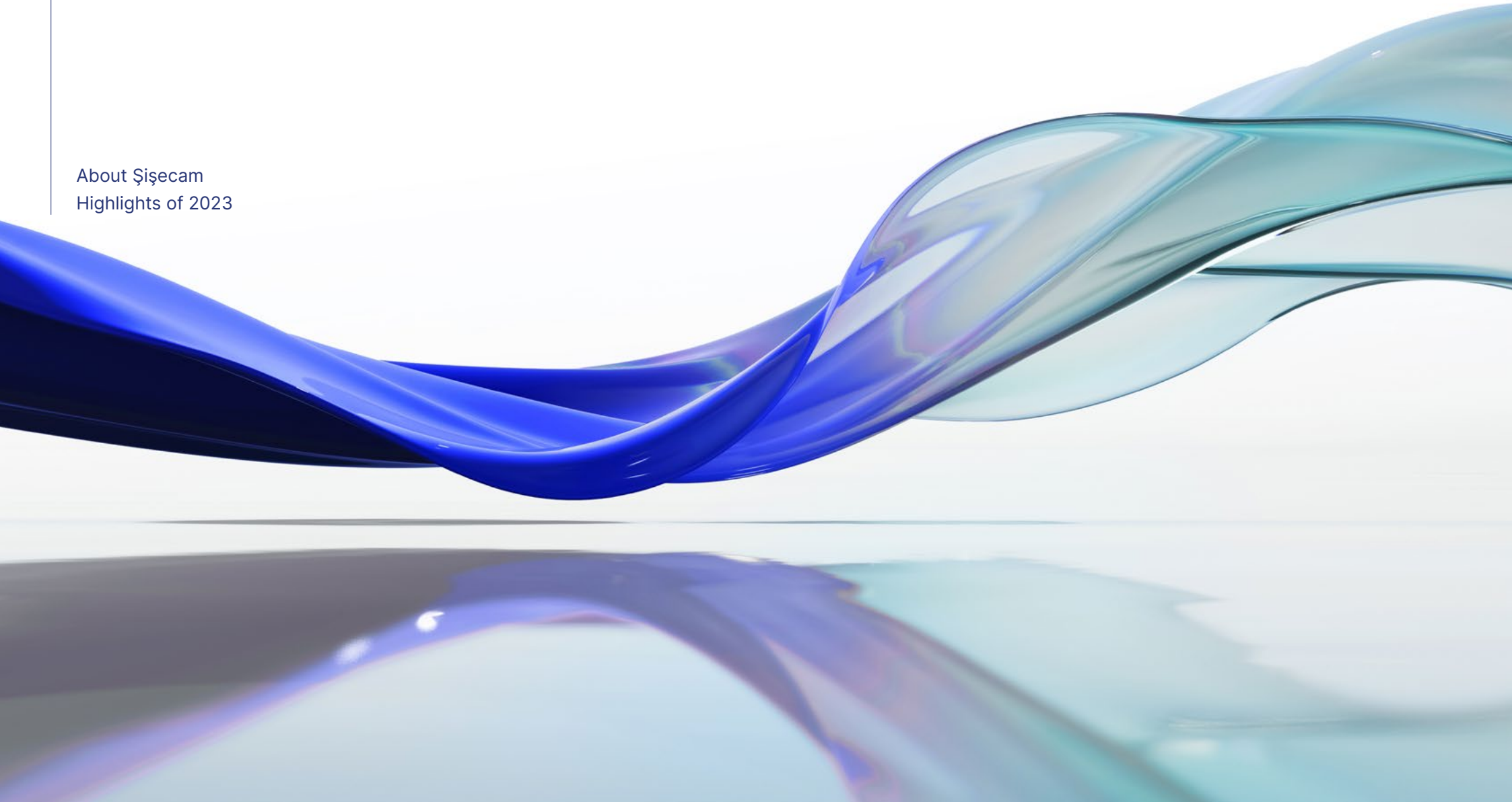
The year 2023 was significant for our sustainability journey, as we made substantial strides. While fulfilling our environmental responsibilities for the planet, we continued to enhance our social contributions to empower communities and promote sustainable growth at every link in our value chain. I extend my heartfelt gratitude to all our employees, customers, suppliers, business partners, and investors who supported this process.

In the coming years, we will continue to advance our sustainability-focused projects and collaborate towards a greener, more livable world. By leveraging collective wisdom and effort, we will all take steps toward a more sustainable future.

**Görkem Elverici**  
CEO

# CORPORATE PROFILE

About Şişecam  
Highlights of 2023





# About Şişecam

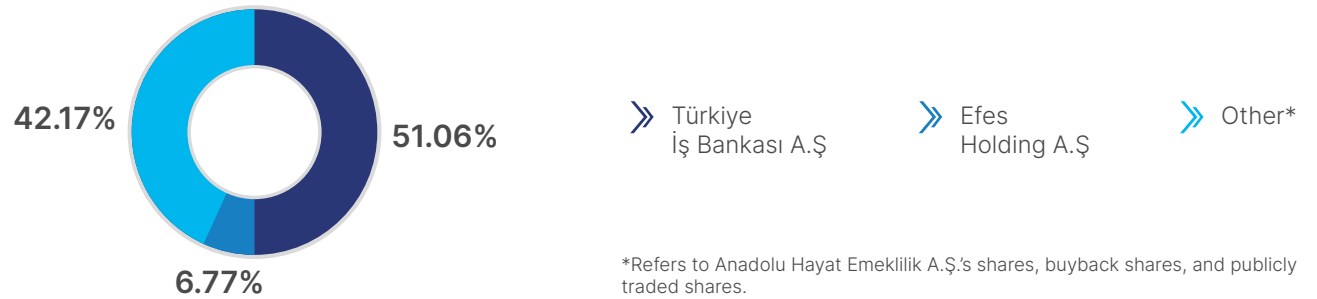
Şişecam, whose foundations were laid in 1935 to build the Turkish glass industry in keeping with the vision of Mustafa Kemal Atatürk, the founder of the Republic of Türkiye, is a strong global player in glass and chemicals. As the only global company operating in all core areas of glass, including glassware, glass packaging, and glass fiber, Şişecam is one of the two top global producers of glassware and ranks among the top five global producers of glass packaging and flat glass. Şişecam is one of the world's top three soda ash producers and the world leader in chromium chemicals.

Playing a leading role in flat glass, glassware, glass packaging, chemicals, automotive, glass fiber, mining, energy, and recycling business lines, Şişecam carries out its production activities in Germany, Italy, Bulgaria, Romania, Slovakia, Hungary, Bosnia and Herzegovina, the Russian Federation, Georgia, Ukraine, Egypt, India, and the USA, in addition to Türkiye.

Taking strong steps towards its goal of becoming one of the world's top 3 manufacturers in its core areas of operation with its skilled workforce and smart technologies, Şişecam continues to transform its digital infrastructure and culture with a focus on future needs. With 88 years of experience, approximately 25,000 employees, production operations spread over 14 countries on four continents and a sales network including more than 150 countries, Şişecam has been listed on the stock exchange since 1986.

Şişecam, through its CareforNext strategy, which is aligned and integrated with the United Nations Sustainable Development Goals, takes responsibility for **Protecting the Planet**, **Empowering Society**, and **Transforming Life**. It also utilizes all its experience and expertise to promote sustainable development in every area.

## Partnership Structure (%)

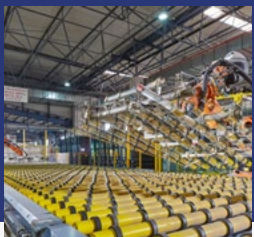


## Vision, Mission, and Values



## Business Segments

### ARCHITECTURAL GLASS



Flat glass, patterned glass, mirror, laminated glass, coated glass, solar glass, and home appliance glasses production

#### Production Facilities:

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

#### Installed Gross Capacity:

4.3 million tons/year of flat glass and patterned glass

#### Industry Scope:

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

### INDUSTRIAL GLASS



Automotive Glass Production (Windshield, laminated and tempered sidelight glasses, roof glasses and rear light glasses, encapsulation systems, acoustic glasses, antenna integrated systems, coating heated glasses, Head-Up Display featured glasses, lightweight glasses, modular systems, coating and wire heated glasses)

Glass Fiber Production (Mat, multi-end roving, single end roving, and chopped strand)

#### Production Facilities:

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

#### Industry Scope:

Automotive main industry and automotive replacement glass (ARG) market, wind turbine blades, marine, thermoset and thermoplastic applications, furniture, glass reinforced plastic pipe, industrial applications, construction, insulation, infrastructure, and composite industry

### GLASSWARE



Soda, crystalline (lead-free crystal) and automatic and hand-made glassware from heat resistant borosilicate glass production and retail merchandising (46 stores in Türkiye, 2 franchise stores globally, and 1 online store)

#### Production Facilities:

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

#### Installed Gross Capacity:

536 thousand tons/year

#### Industry Scope:

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

### GLASS PACKAGING



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

#### Production Facilities:

Mersin Plant Branch- *Türkiye*  
 Yenişehir Plant Branch- *Türkiye*  
 Eskişehir Plant Branch- *Türkiye*  
 OOO Ruscam Glass Packaging Holding (Ufa, Kirishi, Pokrovsky, Kuban, Gorokhovets Plants)- *Russia*  
 JSC Mina- *Georgia*  
 Merefat Glass Company Ltd.- *Ukraine*  
 Sisecam Glass Packaging Hungary Kft- *Hungary*

#### Installed Gross Capacity:

3.06 million tons/year

#### Industry Scope:

Food, beverage, pharmaceuticals, and cosmetics

### CHEMICALS



Production of soda derivatives and chromium chemicals

#### Production Facilities:

Mersin Soda Plant Branch- *Türkiye*  
 Mersin Kromsan Plant Branch- *Türkiye*  
 Solvay Sodi AD- *Bulgaria*  
 Sisecam Soda Lukavac- *Bosnia & Herzegovina*  
 Sisecam Chemicals Wyoming LLC- *USA*  
 Cromital S.p.A.- *Italy*

#### Installed Gross Capacity:

5 million tons/year soda ash and 129 thousand tons Basic Chromium Sulphate (BCS)

#### Industry Scope:

Glass, detergent, textile, leather industry, chemicals, metal coating, wood preservation, pigments

### ENERGY



Electricity generation, electricity and natural gas trade

#### Production Facilities:

Mersin Cogeneration Plant- *Türkiye*  
 Trakya Power Plant- *Türkiye*  
 Mersin Solar Power Plant- *Türkiye*

#### Installed Gross Capacity:

291 MW

## Other

### MINING



Silica sand, limestone, dolomite, feldspar, and kaolin

**Production Facilities:**

Camiş Madencilik A.Ş. (Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin)- *Türkiye*

R.K. Vjenac d.o.o.- *Bosnia & Herzegovina*

Camis Egypt- *Egypt*

**Installed Capacity:**

4.8 million tons of industrial raw materials

**Industry Scope:**

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

### ŞİŞECAM ÇEVRE SİSTEMLERİ



Recovery of waste glass

**Production Facilities:**

Şişecam Çevre Sistemleri Eskişehir Facility- *Türkiye*

Şişecam Çevre Sistemleri Yenişehir Facility- *Türkiye*

**Industry Scope:**

Glass packaging, glassware

### REFEL



Refractory

**Production Facilities:**

REFEL S.p.A. San Vito al Tagliamento- *Italy*

**Installed Gross Capacity:**

6 thousand tons/year

**Industry Scope:**

Flat glass, glass packaging, glassware production furnaces

### CAMIŞ AMBALAJ



Paper and cardboard packaging production

**Installed Gross Capacity:**

66.4 million m<sup>2</sup>

**Industry Scope:**

Food, beverages, pharmaceuticals and cosmetics

### OXYVIT

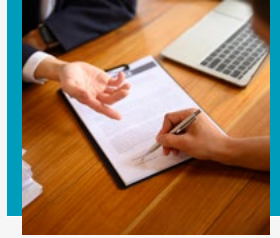


Vitamin K3 derivatives and sodium metabisulfite production

**Industry Scope:**

Animal feed, mining

### ŞİŞECAM SİGORTA



Agency services in all insurance branches except PPS (Personal Public Services) and life insurance

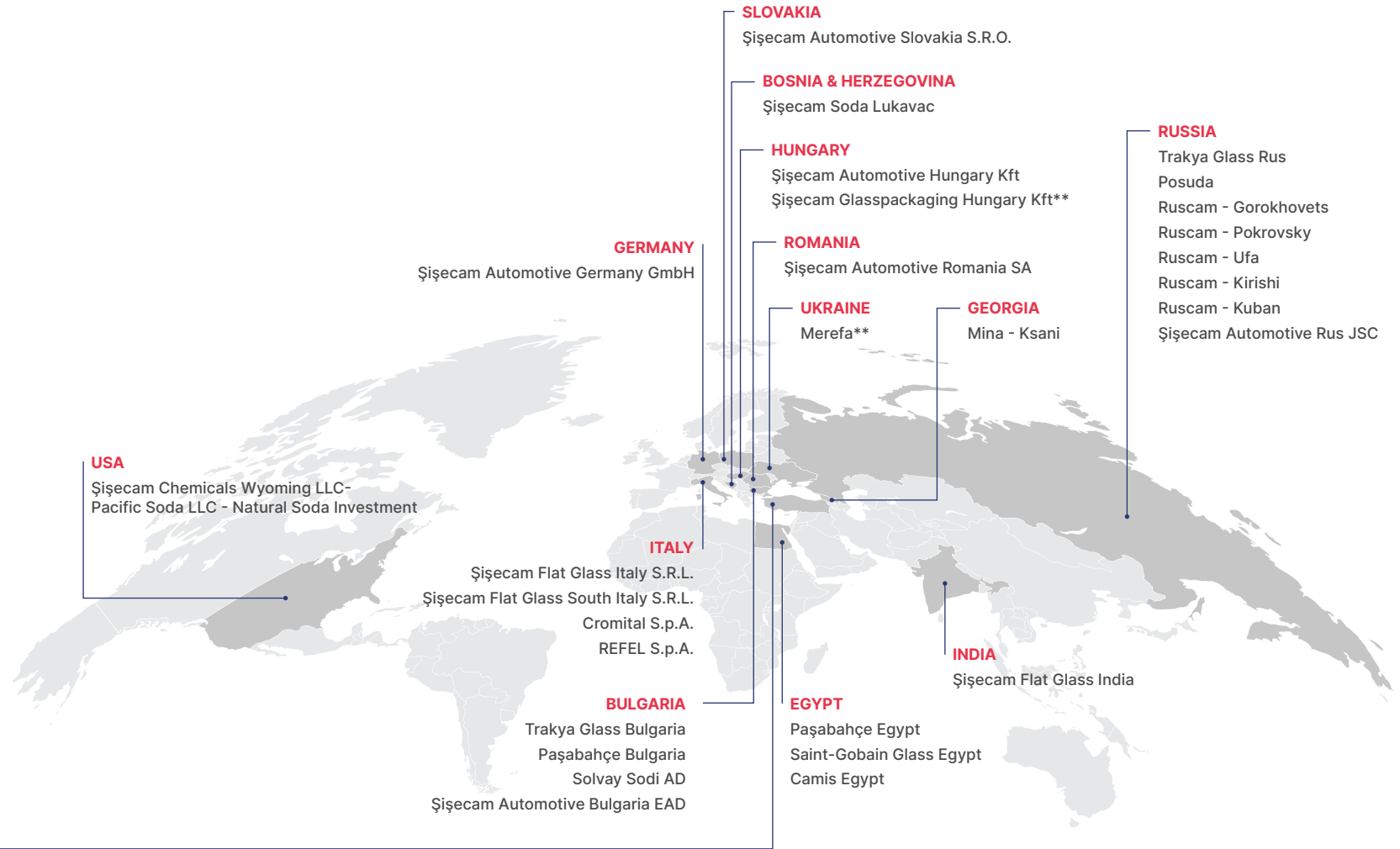
**Sectors Served:**

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



## Our Global Footprint

- 14\***  
Country
- ~25**  
thousand Employees
- 45**  
Production Facilities
- 5.2**  
million tons Glass Production
- 4.7**  
million tons Soda Ash Production
- 3.7**  
million tons Industrial Raw Material Production
- Export to  
**+150**  
Countries



### TÜRKİYE

#### Architectural Glass

Kırklareli Plant  
Mersin Plant  
Bursa Plant  
Ankara Plant

#### Industrial Glass

Şişecam Otomotiv A.Ş.  
Şişecam Elyaf Sanayii A.Ş.

#### Glass Packaging

Mersin Plant  
Yenişehir Plant  
Eskişehir Plant

#### Glassware

Kırklareli Plant  
Eskişehir Plant  
Denizli Plant

#### Chemicals

Mersin Soda Plant  
Mersin Kromsan Plant

#### Energy

Mersin Cogeneration Plant  
Thrace Regional Power Plant  
Mersin Solar Power Plant

#### Other

Camış Madencilik - Provinces where the company operates: Aydın, Balıkesir, Bilecik, İstanbul, Karabük, Kırklareli, Mersin  
Camış Ambalaj Sanayi A.Ş. Tuzla Plant  
Oxyvit Kimya Sanayii ve Ticaret A.Ş.  
Şişecam Çevre Sistemleri A.Ş. Eskişehir and Yenişehir Plants

\* As of year-end 2023, Şişecam operates production facilities in the following countries: Türkiye, Bulgaria, Italy, Bosnia & Herzegovina, Romania, Germany, Hungary, Slovakia, USA, Russia, Georgia, Ukraine, India, and Egypt.

\*\* There was no production in 2023.



## Highlights of 2023 / Şişecam in Numbers



TRY **21**  
billion  
Investment



TRY **19**  
billion  
Net Profit



**36%**  
Value Increase in  
BIST 100 Index



**23.6%**  
Ratio of Female  
Employees



**63.5%**  
Sustainability Focused  
R&D Projects



TRY **140**  
billion  
Market Value



TRY **31.5**  
billion EBITDA



**476,839**  
hours Employee Training



**16.2%**  
Ratio of Sustainable  
Products in Turnover



TRY **152**  
billion  
Consolidated Net Sales  
Revenues



**9.64**  
Corporate  
Governance Rating



TRY **387**  
million  
Environmental  
Expenditures



**86%**  
Ratio of Local Suppliers



**9%**  
Utilization Ratio of External  
Cullet in Glass Packaging

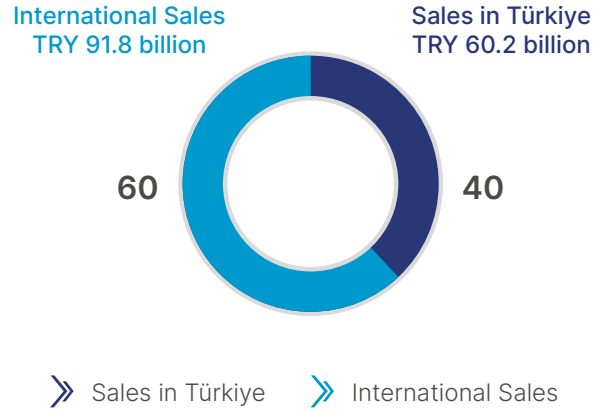
Global Position*	Europe	World
Flat Glass	2	5
Glassware	2	2
Glass Packaging	5	5
Soda	4	2
Chromium**	1	1

\*Ranking is based on production capacity.

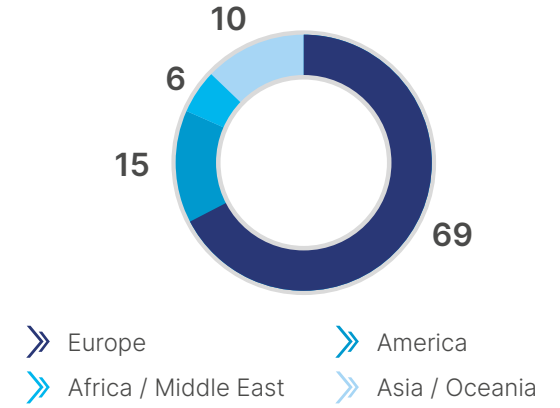
\*\* Basic Chromium Sulfate production capacity ranking is given for Chromium Chemicals.

Şişecam's Credit Ratings	
	B3/Positive
	B/Stable
	BBB-/Stable

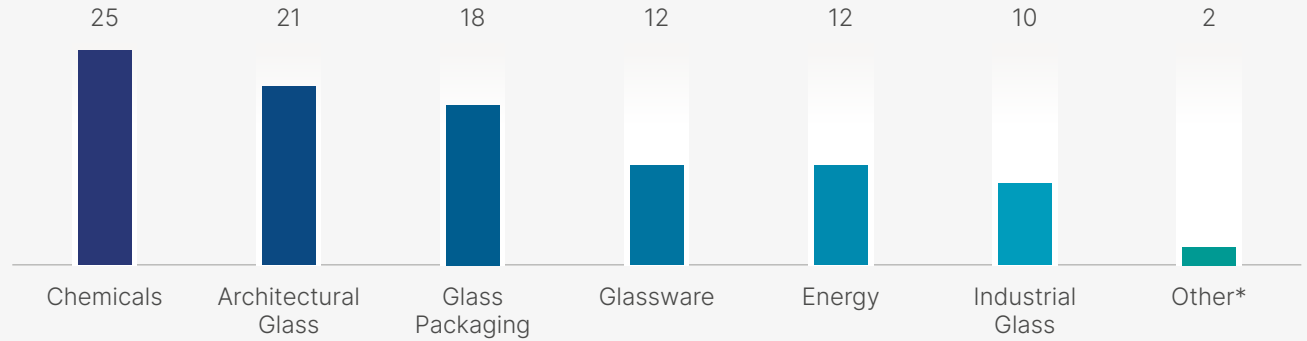
### Distribution of Sales in Türkiye and Internationally (%)



### Regional Distribution of Sales (%)



### Distribution of Sales By Field of Activity (%)



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

## Our Investments

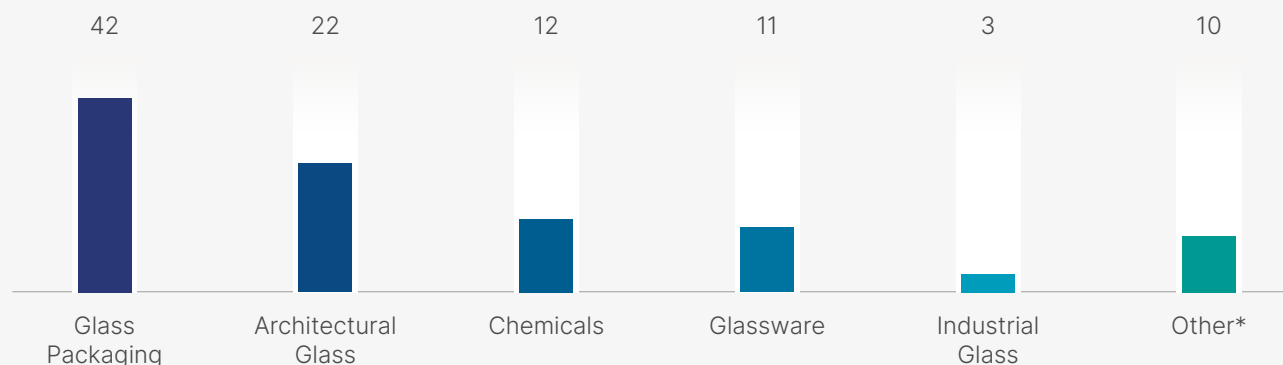
As the only global company operating in all core areas of glass production, we continue to strengthen our global production network, which spans four continents, with value-adding investments. In line with this, in 2023:

- » We commissioned a flat glass line for automotive glass in Lüleburgaz with an investment of approximately TRY 4 billion (approximately USD 190 million) in response to rising global competition and rising demand for automotive glass. The new line, with a notable net width of 4.88 meters, offers high efficiency in production and will also provide employment for 114 people, while operating at an annual capacity of 200,000 tons.
- » We upgraded our second furnace at our glass packaging facility in Georgia with an investment of approximately 20 million Euros, increasing the country's glass packaging production capacity by 25%. We made our first investment in software technologies by partnering with ICRON, a Turkish technology company that provides operational and strategic decision optimization services to numerous sectors.

- » We acquired EBRD's 10% stake in Şişecam Çevre Sistemleri A.Ş., a joint venture established in 2016 between Şişecam and the European Bank for Reconstruction and Development (EBRD) to support the industrialization of the glass waste collection and recycling industry in Türkiye and became the sole shareholder of the company.
- » To ensure sustainability of our raw material supply, we decided to invest in a new sand preparation facility within the Mersin Tarsus Organized Industrial Zone (OIZ), where our flat glass facility investment, set to start operations in 2025, is ongoing. This new facility will meet the raw material needs of the plant with an annual capacity of 490,000 tons. Additionally, we took steps to increase the capacity of our limestone and dolomite processing facility in Mersin by 165,000 tons, bringing it to 655,000 tons. We aim to complete these investments, totaling approximately TRY 1.5 billion (USD 82 million), by September 2024.
- » We decided to invest in a port operation with an annual capacity of 5 million tons in partnership with Ciner Group to establish the logistics infrastructure to be used in the potential export of our natural soda ash investment in the USA.



**Distribution of Investment By Field of Activity (%)**



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

## In Pursuit of Our Founding Values

### Our Film “Paramparça,” Celebrated for Its Success with Awards

Our film “Paramparça,” which commemorates our founder Mustafa Kemal Atatürk, has been honored with awards in several categories.

- » At the 13<sup>th</sup> Marketing and Interactive Excellence Awards, **Gold** Award in the “Special Day Communication” category
- » At the Brandverse Awards, **Gold** Award in the “Special Day Campaign” category
- » At Türkiye Institute of Internal Auditing (TIDE) Awareness Awards, **Award** in the “Social Awareness” category
- » At The Hammers Awards 2023, **Gold** Award in the “Marketing Team with the Best Special Day Communication” category
- » At the 21<sup>st</sup> Golden Spider Awards, won both the Public’s Favorite Award and **the winning project** in the “Digital Marketing: Online Advertising Campaign” category
- » At the Youth Awards 2023, **1<sup>st</sup> Prize** in the “Most Liked Commercial Film” category
- » At the “Altinyıldız Classics Stars of the Year Awards” organized by Yıldız Technical University, **Most Liked Commercial of 2022**
- » At the Istanbul Marketing Awards, **two awards** in the categories of “Brand Communication: Art and Brand Collaboration” and “Corporate Communication and Sustainability: Special Days”
- » At the Crystal Apple Awards, **Bronze** Award in the “Special Days” category
- » At the Felis Awards, **Certificate of Achievement** in the “Special Day-Oriented Communication Works” category

## Songs That Atatürk Would Like the Most

On the 100<sup>th</sup> anniversary of the Republic of Türkiye, we launched the “Songs That Atatürk Would Like the Most” project in collaboration with academics, artificial intelligence artists, and music researchers. Based on the songs that Atatürk enjoyed listening to, we created a playlist of the songs he would most likely love, using artificial intelligence technology on Spotify. The playlist, consisting of 55 songs, can be accessed through Şişecam’s Spotify account.

You can scan the barcode to access the list:



## “Gururla” Collection

For the 100<sup>th</sup> anniversary of the Republic of Türkiye, we have created our “Gururla” (Proudly) Collection, consisting of 2,023 units. In this collection, we have reflected the founding philosophy, values, and traces of the Republic of Türkiye’s establishment onto glass artworks, combining them with the unique designs and craftsmanship of Paşabahçe Stores. Each glass piece in this collection has been specially designed based on historical objects, documents, photographs, and historical information from museums, archives, and various collections.

Please click [here](#) for detailed information.

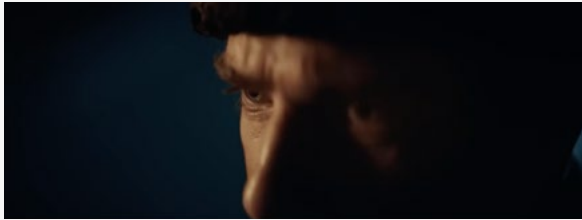




## The Film “Sevdan Bir Ateş”

We celebrated the 100<sup>th</sup> anniversary of the Republic of Türkiye with our film titled “Sevdan Bir Ateş,” which narrates the story of our country’s independence crowned with the Republic. Accompanied by the song “Sevdan Bir Ateş,” the film tells the story of our country’s independence that started on the Bandırma Ferry and was crowned with the Republic. The film illustrates how Şişecam, which began production with gas lamp glass in 1935 during a time of limited electricity, contributed to the nation’s enlightenment journey.

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



## Şişecam History Exhibition

We inaugurated the Şişecam History Exhibition at our Headquarters, which tells the history of Şişecam from its establishment to the present day. The exhibition, which features original documents, artifacts, and objects, testifies to Şişecam’s 88-year history, shedding light on the Company’s impressive story from the signing of the founding decree by Mustafa Kemal Atatürk to the present. The exhibition illustrates Şişecam’s history, from the early days of the Paşabahçe Factory to its growth milestones, R&D efforts, and its first international investment outside Türkiye, and globalization journey. This exhibition is open to all visitors.



## Founder Corners

We continue to inaugurate our “Founder Corners” project, which features glass portraits of our founder Mustafa Kemal Atatürk and Şişecam values. Created by Swiss visual artist Simon Berger with a special technique using hammer strokes on glass, “Founder Corners” will take place in all our production facilities.

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



# STRATEGY & GOVERNANCE

Şişecam CareforNext 2030 Sustainability Strategy

Sustainability Governance

Our Sustainability Journey

Sustainability-Related Responsibilities and Statements

Materiality Analysis

Şişecam CareforNext 2030 Sustainability Targets and 2023 Performance

Stakeholder Engagement

Business Ethics, Compliance and Regulatory Work



# Şişecam CareforNext 2030 Sustainability Strategy

At Şişecam, we carry out our activities in all geographies through effective risk management and data-driven decision-making mechanisms. Under our CareforNext Sustainability Strategy, we are steadily progressing toward our global goals, ensuring the sustainability of the value we created through impactful practices. We keep this framework dynamic by considering global trends.

In line with this approach, our CareforNext strategy, aligned and integrated with the United Nations Sustainable Development Goals, aims to mobilize our corporate experience and competencies for sustainable development. We define our CareforNext strategy as a set of principles that consider future generations and address the needs and expectations of all our stakeholders along our value chain.

Focusing on three main pillars - **“Protect the Planet,” “Empower Society,”** and **“Transform Life”**- our CareforNext Sustainability Strategy covers 11 priority areas in Environmental, Social, and Governance dimensions. We have set clear and tangible goals to be achieved by 2030. By continuously evaluating our results and considering the expectations of all stakeholders in our value chain, we aim to amplify the positive impact and value we create globally.



## Climate Change

- 2050 Carbon Neutrality
- Developing 53 MWp Installed Renewable Energy Capacity
- Commissioning of a Fully Electric Glass Melting Furnace

## Water Use

- Reducing Fresh Water Consumption by 15%

## Circular Production

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



## Cultural Heritage

- Global Dissemination of Glass Heritage and Culture

## Equality, Diversity and Inclusion

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

## Talent Acquisition, Management and Development

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

## Occupational Health and Safety

- Zero Occupational Accidents
- Well-Being Program



## Digitalized Value Chain

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

## Sustainability Across the Value Chain

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

## Sustainable Products

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

## Value-Added Partnerships

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





## Sustainability Governance

The need for active risk management in environmental, social, and governance areas has been clearly demonstrated by recent global events. These risks, along with stakeholder expectations and sensitivities, make strategic management of these issues essential. At Şişecam, we have responded by implementing a governance approach that prioritizes sustainable growth under the leadership of our Board of Directors. In this context, we have created a structure where our CareforNext Sustainability Strategy, aligned with the United Nations Sustainable Development Goals, is understood, embraced, and supported at all functions and levels.

At Şişecam, our sustainability governance model is led by the highest management body. The Board of Directors Sustainability Committee, established with this perspective, operates at the Board level under the leadership of the Chairperson of the Board of Directors. The Board of Directors Sustainability Committee ensures the full integration of sustainability into the Şişecam structure, sets policies related to sustainability, and coordinates sustainability efforts. Through the committee, the CareforNext Sustainability Strategy is internalized, monitored, and managed across all levels of our business

units, while the strategy is owned by the highest authority, and sustainability actions are secured by top management.

Within this structure, the Sustainability Executive Committee, which reports to the Board of Directors Sustainability Committee, provides strategic guidance for the Board of Directors Sustainability Committee, and reflects action plans based on the sustainability agenda into operations. Chaired by the Şişecam CEO and composed of Executive Committee members, the Sustainability Executive Committee is responsible for developing the sustainability vision and strategy, identifying priority sustainability issues, ensuring communication with internal and external stakeholders, and monitoring the progress and performance of working groups towards their goals.

The Board of Directors Sustainability Committee and Sustainability Executive Committees meet quarterly to track the activities of the working groups and provide feedback. Additionally, sustainability-related issues and developments are reported monthly to the Executive Committee by the Chief Strategy Officer.

The Sustainability Working Groups, under the Sustainability Executive Committee, were established in 2022 with the participation of employees from all our functional areas. These working groups operate within the three main pillars of the CareforNext strategy: **“Protect the Planet,”** **“Empower Society,”** and **“Transform Life.”** They work on achieving sustainability goals and objectives, identify needs and areas for development in these fields, and periodically report their outputs to the Sustainability Executive Committee. Throughout this process, the CareforNext Sustainability Strategy is supported at every level end-to-end, with planned actions to achieve our 2030 goals being included in the target cards of senior managers across all functions. A sustainability scorecard is created, and our sustainability performance is closely monitored with a continuous improvement principle.



Click [here](#) for detailed information on Sustainability Governance.





# Care for Ne>>t



## PROTECT THE PLANET

- >> Climate Change
- >> Water Use
- >> Circular Production



## EMPOWER SOCIETY

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



## TRANSFORM LIFE

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

## GOVERNANCE

BOARD OF DIRECTORS SUSTAINABILITY COMMITTEE



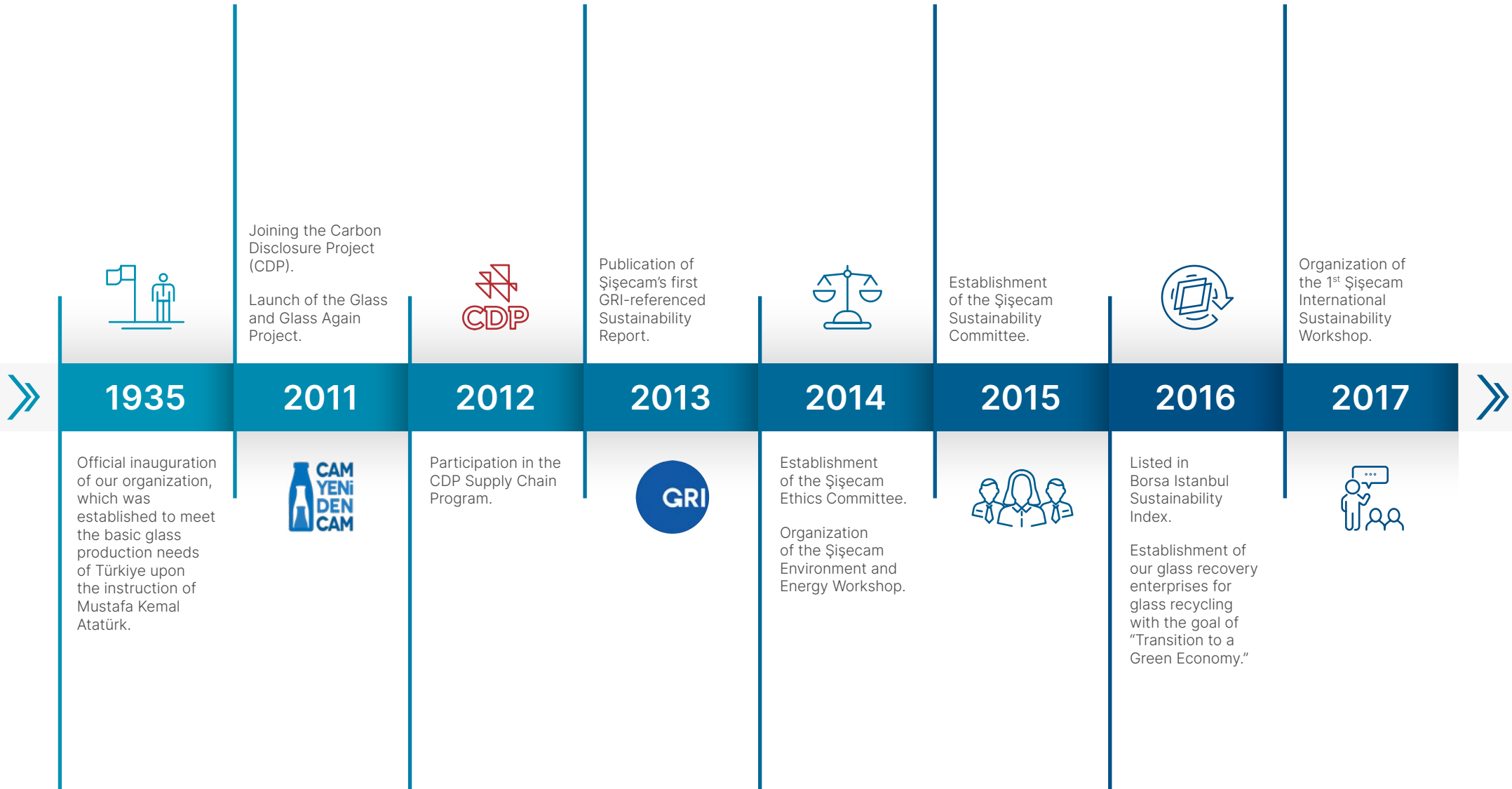
SUSTAINABILITY EXECUTIVE COMMITTEE



WORKING GROUPS

PRODUCTION | PRODUCTION TECHNOLOGIES | COMMUNICATION | TRANSFORMATION | SUPPLY CHAIN | LEGAL | FINANCIAL AFFAIRS | STRATEGY | SALES | MARKETING | HUMAN RESOURCES | R&D AND QUALITY | INVESTMENTS | INFORMATION TECHNOLOGIES

# Our Sustainability Journey





2018

Ranked among the top 100 companies in the Vigeo Eiris Sustainability Index.

Establishment of the CareforNext Corporate Sustainability Strategy.

Launch the "Şişecam Women from Past to Present" digital exhibit.

2019



Establishment of the Şişecam Climate Change Coordination Board.

Received the Sustainable Business Prize from the Sustainable Development Council (BCSD Türkiye).

Received the Sabancı University "Women Empowered Board" Award.

2020



Publication of the Şişecam Supplier Code of Conduct.

Recycling of 250,000 tons of glass cullet.

Transferring the Şişecam Antique Glass Works Collection to the digital platform.

Development of the V-Block Collection, an effective coating technology against viruses and bacteria, and the Aware Collection of 100% recycled glassware.

2021



Implementation of the "Circular Economy and Waste Management Policy" and project.

Initiation of the Product Life Cycle Analysis study.

Received the Sustainable Innovation Business Award for the "Anti-microbial V-Block Glassware".

Invested in a biotechnology startup.

Development of the 2030 Sustainability Strategy.

2022



Becoming a signatory to the United Nations Global Compact (UNGC).

Establishment of the "Protect the Planet," "Empower Society," and "Transform Life" working groups under the Sustainability Committee.

Listed on the BIST Sustainability 25 Index and attained A- level in the Refinitiv assessment.

Completion of the first phase of the "Product Life Cycle Analysis (LCA)" project.

Allocation of more than half of our R&D expenditures to sustainability projects.

Publication of the Sustainability Policy.

2023



Becoming a signatory to the Women's Empowerment Principles (WEPIs).

Completion of our work on the Task Force on Climate-related Financial Disclosures (TCFD).

Initiation of our Low Carbon Roadmap study for our glass productions.

Becoming a member of the European Clean Hydrogen Alliance, European Solar Photovoltaic Industry Alliance (ESIA), Hydrogen Europe, and Society of Glass Technology (SGT) platforms.

Update of Şişecam's Competition Policy.

# Sustainability-Related Responsibilities and Statements

## United Nations Global Compact (UNGC)



With the agreement we signed and become a party to in 2022, we are committed to adopting the 10 principles of the agreement and carrying out all our strategies and operations in line with these principles.

## Women's Empowerment Principles (WEPs)



In 2023, we became a signatory of the Women's Empowerment Principles (WEPs), which works to ensure that women can take part in economic life in every industry and at every level.

## Refinitiv - Borsa Istanbul Sustainability 25 Index



Since 2016, we have maintained our position on the Borsa Istanbul (BIST) Sustainability Index, and since 2022, on the BIST Sustainability 25 Index. In the Refinitiv assessment used for the BIST Sustainability Index evaluation, we have achieved a score of 82 and an A- rating.<sup>1</sup>

## Carbon Disclosure Project (CDP)



We have been reporting our performance under the CDP Climate Change Program since 2011. In 2023, our score was rated as C.<sup>2</sup>

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



In the MSCI Global Sustainability Index, our sustainability performance score for 2023 was reported as BB.<sup>3</sup>

## FTSE4 Good Emerging Markets Index



We maintained our position in the FTSE4 Good Emerging Markets Index, with a 2023 score of 3.6, based on an assessment of our environmental, social, and governance performance by FTSE Russell, part of the London Stock Exchange Group.<sup>4</sup>

## Sustainalytics



In the sustainability risk rating conducted by Sustainalytics, our score for 2023 was 31.6.<sup>5</sup>

## ISS (Institutional Shareholder Services)



Our sustainability performance grade for 2023 was C in the assessment of ISS, which enables companies to identify significant social and environmental risks and opportunities.<sup>6</sup>

## S&P Global Corporate Sustainability Assessment (CSA)



In the S&P Global Corporate Sustainability Assessment, our score for 2023 was 43.<sup>7</sup>

## EcoVadis



On the Ecovadis platform, the leading provider of sustainability ratings in the business world, our 2023 score was 68.<sup>8</sup>

## Other Platforms

We follow the Environmental, Social and Governance Criteria of the **International Finance Corporation (IFC)** and the **European Bank for Reconstruction and Development (EBRD)**, as well as of the **Responsible Care®** program implemented by the Chemical Industry worldwide in the areas of employee health, technical safety and environmental protection, energy efficiency, resource use, and sustainability.

<sup>1</sup>On a scale from 0 (the worst) to 100 (the best).

<sup>2</sup>On a scale from A (the highest score) to D- (the lowest score).

<sup>3</sup>Companies are rated on a scale from AAA to CCC according to their exposure to ESG risks. AAA is considered "leader."

<sup>4</sup>On a scale from 0 (the lowest score) to 5 (the highest score).

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

<sup>6</sup>Score range is from A (the highest score) to D- (the lowest score).

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

<sup>8</sup>On a scale from 0 (the lowest score) to 100 (the highest score).

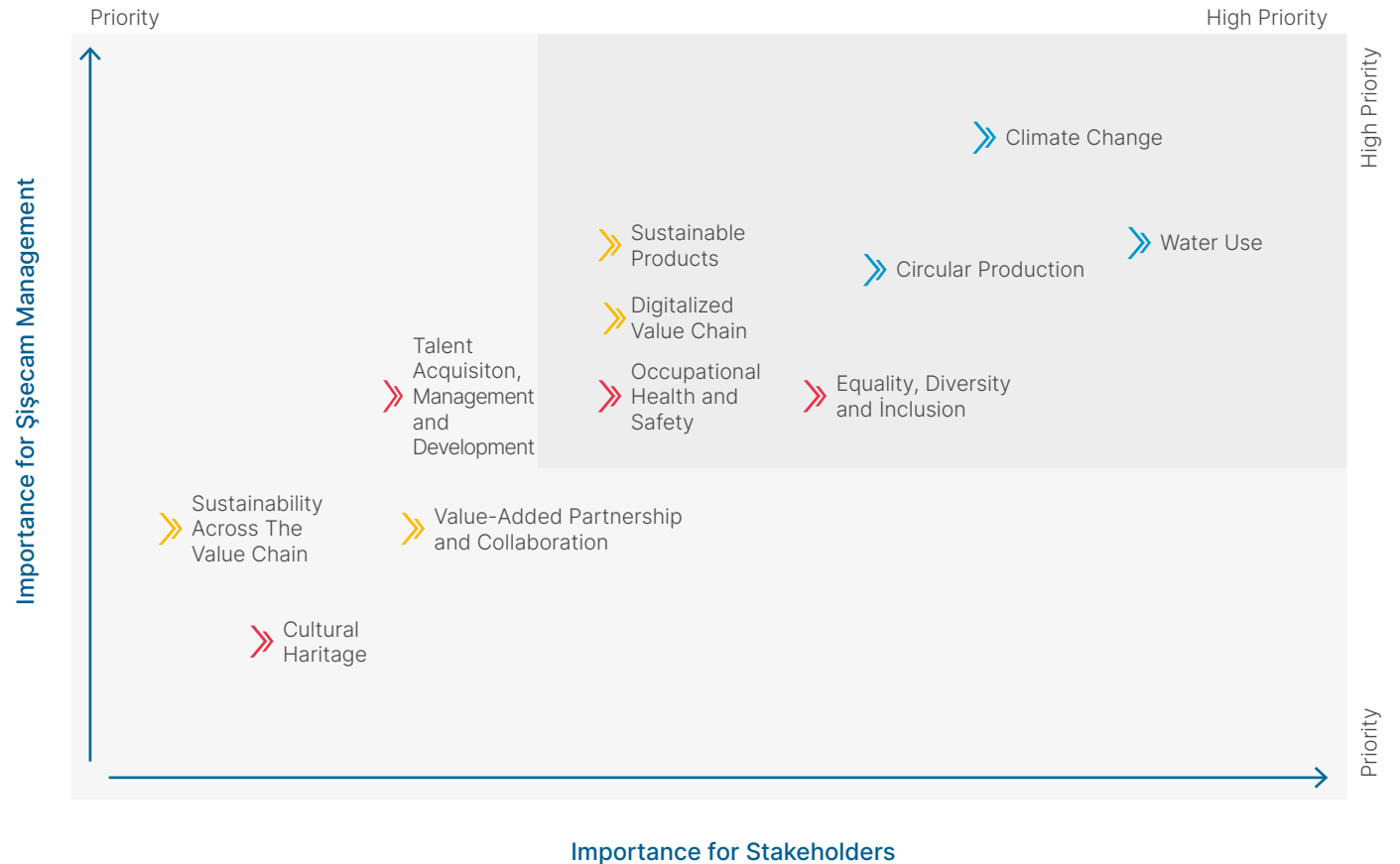


# Materiality Analysis

In line with our CareforNext strategy, it is essential to identify and periodically review our sustainability priorities. To achieve this, we conducted a comprehensive analysis considering global best practices, industry trends, rating agency criteria, our previous sustainability efforts, and Şişecam’s overall strategy. This analysis led to the creation of a topic universe comprising around 200 priority issues. We carefully assessed the social, environmental, governance, and economic impacts of these issues on our organization and stakeholders to highlight the most critical ones. We then ranked these issues based on stakeholder priorities and gathered insights from nearly 400 employees across different functions in 14 countries through one-on-one manager-employee meetings, surveys, and workshops.

The feedback and analyses from these efforts allowed us to consolidate our CareforNext Sustainability Strategy into three main pillars: **“Protect the Planet,”** **“Empower Society,”** and **“Transform Life.”** Under these pillars, we grouped our priority issues and prepared our strategy document, which outlines goals, indicators, and actions for each priority. We periodically review our 11 key priority areas, continuously evaluate our performance, and develop additional actions to address areas for improvement.

## Şişecam Materiality Matrix



# Şişecam CareforNext 2030 Sustainability Targets and Our 2023 Performance



## CareforNext Sustainability Strategy 2030 Targets



### Progress in 2023

<b>2050 Carbon Neutrality</b>	The risk analysis project in line with TCFD has been completed. Low carbon road map project for glass production is ongoing.
<b>Developing 53 MWp Installed Renewable Energy Capacity</b> » Indicator: Installed Renewable Energy Capacity	10 MW <sup>1</sup>
<b>Commissioning of a Fully Electric Glass Melting Furnace</b> » Indicator: Completion ratio of the project (%)	In Project Design Phase
<b>Reducing Fresh Water Consumption by 15%</b> » Indicator: Fresh water consumption per unit production (m <sup>3</sup> /production-ton) Reference Year:2020	3.5 m <sup>3</sup> /production-ton <sup>2</sup>
<b>Using 35% External Cullet in Glass Packaging</b> » Indicator: Use ratio of external cullet in glass packaging (%)	9% <sup>3</sup>
<b>Achieving 50% Reduction in Packaging Waste</b> » Indicator: Amount of packaging waste (tons) Reference Year:2020	In Project Design Phase



## CareforNext Sustainability Strategy 2030 Targets



### Progress in 2023

<b>Global Dissemination of Glass Heritage and Culture</b>	"Gururla" (Proudly) Collection
<b>Achieving 25% Women Employment</b> » Indicator: Female employee rate (%)	23.6%
<b>Acquisition of New Generation Skills</b> » Indicator: Together internship program	117 interns were recruited at the end of their long-term internship.
<b>Increasing Functional and Personal Competencies through Trainings (47 person hours of training/year)</b> » Indicator: Hours of training per person (person hours training/year)	35.9 Person/Hours
<b>Implementation of the Women Expression Program</b> » Indicator: Completion ratio of the project (%)	100%
<b>Creating a Multinational Working Environment</b> » Indicator: Number of Global Assignments	88
<b>Increasing Employee Loyalty Rate</b> » Indicator: Employee engagement rate (%)	- <sup>4</sup>
<b>Zero Occupational Accidents "Lost Time Injury Frequency Rate" (LTIFR)</b> » Indicator: Lost Time Injury Frequency Rate (LTIFR)	10
<b>Well-Being Program</b> » Indicator: Completion ratio of the project (%)	100%



## CareforNext Sustainability Strategy 2030 Targets



### Progress in 2023

<b>Transition to a Digital Working Environment</b>	Completion ratio of SAP Transformation Project: 43%
<b>Completion of Digitalization of All Operations</b>	Completion ratio of Digital Twin Project: 50% <sup>5</sup>
<b>Making Decisions based on Data Analytics</b>	
<b>Increasing the Ratio of Sustainable Products in Turnover</b> » Indicator: Ratio of Sustainable Products in Turnover	16.2%
<b>Dissemination of Life Cycle Analysis Program and Eco-Labeling</b>	-
<b>Dissemination of Supplier Sustainability Development Program</b> » Indicator: Completion ratio of the Supplier Sustainability Development program (%)	15%
<b>Declaration of Compliance with the Code of Conduct by All Suppliers</b> » Indicator: Ratio of suppliers that have adopted the "Şişecam Supplier Code of Conduct" (%)	64.1%
<b>Establishment of Collaborations and Partnerships Serving SDG 17 (Partnerships for Goals)</b>	Please, review in the Memberships of Organizations section.

<sup>1</sup> Our renewable energy investments of approximately 39 MW are ongoing at our Polatlı, Balıkesir, Eskişehir, and Bulgaria plants.

<sup>2</sup> Based on glass, mining, and chemicals production.

<sup>3</sup> This is due to the low glass packaging recycling rate in our glass packaging operating geographies (Türkiye and Russia).

<sup>4</sup> Employee Engagement Survey is conducted every 2 years. Therefore, there is no data for 2023.

<sup>5</sup> Our digital twin projects, which are within the scope of 2023, cover 6 of our facilities. 50% of these projects have been completed.

# Stakeholder Engagement

As Şişecam, while striving to increase the value we create for our stakeholders, we actively consider their expectations and needs in line with our sustainability strategy, ensuring the sustainability of the value we generate. We actively use the feedback from our stakeholders to improve our processes, operations, and activities.

## Investment Oriented

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

### Analysts

- » Face-to-Face Meetings
- » Workshops

### Investors

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

### Stock and Bond Investors

- » Board Meetings
- » Investor Conferences in Türkiye and Abroad
- » Roadshows
- » Phone/Teleconference and E-Mail
- » Periodic Briefing Reports
- » One-to-One Meetings

## People Oriented

Initiatives to increase competencies and employee commitment in accordance with the "Empower Society" pillar

### Employees

- » Satisfaction Surveys
- » Suggestion and Idea Sharing Platforms
- » Face-to-Face Interviews
- » Recognition
- » Appreciation and Rewarding Practices

### Universities

- » Şişecam Aid Volunteers for Emergencies (S.A.V.E.) Structuring
- » Social Activities and Employee Well-being Practices
- » One Şişecam Human and Cultural Program
- » Conferences
- » Campus Events
- » Collaborations
- » Internship Programs
- » Certificate Programs

## Product Oriented

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

### Customers

- » Satisfaction Survey
- » Social Media
- » Face-to-Face Meetings and Conferences
- » Phone and E-Mail

### Media

- » Press Conferences
- » Press Releases
- » Conferences

## Production Oriented

Contributing to development through the knowledge and values of our corporate heritage

### Public Institutions

- » Regular Reporting
- » Meetings
- » Forums and Conferences
- » Press Releases
- » One-to-One Meetings

### Suppliers

- » Daily Workflows
- » Face-to-Face Meetings
- » E-Mail Communication

### Non-Governmental Organizations

- » Strategic Collaborations
- » Events

## Business Ethics, Compliance and Regulatory Work

As Şişecam, we adopt the fundamental principle of acting in compliance with legal regulations, corporate policies and the highest ethical standards, and we govern our relations with our stakeholders based on this understanding.

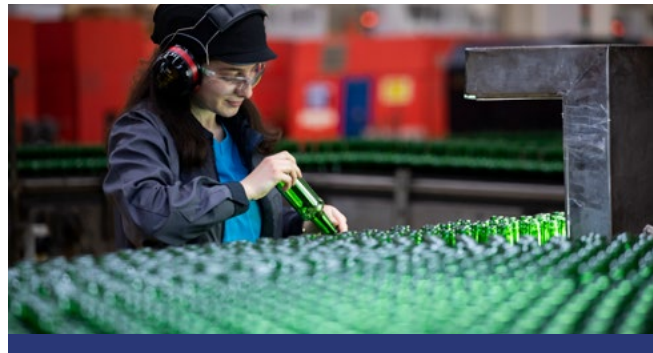
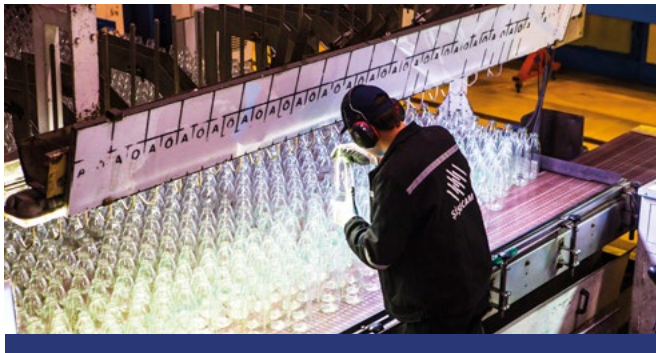
Our new investments and the growing geographical distribution of our operation areas require about compliance with numerous local and international regulations. With this awareness, we carry out our regulation and compliance work in a holistic and centralized manner and ensure the necessary coordination by determining strategies for compliance with internal and external regulation. We proactively monitor compliance risks through our compliance governance system, which has been established with a risk-based approach.

We define the scope of our code of ethics with the **Şişecam Group Code of Conduct**, while supporting our ethics and compliance work with our other corporate policies. We convey our code of ethics to our employees through the **“Şişecam Business Ethics Training”** we organize every year. The Code of Business Ethics and all other corporate policies on compliance are available for all languages used in the geographies where we operate.

It is the responsibility of our Ethics Committee to ensure compliance with the Code of Business Ethics in our activities, to evaluate any practices contrary to the Code of Business Ethics, to spread the business ethics culture throughout Şişecam, and to raise awareness on this issue.

An **“Ethics Hotline”** monitored by an independent service provider was established to ensure that all ethical nonconformities are reported to the Ethics Committee. All our stakeholders can submit their issues via the **ethicshotline.sisecam.com** website and by telephone, which is available in 14 languages. In addition to the ethics hotline, reports can also be submitted verbally or in writing to the relevant managers. Personal information is not requested in any way in reports made through this line, and all information provided is kept confidential. All reported violations are reviewed by the Ethics Committee in a short time, and necessary actions are taken.

Our Anti-Bribery and Anti-Corruption Policy set the framework of our approach and actions, which we convey to our employees through Şişecam Code of Business Ethics training. We also conduct **Abuse Awareness Training** for our white-collar employees.



## Şişecam in 2023 ?

- We provided our employees with a total of 11,447 hours of ethics training in 5 languages.
- We provided 2,567 hours of training to our employees as a part of Abuse Awareness Training.
- Our 6,217 employees participated in our global online training program reflecting our principles on business ethics.
- A total of 33 issues were submitted to the Ethics Hotline.

### Our Related Policies



Code of Conduct



Corporate Governance Policies



Anti-Bribery and Anti-Corruption Policy





# PROTECT THE PLANET



Combating and Adaptation to Climate Change  
Water Use  
Circular Production



The **“Protect the Planet”** pillar of our sustainability strategy is centered on the environmental impact of our operations. We establish our assessment criteria from a comprehensive standpoint, covering legal requirements, international standards, environmental trends, and stakeholder expectations. Our performance is managed through ongoing monitoring and evaluation.

We follow new or updated environmental regulations in the regions where we operate and develop all necessary action plans accordingly. We not only ensure compliance with legal requirements but also aim to meet the highest environmental standards. This process is managed with a continuous improvement approach in line with the international environmental standards outlined in the **“System Product and Facility Certifications”** section. Based on this approach, we did not incur any significant environmental fines in 2023.

In alignment with our **“Protect the Planet”** principle, we aim to enhance the positive impact generated through sustainable production by leveraging our partnerships. We manage our environmental impact comprehensively through cutting-edge practices across our value chain.





## Combating and Adaptation to Climate Change

According to global temperature records, 2023 has emerged as the hottest year since the Industrial Revolution. The European Union's Copernicus Climate Change Service has reported that, for the first time, the Earth has exceeded the crucial global warming threshold of 1.5°C this year. The global average temperature in 2023 surpassed the previous record set in 2016 by 0.17°C. Without immediate and substantial reductions in greenhouse gas emissions, the severe impacts of climate change are anticipated to intensify dramatically.

The industry's role in combating the climate crisis has never been more vital. To curb the carbon footprint of production, companies are increasingly turning to renewable energy sources, improving energy efficiency, and embracing production methods that align with circular economy principles. Moreover, the industry is anticipated to play a key role by offering energy-efficient and climate-friendly products and services.

International regulations are shaping the industry's responsibilities and establishing a legal framework for climate action. With a wave of new local and regional climate regulations, a proactive approach to compliance has become essential. At Şişecam, we actively engage with authorities to set sectoral priorities by analyzing key policy tools such as the European Green Deal and the EU Carbon Border Adjustment Mechanism (CBAM) at the national level. We also assess how these regulations might impact Şişecam's operations and products and explore opportunities within frameworks like the EU Green Taxonomy, the Renovation Wave in Buildings, and Zero Energy Buildings.

At Şişecam, we are aware of our responsibilities in the fight against the climate crisis and assess the impact of our operations from the ground up. We track all our production-based emissions (Scope 1 and Scope 2) and make active use of annual facility inventories for internal evaluations and reporting purposes. In 2023, we launched a preliminary study to develop a robust and sustainable methodology for collecting Scope 3 emissions data for the first time. Our goal is to monitor and report on key categories such as logistics and supply chain in the medium term.

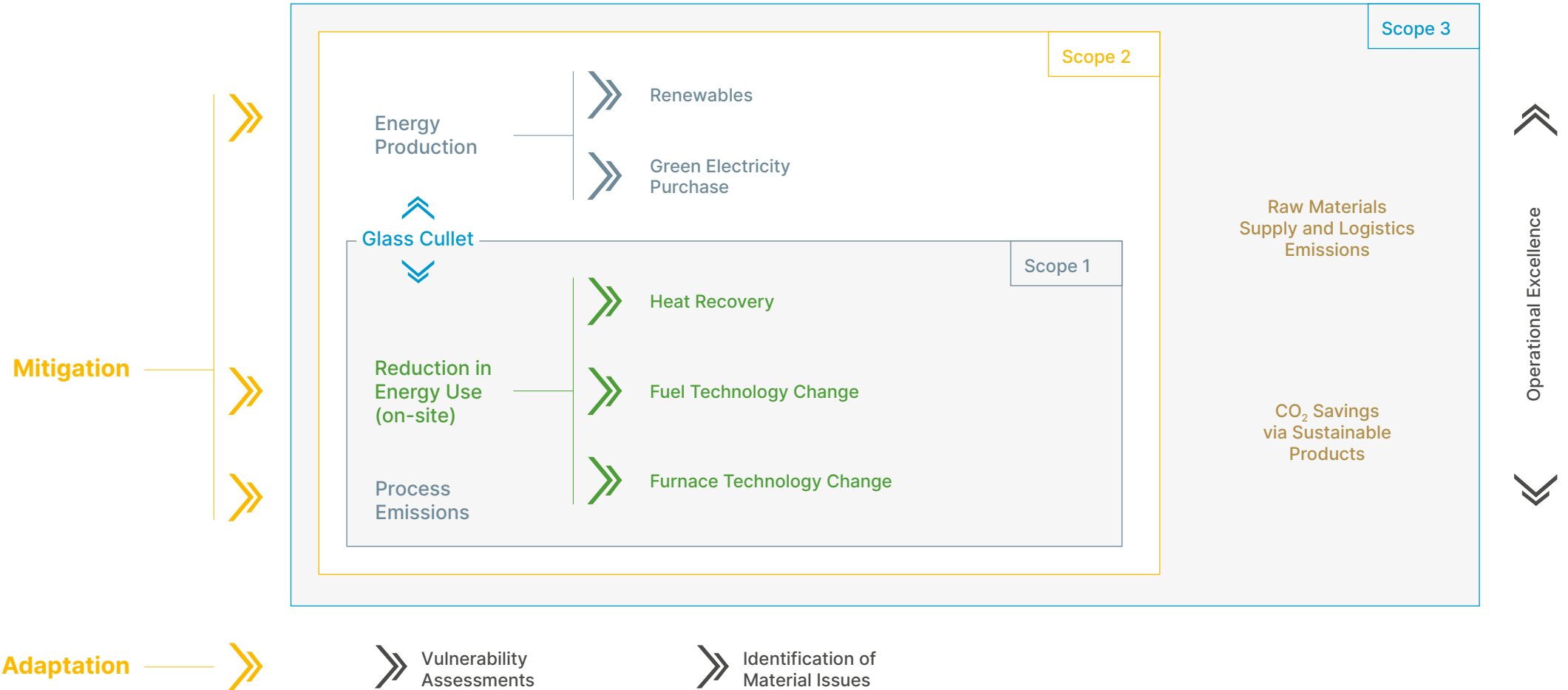
The transition to low-carbon production is a necessity, and this transformation is expected to accelerate further in many sectors by 2030 and 2050. Particularly, the EU Green Deal, along with its Energy Transformation Strategy,

Emissions Trading System, and Carbon Border Adjustment Mechanism, is setting mandatory targets for industries to adopt carbon-free production and clean energy.

Beyond legal compliance and risk management, **"Şişecam Climate Change Mitigation Model"** represents our core approach to reducing our operational carbon footprint. As part of our climate objectives aimed at achieving carbon neutrality by 2050, we are advancing the Şişecam Low Carbon Production Roadmap, which focuses on Energy Transformation, Maximizing Waste Heat Recovery, Alternative Fuels, and Innovative Technology Research. All related work and projects are coordinated through our "Protect the Planet Working Group," and we report our progress directly to the Board of Directors Sustainability Committee and the Sustainability Executive Committee.



# Our Business Model on Combatting Climate Change





## Low Carbon Roadmap for Glass Production

Despite significant advancements in energy efficiency over the past two decades, the glass industry must develop and widely implement innovative and alternative technologies to make meaningful progress in combating climate change.

The Şişecam Climate Change Mitigation Model not only outlines essential measures and practices but also anticipates investments in alternative fuels and hybrid furnace technologies—key elements for the industry's decarbonization. Additionally, it supports increased use of green electricity in energy-intensive processes.

Accordingly, it is essential to holistically evaluate clean energy sources and new production technologies in terms of accessibility, feasibility, cost, and their impact on carbon emission reduction to establish a clear roadmap.

In response to these needs, our low-carbon roadmap for glass production, launched in 2023, continues to progress. The project focuses on identifying technology alternatives aligned with our 2050 carbon neutrality target, prioritizing them regionally, and developing a comprehensive roadmap that encompasses both emission reduction and associated investment and operating costs.

## Şişecam's Climate Risks and Opportunities Assessment Aligned with TCFD

During the reporting period, we undertook a comprehensive assessment climate change risk management and a financial risk evaluation. This was done in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. Our study quantitatively evaluated the risks and opportunities likely to arise under various scenarios and assessed their potential financial impacts on Şişecam.

As part of this study, we developed a risk map identifying Şişecam's physical and transition risks related to

climate change. Key opportunities were identified as technological transformation, efforts to lightweight products, and investments in the circular economy. Conversely, high-risk factors emerged as upcoming carbon pricing regulations, the need for technological infrastructure adaptation for a low-carbon economy, public perception towards the role of corporations in combating the climate crisis emerged as high risks. As a result, we identified measures and actions to address these risks and opportunities.





## Combating and Adaptation to Climate Change

Water Use

Circular Production

RISK CATEGORY	RISK DESCRIPTION	RISK DEGREE	ACTIONS
Regulation (Upcoming)	Planned carbon pricing mechanisms	High	<ul style="list-style-type: none"> <li>› Developments within the scope of the EU-ETS are followed by European Industry Associations.</li> <li>› Regulatory financial impacts, such as EU-ETS-related short-, medium-, and long-term impacts, carbon pricing in geographies of operation, and the adaptation needs relative to the physical impacts of climate change are closely monitored.</li> <li>› Analyses on the potential financial impacts of the EU Carbon Border Adjustment Mechanism (CBAM) are regularly updated based on the updated EU-ETS variables.</li> <li>› To be prepared for the potential CBAM obligations that may be imposed after 2026, studies were initiated for the establishment of a line- and product-based energy-carbon monitoring infrastructure.</li> <li>› It is ensured that carbon pricing is included in any feasibility studies related to new investments in critical regions.</li> <li>› Under the national ETS implementation planned for Türkiye, we take part in specialized working groups and support the benchmarking and cost analysis studies for the glass industry.</li> <li>› Risk analysis studies were carried out in accordance with the TCFD framework for internal evaluation purposes.</li> </ul>
Technology	Adaptation to the technological infrastructure required for transition to a low carbon economy	High	<ul style="list-style-type: none"> <li>› To maintain Şişecam's market share in line with the technological developments, technology and investment potentials are being monitored for research and development of new technologies and improvements.</li> <li>› Şişecam takes part as a stakeholder in the "HYSouthMarmara Hydrogen Valley Project" being implemented in Türkiye.</li> <li>› The availability of alternative raw materials in efforts to reduce the carbon footprint of glass production is being considered.</li> <li>› As part of the routine actions in facilities, efficient equipment and systems are selected, energy audits are conducted, projects aimed at increasing efficiency are developed, and digitalization and monitoring systems and applications are developed.</li> <li>› Planning studies aimed at increasing the share of clean electricity in our operations are continuing within the CareforNext Strategy.</li> <li>› Low-carbon production roadmap studies to identify the technological needs required to achieve the 2050 Carbon Neutrality were also initiated.</li> </ul>
Market	Any shifts in the market to disturb the balance between supply and demand, changes in consumer preferences, and adaptation to such changes	High	<ul style="list-style-type: none"> <li>› A process prioritizing the development of sustainable products based on a lifecycle approach is followed.</li> <li>› Studies are carried out to develop architectural glass with insulation and heat/energy conservation properties and those that offer air conditioning advantages, as well as glass packaging with reduced weight and an increased recycled material ratio.</li> <li>› Supply strategies to meet the increasing demand for external cullet are being developed in all geographies of operation.</li> <li>› Life cycle analysis studies covering the entire architectural glass product range were carried out, and environmental product statements were published.</li> <li>› The actions of the main players in the industry related to products and technologies are closely monitored.</li> </ul>
Corporate Reputation	Public perception of the contributions of the company to the transition to a low carbon economy	High	<ul style="list-style-type: none"> <li>› The net-zero vision efforts and renewable energy targets are followed under the Protect the Planet approach, which is one of the main pillars of the CareforNext Sustainability Strategy.</li> <li>› Communication studies are carried out to ensure the status of glass as a vital material for a carbon-neutral future, demonstrating Şişecam's contributions to the fight against the climate crisis at the point of use through its climate-friendly products and low-carbon solutions.</li> <li>› Şişecam Çevre Sistemleri A.Ş. supports the recycling of glass to achieve more effective results in efforts to reduce carbon footprints.</li> <li>› Developments are shared transparently with the public through reports.</li> </ul>
Acute Physical Risks	Physical damage that may be caused by extreme weather events resulting from climate change	Medium	<ul style="list-style-type: none"> <li>› Facilities and buildings resistant to various climatic conditions and compatible with green building certification standards are being constructed.</li> <li>› Studies based on scenario analyses are being carried out.</li> </ul>
Chronic Physical Risks	The effects on operations of climate shifts and changes in parameters such as the precipitation regime, wind, and temperature	Medium	<ul style="list-style-type: none"> <li>› Alternative supply networks and support programs that do not leave suppliers behind are being established.</li> <li>› An operation network including raw material production was established with investments made for continuity in raw materials.</li> <li>› Projects were implemented to improve energy and water management.</li> <li>› Investments were made in natural soda ash production in Wyoming, USA (Sisecam Chemicals Wyoming LLC) and refractory production in Italy (Refel S.p.A) to manage cost increases and access to raw materials.</li> </ul>

### Short-term (5 years)

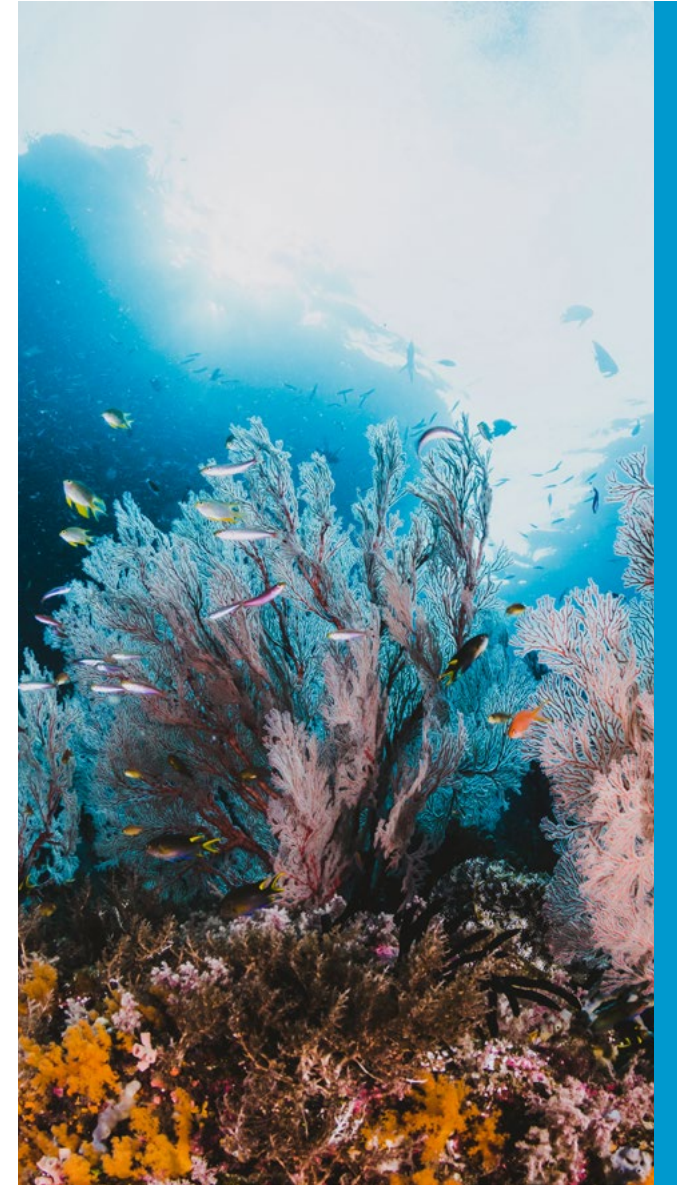
Risk	Scenario				
	No Policy	Current Policy	Stated Policy	Paris Agreement (2°C)	Paris Ambition (1,5°C)
Policy	■	■	■	■	■
Technology	■	■	■	■	■
Markets	■	■	■	■	■
Liability	■	■	■	■	■
Reputation	■	■	■	■	■
Physical	■	■	■	■	■

Lower Risk Higher Risk

### Long-term (10 years)

Risk	Scenario				
	No Policy	Current Policy	Stated Policy	Paris Agreement (2°C)	Paris Ambition (1,5°C)
Policy	■	■	■	■	■
Technology	■	■	■	■	■
Markets	■	■	■	■	■
Liability	■	■	■	■	■
Reputation	■	■	■	■	■
Physical	■	■	■	■	■

Lower Risk Higher Risk







## TCFD Compliance Indicators

<b>Governance</b>	<b>Board of Directors Oversight</b> -	<b>Role of the Executive Board</b> -		<b>CDP</b> C1.1, C1.2, C1.3
<b>Strategy</b>	<b>Risks and Opportunities in the Short-, Medium-, and Long-Term</b> -	<b>Impact on Business, Strategy, and Financial Planning</b> -	<b>Scenario Planning</b> -	<b>CDP</b> C2.1, C2.2, C2.3, C2.4, C3.1
<b>Risk Management</b>	<b>Identification and Assessment of Risks Related to Climate Change</b> -	<b>Climate Change Related Risk Management</b> -	<b>Integration into General Risk Management</b> -	<b>CDP</b> C2.1, C2.2, C2.3
<b>Metrics and Targets</b>	<b>Reporting CO<sub>2</sub> Metrics</b> -	<b>Scope 1, 2, 3 Values</b> -	<b>Targets for CO<sub>2</sub></b> -	<b>CDP</b> C4.1, C4.2, C4.3, C5.1, C6.1, C6.2

## Steps Towards Decarbonization

Under the “Zero CO<sub>2</sub>” project, led by IPGR (International Partners in Glass Research) as a key stakeholder of the consortium, we have initiated studies on the development of advanced glass melting furnaces and optimization of energy and raw material utilization strategies. This project is a strategic step towards pioneering innovative technologies to increase environmental sustainability and minimize carbon footprint.

We have initiated research under the GlassTrend project conducted by the Celsian, which an organization that works on glass research to further understand the behavior of refractory materials under hydrogen glass melting conditions and to make appropriate choices. The findings in the GlassTrend Project, to which Şişecam also made significant contributions, provide an important step towards replacing carbon-containing raw materials used in existing glass furnaces with carbon-free alternatives and provide important information for Şişecam to achieve its decarbonization targets.

- We plan to implement new high-electrical furnace designs, developed using numerical modeling and simulation techniques, during cold repair periods.
- Our research and development studies of new furnace and combustion technologies (electricity, hydrogen, oxygen, etc.) are ongoing.

## Şişecam’s Energy Transformation Initiatives

Aligned with our decarbonization target, transitioning to clean energy is one of our top priorities. Our energy transformation strategy encompasses a broad range of practices, from on-site renewable energy production to large-scale renewable energy utilization and the adoption of alternative fuels. Our goal is to enhance the value we create with sustainable, energy-efficient products and practices within our processes.

To support our 2050 carbon neutrality goal, we intend to increase our renewable energy generation capacity eightfold. By 2030, we aim to achieve an installed renewable energy capacity of 53 MWp.

So far, our solar capacity reached 10 MWp with onsite installations at our Mersin and Italy flat glass plants and the Şişecam Science, Technology, and Design Center.

Additionally, we are actively engaged in global partnerships to integrate clean energy, including green hydrogen initiatives, across our entire value chain.



# Şişecam in 2023 ?

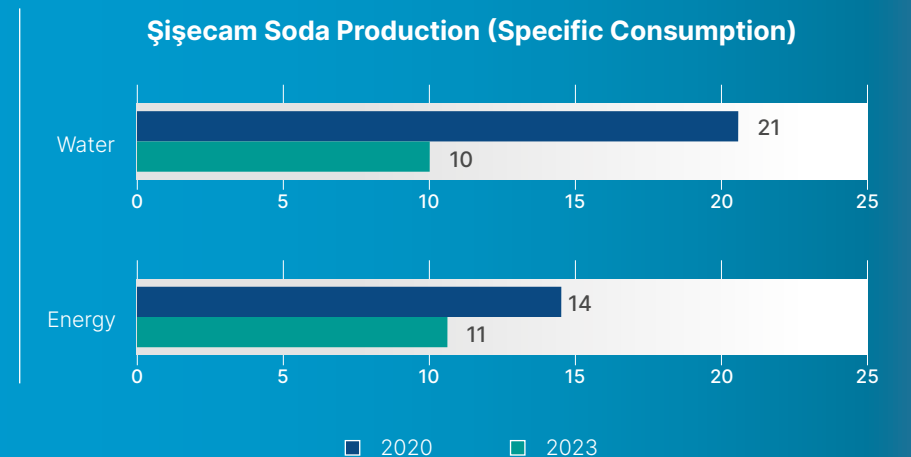
- » We applied for approximately **39 MW** for the installation of solar power plants at our Ankara Flat Glass, Eskişehir Glass Packaging, Eskişehir Glassware, and Balıkesir Glass Fiber plants, and a wind power plant at our Kırklareli Automotive Plant.
- » We continued our initiatives for ground-based solar power plant installations exceeding **100 MW**.
- » To promote the use of solar energy and photovoltaics (PV), we joined the **European Solar Photovoltaic Industry Alliance**.
- » As a member of **Hydrogen Europe**, Europe’s leading hydrogen organization, we gained various benefits including cross-sector knowledge and experience sharing, the establishment of new business relationships, and access to new grant opportunities in the hydrogen economy.
- » We joined the **European Clean Hydrogen Alliance**, an initiative aimed at developing the clean hydrogen industry and uniting industry leaders and organizations across different sectors in Europe.
- » Our significant involvement in the **HYSouthMarmara Hydrogen Valley Project**, which aims to support the development of a regional hydrogen economy, was recognized and funded by the European Union Horizon Europe Program. This project, which received the largest single EU grant in the history of Turkish Framework Programs, was approved by the European Commission.

Soda ash plays a crucial role in the production of sustainable and innovative products across various industries. It is essential for enhancing energy efficiency, preventing pollution (including water and flue gas treatment and carbon capture), and supporting innovative and renewable energy applications such as solar panel and battery technologies.

Our investment in natural soda ash in Wyoming, USA, was made to meet the growing demand for soda ash and the technologies it supports. This investment not only benefits the relevant sectors but also offers a lower environmental impact compared to synthetic soda production. It allows Şişecam to significantly reduce both unit energy and water consumption in soda production.

Between 2020 and 2023, we achieved notable reductions in soda production:

- » Specific energy consumption by 25% \*
- » Specific water consumption by 50%\*\*.



\* Energy consumed per product  
 \*\* Water consumed per product

By 2023, our renewable energy installed capacity reached 10MWp with energy investments in Türkiye and Italy. We aim to increase our renewable energy installed capacity to 53 MWp until 2030.

Mersin Flat Glass Plant

6.2 MWp

Şişecam Science, Technology and Design Center

0.087 MWp

South Italy Flat Glass Plant

3 MWp

North Italy Flat Glass Plant

0.7 MWp



LEED Platinum Certificate for Şişecam Ankara Flat Glass Plant Management Building

Şişecam Ankara Flat Glass Plant Management Building was awarded the most prestigious LEED PLATINUM\* certification by the U.S. Green Building Council, which certifies that buildings and interiors were designed, constructed, or operated according to environmentally friendly and sustainable criteria.

\* LEED Platinum is awarded to buildings with the highest score among LEED green building certificates.

Energy Efficiency

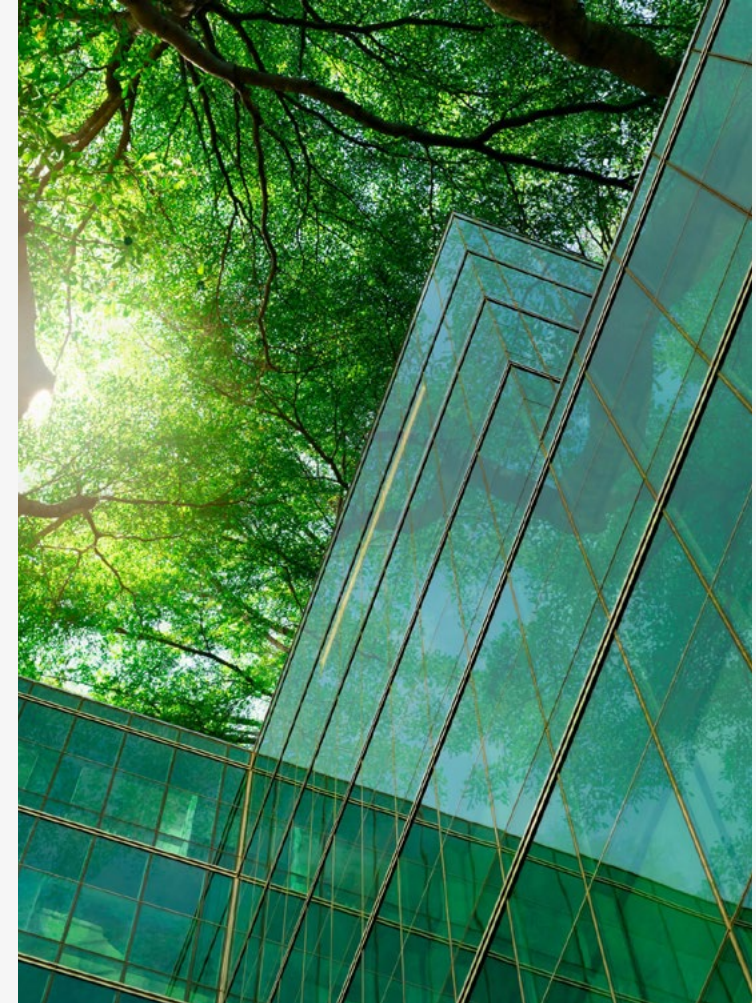
We closely monitor our fundamental energy production and consumption data across all our facilities, enterprises, and buildings in the regions where we operate, utilizing industrial data collection and analysis systems at the enterprise level. This data allows us to pinpoint energy losses and areas for potential improvement. Our focus is on achieving efficient and low-risk energy transformation in both conventional and renewable energy sectors.

In line with our commitment to using clean energy resources, we utilize electricity with a renewable energy resource guarantee certificate at our Headquarters building. Additionally, we are exploring opportunities to expand the use of I-REC certified electricity in other regions where we operate.



## Şişecam in 2023 ?

- » We updated the [Şişecam Energy Policy](#).
- » We met **43%** of our total electricity consumption through our own energy generation facilities (24% from waste heat, 1% from solar energy, and 75% from cogeneration).
- » Our I-REC certified energy supply remained at **4,755 MWh**, unchanged from the previous year.
- » We invested **EUR 15.4 million** in energy-efficient equipment upgrades and approximately **EUR 2.5 million** in digital production and efficiency optimization projects.
- » The number of our certified energy managers increased by **79%**, reaching a total of 59.
- » We conducted energy audits at **21** industrial plants. We have identified 209 projects, 114 of which are eligible for government incentives, which will achieve an annual energy saving of 9,500 toes.
- » As part of Türkiye's Energy Efficiency 2030 Strategy and the 2<sup>nd</sup> National Energy Efficiency Action Plan to be implemented between 2024 and 2030, we undertook various projects incorporating energy efficiency incentives. In 5 projects, we achieved approximately **3,000 MWh/year** in energy savings and received government incentives totaling **TRY 3.3 million**:
  - Compressor and lighting replacement at Mersin Glass Packaging Plant
  - Pump and electric motor replacement at Mersin Chemicals Soda Plant
  - Dryer replacement at Eskişehir Glass Packaging Plant
- » Through the compressor replacement project at Eskişehir Glassware Plant, we benefited from regional incentives, receiving a state incentive of **EUR 96,000** and achieving energy savings of **4,367 MWh/year**.
- » At Balıkesir Glass Fiber Plant, a Kaizen project reduced natural gas consumption in the felt furnace from 130.4 m<sup>3</sup> to 125 m<sup>3</sup> per ton, resulting in an annual natural gas saving of **54,000 m<sup>3</sup>**.



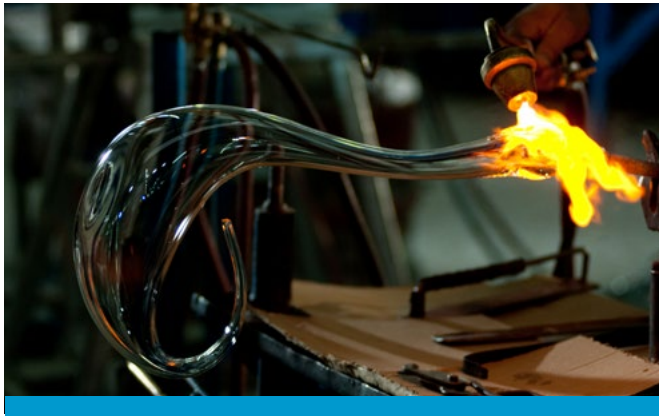


## Management of Air Emissions

To control and reduce our air emissions, we continuously monitor and measure NOx and SOx waste gases from furnace chimneys using the Continuous Emission Measurement System (CEMS) integrated into our production facilities. This ensures regular reporting of emission data and adherence to relevant standards. To mitigate NOx emissions from glass furnaces, we employ combustion systems designed to guarantee low NOx levels.

In our production facilities, we standardize measures to minimize raw material and blending losses. The waste dust collected from flue gas treatment units is reused in glass batching processes, meeting quality standards.

We implement dust prevention and suppression systems in areas at risk of dust, such as in material transportation and plant loading zones, and actively work to prevent dust formation on production sites and open stock areas.



## Şişecam in 2023 ?

- » We installed two Continuous Emission Measurement Systems (CEMS) at our Georgia Glass Packaging Plant, bringing the total number of CEMS across Türkiye and Europe to **19**.
- » At our Kırklareli Glassware Plant, we achieved raw material savings by reusing **206 tons** of waste dust collected by the filtration unit in our borosilicate glass batch. Additionally, we saved an equivalent amount of raw material by fully reusing **190 tons** of waste from spillage or dusting in the glass batch.





## Water Use

According to 2023 data, we see that approximately 20% of global water consumption is industrially sourced. However, inefficient water use poses a significant threat to our water resources. As we face challenges such as water scarcity, pollution, and stress, sustainable water management becomes crucial.

Efficient water use is vital for the sustainability of our operations. With this in mind, we are committed to continuous improvement through regional and facility-based assessments. We prioritize basin management both within Şişecam and at our various facility locations.

Reducing clean water use in our operations is a key objective. To achieve this, we adopt and implement industry best practices, ensuring water traceability within our facilities.

We identify potential areas for improvement in water recovery and apply systematic practices to enhance efficiency. By evaluating water quality at every stage, we aim to safeguard its integrity. Our continuous improvement efforts are guided by regional water needs, climate conditions, and our operational requirements.

## Şişecam in 2023 ?

- » Water withdrawal per unit of production decreased by 25% compared to 2020, reaching **3.5 m<sup>3</sup>/ton**. (The total water withdrawal for 2020 was revised to 48,280,401 m<sup>3</sup> by including salination water used in chemical production.)
- » At our Kırklareli Glassware Plant, we conserved **22,524 m<sup>3</sup>** of water through reverse osmosis, which produced demineralized water from raw water. Additionally, we saved **34,057 m<sup>3</sup>** annually by reusing effluent from the chemical wastewater treatment plant. Similarly, at our Mersin Chemicals Plant, the reverse osmosis system for demineralized and soft water helped us save approximately **175,000 m<sup>3</sup>** of water.
- » At our Bulgaria Flat Glass Plant, we reduced wastewater by **47,533 m<sup>3</sup>** and clean water use by **104,619 m<sup>3</sup>** by reusing wastewater from laminated and coated glass production as demineralized water.
- » At our Italy Flat Glass Plant, we saved **15-30 m<sup>3</sup>** of water daily by reusing wastewater from laminated glass production.
- » A Lean Six Sigma Green Belt project at our South Italy Flat Glass Plant resulted in a 35% reduction in water use per 1,000 m<sup>2</sup> of glass production in the laminated lines washing process, cutting daily consumption from 64.8 m<sup>3</sup> to 42.4 m<sup>3</sup> and saving over **8,000 m<sup>3</sup>** annually.
- » At our Kırklareli Automotive Plant, we began reusing wastewater with appropriate characterization, achieving a daily reduction of **5 m<sup>3</sup>** in water usage. We also started using gray water by connecting appropriately characterized wastewater to local reservoirs, aiming to save **460 m<sup>3</sup>** of water annually.
- » At our Bulgaria Glassware Plant, improvements in treatment chemicals enhanced performance and reduced sludge by **40%**.
- » At our Mersin Chemicals Soda Plant, a Lean Six Sigma Green Belt project cut the electrical energy consumption of vacuum pumps from 23 kWh to 19 kWh per ton of soda ash, leading to annual savings of 6 million kWh and **175,000 m<sup>3</sup>** of soft water.
- » We launched a comprehensive optimization project to enhance the treatment performance of our **11** industrial wastewater treatment plants in Türkiye. This project aims to maximize treatment efficiency through optimal chemical use and minimize environmental impact by reducing treatment sludge. We anticipate significant benefits for water resource protection and waste reduction upon completion in the third quarter of 2024.
- » At our South Italy Flat Glass Plant, we initiated a special treatment system project to process glass washing wastewater and reuse it. The project aims to remove glass separator dust and purify the wastewater for reintroduction into the system as clean water, achieving **75%** wastewater recovery by the third quarter of 2024.

## Circular Production

Circular economy is an economic model aimed at minimizing waste and pollution, conserving resources, and extending the lifespan of products. It holds particular significance for emission reduction, especially in combating climate change.

In 2023, we witnessed significant strides in the transition to a circular economy. The European Union introduced several new policies to facilitate this shift, including measures to reduce plastic waste, establish new sustainability standards for products, and financing frameworks for circular economy investments. Many countries, including Türkiye, have developed national strategies to promote this transition. In 2023, Türkiye launched the "Zero Waste Action Plan 2023-2025," focusing on increasing waste recycling rates, enhancing waste management systems, and encouraging circular economy practices.

Circularity and circular production are core elements of Şişecam's "Protect the Planet" pillar. We evaluate our products and production inputs with a long-term perspective to avoid the use of natural resources and emission-intensive processes. To enhance circularity, we prioritize solutions that facilitate the reintroduction of raw materials and products into the production cycle through ecological design, functional use, and post-use evaluation. Our efforts also include ongoing industrial synergy practices.

To achieve our target of 35% external glass cullet utilization by 2030, we are establishing recycling infrastructure at our facilities and taking steps to expand the capacity of existing recycling operations.

### Circular Economy and Glass

With its 100% recyclable nature, eco-design, and modern production technology, glass represents the circular economy concept. As one of the leading companies in the global glass industry, we recognize the advantageous nature of glass in the circular economy and consider implementing a circular model in our operations as one of our core objectives.

Glass, which can be continuously recycled and reintroduced into the production process, is a key product in the fight against climate change. Compared to single-use, non-recyclable products, endlessly recyclable glass helps reduce energy consumption and CO<sub>2</sub> emissions, making it an essential solution for a carbon-neutral economy. Compared to raw materials, glass that melts at a lower temperature reduces the overall melting temperature required in the furnace. Theoretically, every 10% increase in glass cullet reduces energy demand by 3%. A high glass cullet content also has the potential to reduce corrosion and aging effects, thereby extending the furnace's life. Additionally, cullet replaces natural raw materials and increases resource efficiency. Using 1 ton of cullet saves 1.2 tons of natural raw materials.

At Şişecam, we are committed to advancing the circularity of glass through various initiatives and collaborations.

#### Şişecam Çevre Sistemleri

Şişecam Çevre Sistemleri has been established in line with Şişecam's sustainability principles and has served to ensure the recycling of the cullet glass collected and to improve the quality of cullet. With its two recycling plants, one in Eskişehir and one in Bursa Yenişehir. It supplies cullet for Şişecam Glassware's Aware Collection series, which is produced from 100% recycled glass, as well as for Şişecam's Glass Packaging Production Facilities in Türkiye.

## Şişecam in 2023 ?

- » Şişecam Çevre Sistemleri supplied **198,000 tons** of glass cullet.
- » As part of the Deposit Collection Project initiated by Metro Türkiye at the Kozyatağı Store to recycle waste packaging through the deposit method, **16 tons** of waste glass packaging were received and recycled by Şişecam Çevre Sistemleri.
- » Şişecam Çevre Sistemleri provided **54** glass recycling bins for separate collection and recycling of glass packaging waste at facilities and fuel stations along the Izmir-Istanbul highway. Additionally, communication efforts were made to encourage travelers to use these bins for recycling the glass packaging waste they accumulated.
- » At our Ankara Flat Glass Plant, a Kaizen project reduced the annual amount of waste dust per square meter from approximately **8 kg to 5 kg**. This improvement not only conserved raw materials and protected natural resources but also enhanced employee health and safety.
- » A Kaizen project at our Bursa Flat Glass Plant achieved a 90% reduction in the monthly consumption of sulfur dioxide used in production processes, decreasing it from 52 m<sup>3</sup> to 5.1 m<sup>3</sup>. This led to an annual savings of **563 m<sup>3</sup>** in sulfur dioxide use.

# EMPOWER SOCIETY



**EMPOWER  
SOCIETY**

Equality, Diversity and Inclusion  
Talent Acquisition, Management and Development  
Employee Experience and Engagement  
Occupational Health and Safety  
Corporate Heritage  
Contribution to Social Development



# Equality, Diversity and Inclusion

## #Everyoneincluded

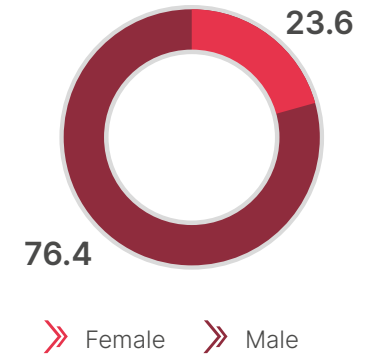
As a company that achieves success in various geographies and brings together many cultures under one roof, we act with the awareness that differences are elements that foster creativity and originality. We aim to create a work environment where our employees feel valued and respected, and which is respectful of labor and human rights, fair, and promotes diversity and inclusion, with an inclusive approach.

The principles adopted and practices implemented in the areas of equality, diversity, and inclusion are based on our Diversity and Inclusion Principles, the Board of Directors Diversity Policy, and Human Resources Policy.

We implement relevant action plans under the leadership of the Equality, Diversity and Inclusion Sub-Working Group under the roof of **"Empower Society,"** one of the Sustainability Working Groups.

We adhere to the principle of equality in all human resources processes, including recruitment, promotion, compensation and off-boarding. Our inclusive practices provide equal opportunities to our employees, and we do not tolerate any form of discrimination. Similarly, we do not permit any violations of union rights, forced and compulsory labor, and child labor under any circumstances. During this period, no cases of discrimination have occurred.

**Employees by Gender (%)**



### Our Relevant Policies



Diversity and Inclusion Principles



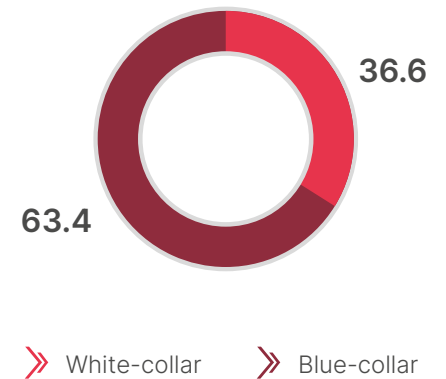
Board of Directors Diversity Policy



Human Resources Policy

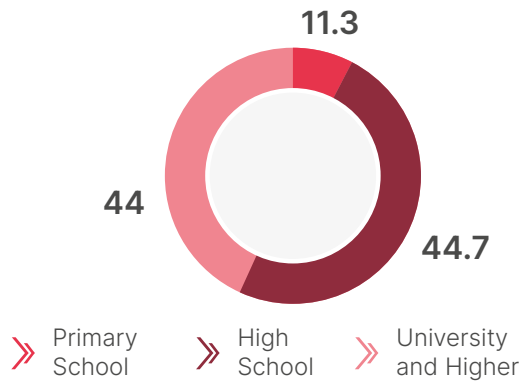


**Employees by Category (%)**



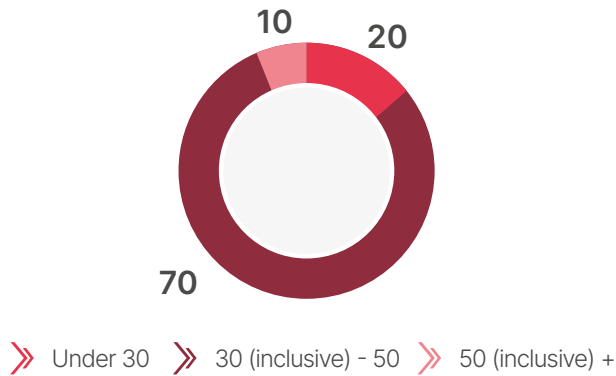


### Employees by Education Level (%)\*



\*The operation in the USA is not included.

### Employees by Age Group (%)



**Collaboration with a total of 18 labor unions,**

4 in Türkiye and 14 in countries outside of Türkiye

An **80%** unionization rate among our blue-collar employees, **16 percentage points** increase compared to last year.

At Şişecam, we act with the approach of eliminating gender inequality and aim to increase our female employment rate to 25% by 2030. To achieve this, we carry out efforts to encourage women's employment and support our female employees in the workplace. We create pools of female engineering candidates at each of our operational locations and ensure equal opportunities in our internship programs, certification programs, and vocational high school partnerships, in addition to recruitment.

With the goal of creating an inclusive workplace where **everyone is included**, we initiate gender equality-supportive assignments to expand the employment opportunities for our female employees. During maternity leave, we hire temporary staff to ensure business continuity.

Through our **"Women Expression"** program, we support our female executives in talent pools with a strategic perspective and aim to improve their leadership competencies through coaching and experience sharing. As part of a 6-month program held in collaboration with IESE Business School, we provided our female executives with training opportunities in finance, operational excellence, strategy, marketing, digitalization, change management, and leadership skills. Following the completing of the program in 2022, participants were provided an executive mentorship program in 2023.

We became a signatory to Women's Empowerment Principles (WEPs), which aim to empower women to participate fully in economic life across all industries and at all levels. As part of this initiative, we aim to contribute to the following principles:

### Principle 1

Establish high-level corporate leadership for gender equality

### Principle 2

Treat all women and men fairly at work, respect and support human rights and nondiscrimination

### Principle 3

Ensure the health, safety, and well-being of all women and men workers

### Principle 4

Promote education, training, and professional development for women

### Principle 5

Implement enterprise development, supply chain, and marketing practices that empower women

### Principle 6

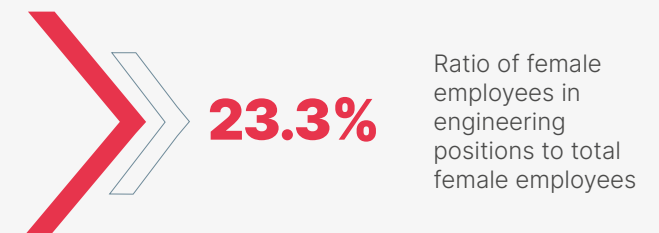
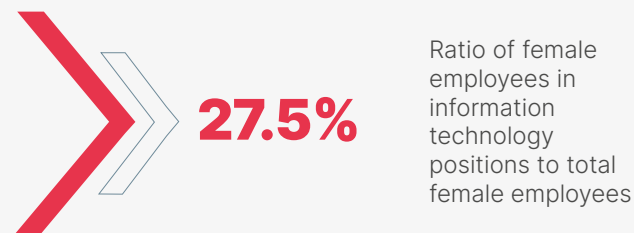
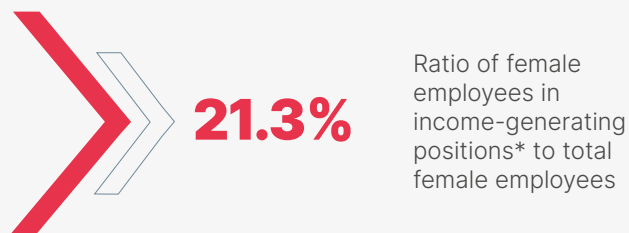
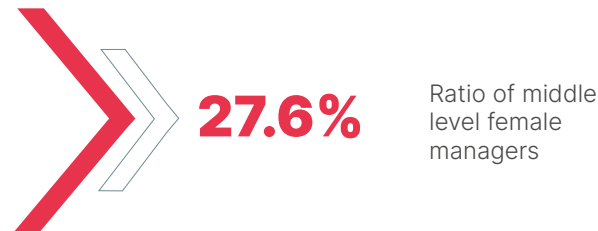
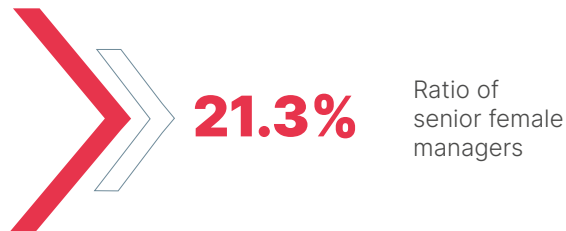
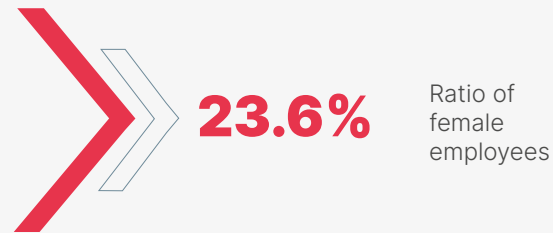
Promote equality through community initiatives and advocacy

### Principle 7

Measure and publicly reporting on progress to achieve gender equality

We go beyond legal requirements in our activities for employees with disabilities. We eliminate accessibility barriers and complete the necessary arrangements at the headquarters building and factories. We participate in the annual Barrier-Free Career Fair and collaborate with the office of the disability services in universities during the selection and evaluation processes of our global young talent program Together. In addition, to raise awareness about disability within Şişecam, we organize special awareness activities on December 3<sup>rd</sup>, International Day of Persons with Disabilities.

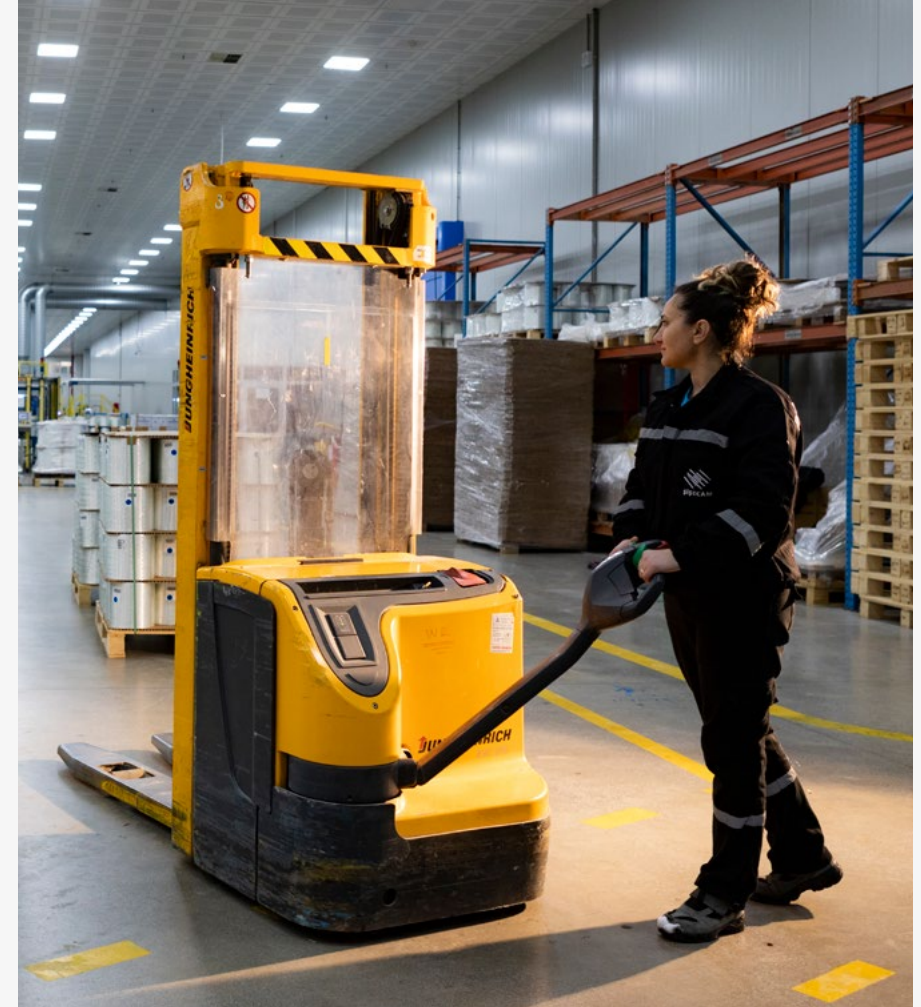
## Women Employees in Numbers in 2023



\* Based on Sales, Supply Chain, R&D, and Production functions.

## Şişecam in 2023 ?

- » We became a signatory of the **Women's Empowerment Principles (WEPs)**.
- » We participated in the **"WEPs In Action"** pilot program, which was designed to contribute to the establishment of the WEPs Center of Excellence that UN Women will establish in Türkiye in the near future. We participated in the "WEPs in Action" pilot program, which was designed to contribute to the establishment of the WEPs Center of Excellence that UN Women will establish in Türkiye in the near future.
- » We completed the sixth edition of the **"Glass Certification Program"** that we launched in cooperation with Şişecam Academy, Balıkesir University, and İŞKUR to increase women's competence in glass sector.
- » Our 3 female managers graduated from our Women Expression program.
- » To increase physical accessibility, we prepared standard action plans by having individuals with different types of disabilities experience our Şişecam Headquarters building from end to end.
- » Focusing on digital accessibility, we prepared an **"Access Guide"** to make digital content from our internal and external communication channels more accessible for people with disabilities.
- » To understand the needs of our disabled employees in areas such as workplace access, internal communication channels, training/onboarding programs, digital applications, and architectural facilities, we conducted a **Disabled Employee Experience Survey** at our Türkiye locations. The survey, which had a 54% participation rate, concluded with positive results. We organized Equality, Diversity, and Inclusion meetings at our global facilities to evaluate actions that could be taken in this area.
- » We provided **1,179 hours of training** to our 480 employees on diversity and equal opportunity.
- » We updated our job advertisements with an inclusive perspective and clear language. Additionally, we created customized job ad content to increase the employment of disabled individuals and women in production.





## Talent Acquisition, Management and Development

Within the framework of talent acquisition and management, we continue our efforts to become a preferred workplace with a human-centered culture and growth opportunities while aiming to attract the right talent. We conduct training and development activities aligned with our business strategies to enhance our employees' social, technical, and professional knowledge and skills, maximizing their potential.

We act with an objective, fair, and standardized procedure in all functions of human resources with our **HROne Contact Center** application, which we implement on a global scale to provide the best experience to our employees.

## Our Awards

- » At the Youth Awards 2023, we were awarded the **2<sup>nd</sup> Prize** in the **"Most Desired Industrial Company to Work for"** category and ranked in the **top 10** in the **"Most Admired Long-Term Internship Program"** category with our Global Young Talents Program Together.
- » Şişecam Academy received the **"Best Organization in Training and Development"** award at the **BEST Awards** organized by the Association for Talent Development (ATD).
- » We received the **"Best Talent Acquisition Team"** award at the **LinkedIn Talent Awards** organized by LinkedIn.
- » We received the **"Silver"** award in the "Best Virtual/Augmented Reality Application" category under the "Excellence in Technology" category at the **Brandon Hall Group HCM Excellence Awards** with our "Polivelans System and Virtual Reality Use in Simplifying Work Instructions" project.

### Talent Acquisition

To support the recruitment of qualified young talent, we engage with more than 60,000 university students at more than 42 universities globally every year. We offer internship opportunities through our global young talent program **Together**, and our summer internship program **First Step**.

We establish collaborations with high schools, universities, and industry organizations both locally and globally. We provide information about glass and glass production technologies to young people, both at our facilities and in the relevant university departments. At the end of our

training processes, we support them through internships and employment opportunities. Thus, we bring young talents together into our organization, and contribute to the development of the glass sector by enhancing the quality of the workforce.

To address the need for qualified professionals with doctoral degrees in industry, we collaborate with TÜBİTAK under the **2244-Industrial PhD Fellowship Program**. This partnership aims to promote the development and employment of such talent through university-industry cooperation.



## Şişecam in 2023 ?

- » In our global young talent program Together, 340 interns were accepted globally, 51% of whom were women. We employed 32% of the interns who participated in the program. The program satisfaction rate was evaluated as 96%.
- » 85% of the women hired as part of our global young talent program Together were women studying in the STEM (science, technology, engineering and mathematics) field.
- » Through the summer internship program First Step, we provided internship opportunities to 236 university students, 53% of whom were women. The program satisfaction rate was evaluated as 91%.
- » To support the recruitment of qualified talents in blue and grey collar roles, we expanded the “3+1 Workplace Practices Internship Program” in collaboration with Kırklareli University and Trakya University Vocational School departments and launched the “**Vocational School Internship Program First Step**”. 53 interns were accepted to the program and we employed 13 interns at the end of it.
- » We were selected as the subject company of the “Local Research Challenge” competition organized by the global finance institute CFA. 197 students from 45 universities participated in the competition, and we provided internship opportunities to 10 students.
- » We implemented the “**Glass Technologies Engineering Certificate Program**”, previously conducted with Middle East Technical University (METU) and Eskişehir Technical University (ESTU), at Istanbul Technical University (ITU). Out of the 174 students who participated in the 6-week program, 28 were included in our internship programs, and 1 intern was hired.
- » Within the scope of TÜBİTAK 2244 Industrial PhD Fellowship Program, 21 doctoral students continued their studies under the guidance of our R&D center.
- » We worked with 20 senior undergraduate students from 5 universities on their graduation projects.
- » We completed the “**Glass Certification Program,**” which we conducted jointly with Balıkesir University, with the participation of 212 students. Since the program’s launch in 2018, we have provided employment opportunities to 127 at Balıkesir Glass Fiber Plant.

- » As part of the vocational school collaboration with the Denizli Governor Necati Bilican Vocational Training Center, we supported the career development of 32 students through Şişecam’s Apprenticeship Training Program.
- » We engaged with young people at a total of 115 university events at 28 different universities. We held 71 sessions with the participation of our executives and field experts.
- » As part of our Anatolian Scholarship Program, we provided scholarship support to 2 more successful and needy students, increasing the number of students we offered the opportunity to study at Koç University to 5.
- » We continued to provide regular scholarship support to 13 students at Yenişehir Şişecam Vocational and Technical Anatolian High School.





## Talent Management

Through our internal posting system **“TakeAway”**, we support the development of our internal talent, enhance career paths and mobility opportunities, and offer equal career opportunities to our employees.

With the **Candidate Referral System**, we encourage our employees to recommend qualified candidates who they believe will fit our organizational culture and values into our candidate pool. This initiative promotes more active participation of our current employees in the internal recruitment process. Employees who refer a candidate are rewarded after six months from the candidate's start date. If the preferred candidate is a woman, we present a higher reward.

To support international mobility comprehensively, increase diversity, and strengthen our organizational culture globally, we implement initiatives for **global rotation and assignments** of employees from different countries. We use the **Performance Development System** with the motto **“We For Success”** to promote a performance culture focused on sustainable success and to reward their performance by ensuring that our employees are evaluated with a system based on objective criteria. We consider the final outputs of the system as a significant input in development, talent management, rewards, compensation, and career management processes.

Under the global talent management program **“Journey,”** we support succession and career management plans by creating talent pools to identify the human resources the organization needs in line with its business strategies, and we take training and development actions.

We adopt a fair, stable and high-performance-supporting compensation policy to attract the necessary talent and maintain high employee engagement.

## Şişecam in 2023 ?

- » We restructured career development and rewarding systems through the **“Job Architecture and Career Management”** and **“Job Evaluation and Compensation”** efforts, which address the renewed organizational structure and the implemented career paths.
- » To maintain a competitive position in the market and ensure employees' purchasing power, we made adjustments to the compensation structure throughout the year, considering job level factors to align salaries with market conditions.
- » We met 58% of our workforce needs, including our TakeAway program implemented within the Company, through our internal hiring processes.
- » We conducted performance evaluations for 8,171 white-collar employees.
- » As part of talent management, we assessed approximately 4,000 employees, measured their potential, and discussed them in talent committees. We updated our global talent pool of about 900 individuals and incorporated them into development plans.



## Talent Development

We aim to sustain a proactive, results-oriented, talented, and development-oriented employee profile in the field of talent development. To achieve this, we continuously foster growth by providing innovative training and practices. Motivated by leveraging the latest technologies in training, we update our e-learning materials and enhance our content to be more comprehensive.

Since 2016, under the umbrella of **Şişecam Academy**, we have been providing face-to-face and online professional and technical training to maximize our employees' potential and support our corporate goals. Additionally, we design training content that improves the entire ecosystem and offer development programs to our stakeholders.

As part of the **Şişecam Academy Seminars**, designed to be accessible to our employees at our Türkiye locations, we inform them on current topics and discussions shaped by experts in fields such as health, economics, psychology, and self-improvement. Our seminars also include interactive sessions and practical exercises aimed at enhancing employees' skills and knowledge.

We conduct **mentoring and coaching programs** to facilitate knowledge transfer within the organization, create a continuous and sustainable sharing ecosystem, and embed Şişecam values into our organizational culture.

With our **Şişecam Coaching and Mentoring Platform**, we aim to enhance the employee experience of coaching and mentoring programs by digitizing them. This initiative will improve the effectiveness of tracking and reporting processes. In the following period, we plan to expand these programs as a development method that benefits not only talent and career development but also every employee who seeks to participate.

In 2023;

**35.9**

average training hours per employee

**476,839**

hours of training to our employees





## Our Training Programs at Şişecam Academy

Under the Talent and Leadership Institute, we aim to create an action-oriented, social, and global learning ecosystem that will support development programs for talents and leaders, enabling them to make a significant impact both within and outside the organization and preparing them for the future.



**Management and Leadership School:** We support executives at all levels in enhancing their leadership skills through various leadership programs designed according to the new leadership approach.



**Function Schools:** These are designed to support functional and technical development through new organizational structures, updated competencies, and technical skills. Under the Function Schools framework, there are currently eight schools: Human Resources, Financial Affairs, Supply Chain, Marketing, Sales, Production, Quality, and Glass Technologies.

In the design processes of these schools, we considered the knowledge, skills, and competencies of the relevant functions and sub-functions, as well as their level-based needs. We also benefited from the technical and behavioral competency measurement results of the participants by conducting profile assessments. We designed the Function Schools using a blended learning model that integrates formal, social, and experiential learning methods.

After the organizational transformation, we prepared a technical competency data set based on functions. With the school programs, we aim to enhance the technical knowledge and skills expected from employees, ensure they gain comprehensive knowledge of all processes within their functions, develop awareness of cross-functional working methods, and contribute to a sustainable workforce.



**Talent Development Programs:** We include our employees in the “Talent Management Development Programs” across four different categories within Talent Management. These development programs consist of classroom training, simulations, e-learning modules, workshops, coaching and mentoring practices, language development programs, project work, rotations, and other alternative development methods. We support our talents through programs like “Discover Your Potential,” which encourage talent teams to identify their strengths and development areas, Mini MBA programs that support cross-functional management skills, and business simulations. Additionally, we offer talent-specific development opportunities through global certification programs and competency-based development journeys.



**Foreign Language Development Program:** Launched in 2017 with the aim of enhancing our employees’ English language proficiency, this program provides personalized digital content, online and in-person training, and global speaking groups for language practice. Since 2017, we have supported over 1,500 employees across 7 countries through this program.

## Our Mentoring and Coaching Programs

- » **Journey Mentoring Program:** This program aims to support employees in managerial positions as they support and share their experiences with potential talents at the beginning of their careers, focusing on technical development, competency enhancement, or leadership. Additionally, the program fosters intergenerational dialogue and promotes a culture of collaboration across different generations.
- » **Peer Mentoring Program for Engineers:** New engineers at Şişecam are supported in their adaptation by more experienced engineers within the company. This mentoring program includes guidance on glass production, Şişecam culture, development opportunities, communication, and relationship management.
- » **Executive Mentoring Program:** With the program, Şişecam talents receive direct development support from our CEO, Görkem Elverici, leveraging his experience and vision. This program also facilitates the bidirectional transfer of Şişecam culture.
- » **Demand-Based Mentoring Program:** This program connects employees interested in joining Şişecam's pool of volunteer mentors with those seeking mentorship. The goal is to support employees' technical development and transfer corporate memory.
- » **External Coaching Program:** Managerial-level employees with development needs in specific thematic areas receive support from external coaches.

As part of our global talent management program, **Journey**, we conduct the **"International Executive MBA Program"** in collaboration with Sorbonne University and BMI. This initiative aims to equip managers in the Navigate pool with new leadership competencies and enhance their global connections to support their development.

With the motto of limitless learning, we continue to support our employees' development through the **"Odilo"** and **"Udemy Business"** online training platforms.

With the polyvalence system we established as part of the **Plant Human Resources Phase III Project**, we conduct individual training needs analyses for our hourly employees and provide them development opportunities tailored to their needs.

With the **Global Orientation Virtual Reality Application**, we facilitate and standardize the onboarding process for all our employees.



## Şişecam in 2023 ?

- » Under the umbrella of Şişecam Academy, we designed the **Engineering Orientation Program** to help recently joined engineers better understand and experience our processes, activities, and work methods. During the reporting period, 105 engineers participated in the program.
- » In line with the “One Şişecam People and Culture Program,” we redesigned the Leadership School and launched the **“90 Days of a Leader - From Management to Leadership Program”**. As part of the program, we supported 96 managers who were promoted to the manager role with 4-day camp training, one-on-one coaching meetings, and experience-sharing sessions. The program achieved an 89% satisfaction rate.
- » As part of our Journey Global Talent Management, we launched the Şişecam **Mini MBA Program** in collaboration with Istanbul Technical University (ITU) to inform our employees about the significance and impact areas of all functions and to support the process-oriented approach. The program, which included 44 employees, concluded with a 90% satisfaction rate.
- » To support new responsibilities and reinforce the continuous development mindset, we launched the **Operational Excellence Development Program**. This program includes modules on Process Management, Kaizen Leaders, Green Belt, Black Belt, and Data Analytics-Optimization-Simulation. A total of 226 employees participated in the program, which is provided in five different languages.
- » We launched CAM 201, the first training program of the **Glass Technologies School**, following the completion of content updates. The program, consisting of four modules and exams, was attended by a total of 182 employees.
- » Two of our managers participated in the “International Executive MBA Program.”
- » In addition to the ongoing three Function Schools, we launched the Quality, Production, Supply Chain, Sales and Marketing Schools in September. We included approximately 2,300 employees in the Function Schools’ training programs.
- » A total of 114 mentors and 251 mentees participated in our mentoring programs. Satisfaction rates were measured at 89% for mentors and 92% for mentees. The professional executive coaching program supported the leadership development of 44 managers, with a satisfaction ratio of 94%.
- » We reached our 293 employees with our Foreign Language Development Program.
- » 2,500 of our employees accessed the Udemy and Odilo platforms, and over 11,000 pieces of content were viewed in total.
- » We conducted 6 Academy Seminars in the fields of psychology, child development, personal development, gender equality, economics, and disaster management.
- » We provided **476,839** hours of training to our employees and 7,143 hours of environmental training. The average training hours per employee was 35.9.
- » We implemented the **Virtual Reality Project**, which allows employees working on the production line to experience work instructions in a safer environment without going to the field, also at our Bursa, Eskişehir, and Mersin plants. We conducted on-site training sessions at each plant.





## Employee Experience and Engagement

As Şişecam, we see continuously improving the employee experience and increasing employee engagement as part of our employer responsibility. Accordingly, we continue our efforts to provide a participatory, communicative, and value-driven work environment.

To maximize employee satisfaction by understanding the demands and expectations of our employees and maintain this ratio, we conduct a biannual **Global Employee Engagement Survey**<sup>1</sup> for all of our employees. Based on feedback, we identify our strengths and areas for improvement and make the necessary adjustments.

As part of the **One Şişecam People and Culture Program**, which we launched last year to complete the One Şişecam transformation process, we focus on shaping and strengthening the corporate culture around the core values that are adopted and desired to be sustained by all employees by addressing the future concepts of “Culture, Values, and Leadership.”

With the **NAR Suggestion Development Platform**, we provide our employees the opportunity to present innovative ideas. We strive to continuously improve and renew ourselves by considering their feedback.

As part of our efforts to enhance employee engagement and productivity, we organize the **Annual Achievement Awards** to recognize projects that make a significant impact, and the **Seniority Award Ceremony** to honor employees who have served for over ten years. Additionally, with the **Spot Award System**, we appreciate the exemplary behaviors and achievements of our employees within the Company.

We organize various events and workshops through the **NOW! Sports and Social Activities Club** to contribute to the well-being of our employees and their work-life balance.

Every year, we meet with our employees and their families at our plants where we operate in the “Family Days” events, where we show our respect for our cultural differences, remind them of our values, and increase our solidarity within the Company.

We believe that participation in decision-making processes is as effective on employee engagement as employee satisfaction. Therefore, we provide opportunities for our employees to directly share their questions and suggestions with the CEO through “**CEO Talks**” held twice a year and “**CEO Gatherings**” organized on a functional basis.



<sup>1</sup>The Employee Engagement Survey was conducted in 2022, and the next survey is scheduled for 2024. For the 2022 Employee Engagement Survey results, please see our **2022 Sustainability Report**.



## Şişecam Life Employee Well-being Program

We have positioned all practices related to employee well-being and health initiatives within Şişecam under the Şişecam Life Employee Well-being Program, which is structured into four main areas: physical, mental, social, and financial well-being.

### Şişecam Life Employee Well-Being Program Practices

- » **Employee Support Line:** With Şişecam Life Employee Support Line, our employees and their family members can receive free, 24/7 expert support via phone in a total of 11 areas, including healthy nutrition, ergonomics, newborn care, medical assistance, legal advice and more.
- » **Online Education Platform for Children of Employees:** To support the education of our employees' children and facilitate their exam preparations, we launched the Online Education Platform for Children of Employees. Through this platform, our employees' children can submit their questions for free and receive solutions within 15 minutes. In 2023, a total of 760 children benefited from this service.
- » **Şişecam Life Mobile Application:** We launched Şişecam Life Mobile App, where our employees can have free one-on-one video consultations with expert psychologists, fitness trainers, and dietitians. They can also access written and verbal content to learn about topics they are interested in.

Our employees can also form clubs based on their hobbies and engage with colleagues at different locations through challenges like drinking water or step counting. This application also supports parents who hold different roles at work but share common roles at home. Şişecam Life Mobile App features written and video content on parent-child relationships and parents can have free video consultations with expert psychologists. In 2023, our employees had a total of 589 expert consultations, including 213 with psychologists, 325 with dietitians, and 51 with fitness trainers.

- » **Psychological Support:** In July 2023, we started offering weekly psychological counseling services at the Eskişehir Glassware Plant. By the end of the year, a total of 133 sessions were held, where 33 different employees received consultations. Following the completion of the pilot period, due to the high interest and satisfaction, it was decided to extend the psychological counseling service for another year, increasing the frequency to twice a week.



## Şişecam in 2023 ?

- » As part of the **One Şişecam People and Culture Program**, we conducted a global Culture Survey involving all our employees and held one-on-one interviews with management teams. We received feedback from approximately 1,200 employees through focus group meetings held on-site. Based on this information, we created a Core Values and Leadership Model. We designed development programs to promote the core values and outlined individual steps to be taken. Additionally, we focused on organizational, regional, functional, and individual action plans. With the formation of the Culture Activation Team (CAT), 34 volunteer executives representing different functions implemented nine prioritized projects/initiatives at the organizational level under the sponsorship and oversight of the Executive Committee. As part of the regional roll-out, our plant teams in five regions of Türkiye assessed common issues specific to their areas, identified priority focus areas, and took action. Workshops held in Russia and Bulgaria contributed to the dissemination of our corporate values outside Türkiye. Key development areas for our relevant operations were identified, and a roadmap was created accordingly.
- » We awarded 89 projects as part of the **Annual Achievement Awards**.
- » Under the **NAR Suggestion Development System**, we received 919 suggestions and awarded 204 projects.
- » We organized over 500 activities in 14 countries under the **NOW! Sports and Social Activities Club**. We rewarded 3,475 employees under the Spot Award Application and 1,242 employees under the **Seniority Incentive Award**.
- » We created our **Şişecam Life** brand to expand the scope of existing practices that will improve employee health and well-being and to gather them under a single brand.





## Occupational Health And Safety

Occupational Health and Safety (OHS) is one of our top priorities at Şişecam. We manage our OHS practices under our Occupational Health and Safety Policy and organize our working environment with a sensitivity that prioritizes people. We aim for continuous improvement with our OHS approach based on the principle of “Healthy Individual, Safe Workplace.” Accordingly, we identify our strengths and areas open to improvement and effectively manage risks through the projects we implement. We carry out improvement activities by referencing up-to-date best practices to provide our employees with a safe working environment. These efforts involve all our employees, both locally and globally.

We take the necessary measures to prevent accidents and occupational diseases and ensure their implementation. Acting with the motivation to turn the zero-accident target into a corporate policy, we work without slowing down to maintain a healthy and safe organizational structure.

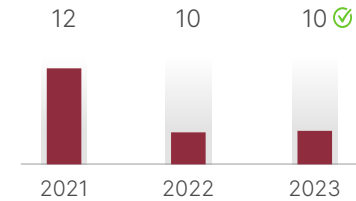
As Şişecam, we determine our Occupational Health and Safety (OHS) policies and procedures within the framework of ISO 45001 Occupational Health and Safety Management System. We address OHS risks with a

proactive approach and conduct risk assessment studies with employee participation. To minimize the impact of identified risks, we implement preventive actions.

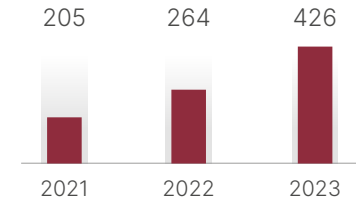
In addition to technical and administrative measures, we carry out behavior based OHS activities based on the principle of disseminating OHS culture and replacing unsafe behavior with safe behavior. We monitor and transparently share the results of behavior observations with the management and all our employees. We organize trainings by being aware that increasing the OHS awareness of our employees is indispensable for safe working environments.

We follow the latest technology products and programs for the digitalization of all OHS processes, spread automation and evaluate the risks and opportunities of implementing current technologies in the workplace. Our efforts include implementing technological advancements such as AI-supported applications, vehicle tracking, area control, and ramp safety systems. These innovations aim to minimize employee initiative, prevent accidents, and enhance safe behaviors in our operations.

### Accident Frequency Rate



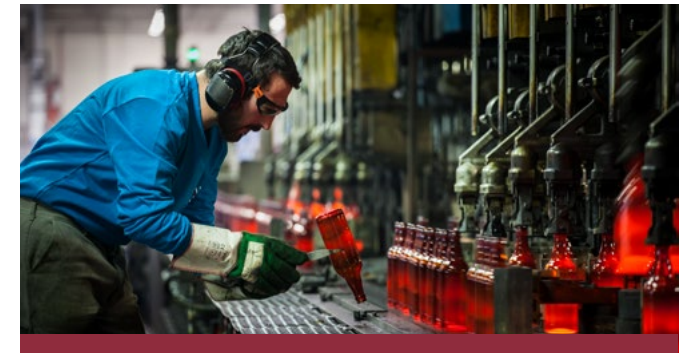
### Lost Day Rate



## Our Awards

- » We were deemed worthy of the “**White Flag**” award by the **Republic of Türkiye Ministry of Labor and Social Security** by fulfilling criteria such as registered employment, no administrative fines, having collective labor agreement, fulfillment of occupational health and safety conditions, and no work accidents in the enterprise.

✓ 3rd Party Independent Audit Firm has provided limited assurance.



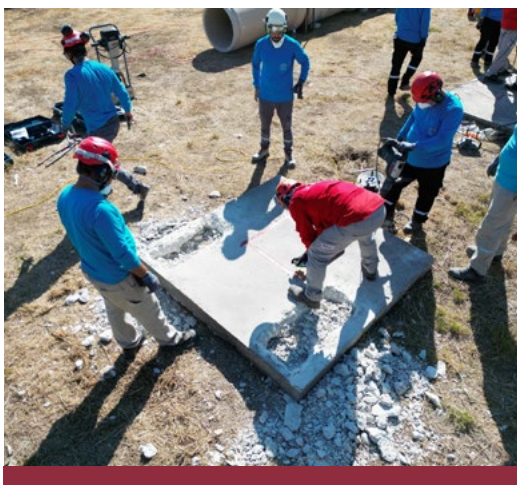
### Şişecam Aid Volunteers for Emergencies (S.A.V.E.)

In the case of any emergency in the regions where we are located or on a national scale, in order to ensure the health and safety of the community, especially our employees and their relatives, and to be prepared for all kinds of disasters and emergencies, we have established **Şişecam Aid Volunteers for Emergencies (S.A.V.E.)** composed of Şişecam employee volunteers. These teams are based

in our 5 main activity areas: Istanbul, Kırklareli, Bursa, Eskişehir, and Mersin.

In collaboration with AKUT (Search and Rescue Association) and Şişecam Organizations, Stage 1 seminars, health and psychosocial checks, field practices, and basic first aid training for **200 volunteer employees** in our operational


regions have been completed. The Level Search and Rescue Accreditation process will be finalized after the completion of Stage 2 management, logistics training, and field application drills required for AFAD (Disaster and Emergency Management Authority) accreditation. Following the accreditation process, our S.A.V.E. teams will officially have the authority to respond to disasters and emergencies.





## Şişecam in 2023?

- » We updated our **Occupational Health and Safety Policy** to implement effectively the OHS goals set in parallel with Şişecam's strategic goals and to ensure full compliance with changing and developing global OHS standards.
- » We piloted systems for detecting unsafe behaviors and situations with forklift safety and collision prevention systems developed with AI integration.
- » By increasing employee participation with our **OHS Score Card** applications, we continued to instantly monitor the parameters of our key performance indicators in the digital environment. We evaluated this performance at our OHS Committee meetings and carried out improvement efforts.
- » We completed the localization of our digital applications for occupational health and safety (OHS) event reporting, action tracking, and risk assessment in the languages of the countries where we operate and have conducted end-user training.
- » With our **Şişecam Group Health Care Services Procedure**, we completed the standardization of our environmental measurements, periodic health examinations, and occupational hygiene practices for employee health.
- » We aimed to raise employee awareness through employee health activities and trainings organized by our health teams. By addressing chemical risk factors in detail, we increased the awareness and safety of our employees who interact with chemicals.
- » We organized a painting contest for the children of our employees with the theme "I am Safe, You are Safe, We are Safe." With this contest, we aimed to raise OHS awareness.
- » We organized various activities and events during Occupational Health and Safety Week to encourage participation in OHS practices among our employees and stakeholders.

- » We conducted risk assessment studies to identify and reduce ergonomic risks. We determined the corrective measures we can take to protect the physical and psychological health of our employees and increase their work adaptation.
- » We provided **136,720 hours**  of training to our employees.



 3<sup>rd</sup> Party Independent Audit Firm has provided limited assurance.



## Highlights in Awareness Activities



### Şişecam Headquarters

We prepared location-specific Emergency Training with Voiceover, summarizing the legally required Emergency Plan in a way that is easy for everyone to understand. This training includes the actions that need to be taken in case of an emergency.

### Kırklareli Glassware Plant

As part of OHS behavioral change studies, we organized an OHS theater to draw attention to accidents and occupational diseases, to reduce unsafe behaviors, and to increase OHS awareness.

### Tuzla Camiş Ambalaj Plant

With the posters prepared for the Behavior Based Occupational Safety practice, we aimed to draw attention to this unsafe behavior by creating weekly information posters about the most unsafe behavior identified by the observers.

### Yenişehir Glass Packaging Plant

We were awarded the “Nutrition-Friendly and Physical Activity Supporting Workplace Certificate” as a result of the Bursa Provincial Directorate of Health’s evaluation of our activities aimed at supporting and improving health through behavioral changes in employees and promoting a healthy lifestyle.





## Highlights in Preventive Activities



### Şişecam Headquarters

The Mobile Card Reader System was created to make the counting process, which is done manually by counters at emergency assembly point in case of emergencies, more accurate and faster. The system, which works in integration with the Passlogic system currently in use, can instantly count through the “insiders report” in case of emergencies.

### Balıkesir Glass Fiber Plant

With the implementation of Blood Pressure Holter, we aimed to diagnose and monitor hypertension, which is one of the chronic conditions that create risks in the workplace, improve treatment compliance by raising awareness among employees, evaluate health risks based on data obtained regarding working conditions, and prevent time and labor losses associated with hospital procedures.

### Mersin Chemicals Soda Plant

With the Safe Facility Layout Guide, we have brought together the issues to be considered when establishing a facility or organizing the process units of an existing facility. This guide, which has been prepared with reference to legal regulations and international standards, provides a starting point on how to select the location of the plant, how to assess long-term risks, and how to distribute process units and equipment within the plant.

### Eskişehir Glassware Plant

Through the Cardiovascular Risk Analysis implementation, we assess employees' risk of cardiovascular diseases by considering factors such as age, smoking habits, blood pressure, and cholesterol levels. This approach enables us to actively address risk factors through preventive medical activities. Our aim is to ensure that our employees lead a healthy life and to prevent potential labor force losses due to illness.



## Highlights in Corrective Actions



### Mersin Chemicals Kromsan Plant

We installed portable battery charging stations compatible with ATEX directives. With the charging station close to the working area instead of the collective battery charging room, we aimed to prevent the formation of an explosive environment, to perform faster and safer charging operations, and to reduce the exposure of employees to chemicals and flammable environments.

### Tuzla Camiř Ambalaj Plant

Where pedestrian and forklift paths cannot be separated or where close working is required, we installed a system that both warns the pedestrian and automatically slows down the forklift and warns the operator. Sensing the RFID cards on pedestrians, the receivers gradually slow down the forklift truck according to defined proximity distances and indicate to the operator that there is a hazard inside with a light warning and warn the pedestrian with vibration.

### Mersin Chemicals Kromsan Plant

With the Chemical Transfer Pump, we ensured that chemical spills can be intervened and eliminated quickly and safely in emergency situations. In this way, we aimed to minimize the risk of chemical exposure and prevent accidents that may arise from the operation.

### Bursa Flat Glass Plant

With the radar sensor system we commissioned at the loading ramp doors, we ensured that the doors are opened and closed automatically. We aimed to prevent accidents with material damage and injuries that may be caused by vehicle drivers hitting the door and the use of operation doors by employees.

### Mersin Camiř Madencilik Plant

We conducted risk assessment studies specific to our operation of feeding rods with volume and weight, which contain ergonomic risks, to the mill with the power of at least five employees. We have eliminated our other risks, especially ergonomic risks, with the automatic rod feeding stands we have realized in our activity with an unacceptable risk score.





## Corporate Heritage

We are proud to be one of the main stakeholders of the industrialization effort of the glass sector in Türkiye. Since our foundation, we have been guiding the formation and development of the domestic glass industry. Through our initiatives in glass, we have made significant contributions to the glass history of Türkiye.

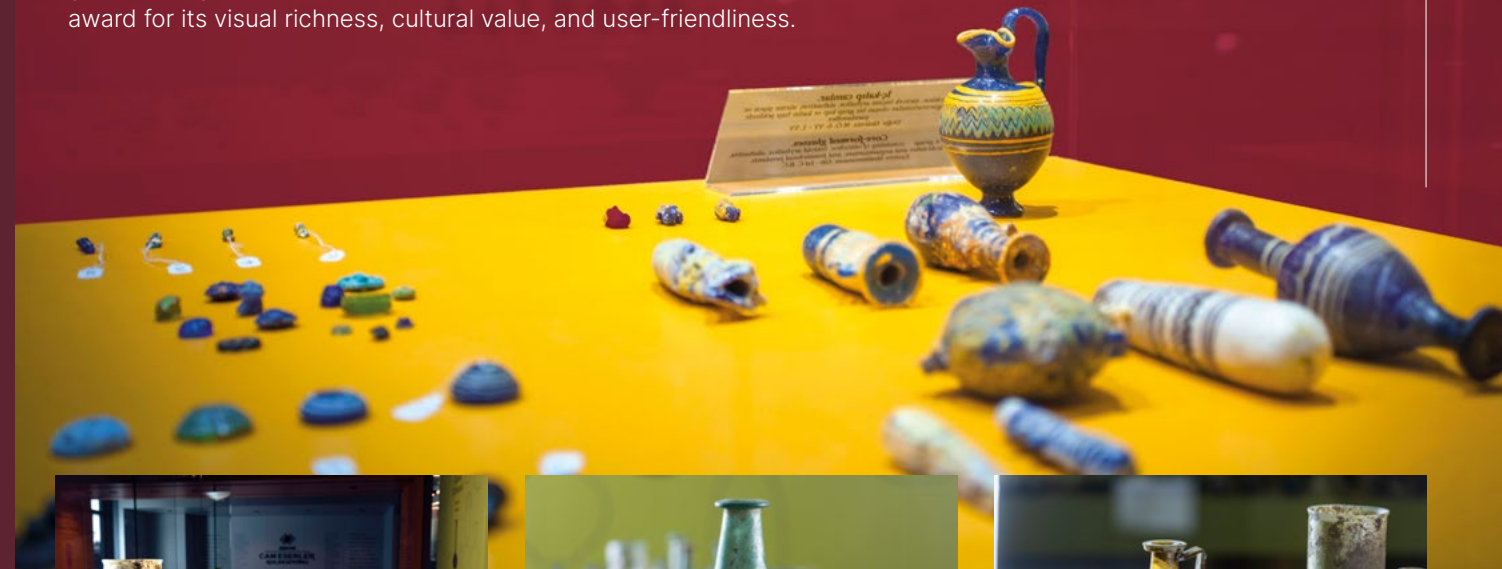
Our production and activities not only supported economic growth, but also contributed to the development and strengthening of Türkiye's glass culture. Our investments and technological advancements in the glass industry in Türkiye have increased the use of glass in daily life and strengthened its relationship with society.

We aim to highlight the historical and cultural significance of glass while preserving and passing on its artistic and industrial values to future generations. Accordingly, we work to protect and promote glass culture and heritage both locally and internationally. As a global power operating in all areas of glass, we not only focus on commercial success, but also fulfill responsibilities of playing a pioneering role in our sector and society. We guide industry stakeholders to unlock the potential of glass in various industries and promote its sustainability and aesthetic use.

### Antique Glass Works Collection

The Antique Glass Works Collection is a selection of historical artifacts in glass discovered in Anatolia and brought together by Şişecam for preservation as cultural values and adopting our history. The collection, which is registered with the Istanbul Archaeological Museum, consists of 520 archaeological and ethnographic artifacts produced between the 6th century B.C. and the 19th century A.D. and has a history of approximately 3,500 years. The artifacts reflect the time periods they represent, featuring traces of Ancient Greek, Roman, Byzantine, and Ottoman eras. The collection is presented to visitors at Şişecam Headquarters as well as on the digital platform.

Our collection, which illuminates the history and development of glass, is available for art enthusiasts at [www.sisecamcomeserleri.com](http://www.sisecamcomeserleri.com). Some of the artifacts, which include historical background information, are presented in 3D. Our website was established to facilitate the dissemination of our glass heritage to a wider audience and has been honored with "Golden Spider" award for its visual richness, cultural value, and user-friendliness.



## 38<sup>th</sup> International Glass Conference

As Şişecam, we describe the current age as the “Age of Glass.” With its infinite recycling capacity, glass contributes to a sustainable future. With the traditional International Glass Conferences, we open the future of the glass industry to discussion. We held the 38<sup>th</sup> International Glass Conference in Istanbul on November 2-3. The theme of this year’s conference, where the future of glass, its contribution to sustainability, and new technologies were discussed with the leading names of the global glass industry, was **“Collaborate to Innovate: For a Sustainable Future.”** The conference featured 72 presentations, including 51 oral and 21 poster presentations, and reached a total of 1,132 attendees, including 413 in person and 719 online, from 34 countries across 4 continents.



## Enchanting Fusion of Art and Glass

The 15-meter-long ship sculpture featured in the exhibition of Russian artist Alexander Ponomarev at the Tretyakov Gallery in Moscow came to life with Şişecam glass. The artwork, which took 15 weeks to complete, used 3 tons of flat glass and 2.5 tons of cullet glass. The ship earned the title of the largest artwork ever displayed in the gallery’s 167-year history.





# Contribution to Social Development

We believe that sustainable financial growth cannot be separated from the development of the society we live in. As part of our sustainability strategy for societal development, we identify focus areas and goals to implement social responsibility projects. Our primary focus areas include the environment, gender equality, and education. While carrying out our projects, our Corporate Social Responsibility Principles serve as our most important guide.

## Şişecam Corporate Social Responsibility Principles

Our Corporate Social Responsibility Principles are holistic principles that determine our activities in 3 main pillars that form the basis of our sustainability strategy. Following these principles, as Şişecam, we work for **Protecting the Planet** by preserving natural

resources and transferring our corporate heritage to future generations. In our efforts of **Empowering Society**, we implement projects that create an inclusive, fair, equitable, and diversity-supporting work environment. Furthermore, in line with our goal of

**Transforming Life**, we adopt actions that touch society and make social contributions while keeping pace with the digital age.

Executes social responsibility projects in accordance with national and international standards.

Places importance on carrying out all social development activities based on the principles of sustainability, transparency, and participation.

Attaches importance and priority to efforts that contribute to social development based on social needs in the countries where it operates as required by its corporate citizenship approach.



Cares about the participation of employees and encourages them to contribute to society on a voluntary basis.

Acts sensitively about the traditions and cultures of the countries where it operates.

Acts in accordance with all applicable laws, rules and regulations.



## Contribution to Training and Education



As Şişecam, we see contributing to education and training as part of our social responsibility. Accordingly, we support various training programs and projects to improve the knowledge and skills of young generations.

We provide various scholarship opportunities as part of our support for education. In 2023, we provided a total of TRY 24.5 million in scholarships to the children of our 5,755 employees at primary school, high school, and university levels as part of the **Education Incentive Scholarship**.

Through collaborations with universities in Türkiye and abroad, we share our expertise in the field of glass with students. In 2023, we conducted classes for architecture students at numerous universities.

While carrying our corporate heritage beyond the glass industry, we also contribute to the educational heritage of our country. We are proud to be the architect of a productive learning environments for young people through the construction of the “Yenişehir Şişecam Vocational and Technical Anatolian High School” and “Mersin Akdeniz Şişecam Vocational and Technical Anatolian High School”. We contribute to the preparation of young people for the future with greater skills and readiness.

### Yenişehir Şişecam Vocational and Technical Anatolian High School

Our school, which has been providing education and training since 2019, is situated on a 20,000 m<sup>2</sup> area and includes 16 classrooms, 3 laboratories, and 13 workshops. During the 2022-2023 academic year, the school hosted 245 students. Şişecam offers a specialized internship program for students in the Mechatronics department. Students in this department can intern at Şişecam and may also have the opportunity to work within the Company's facilities after graduation.

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

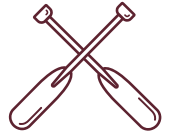
As part of the “Vocational Education Improvement Project” led by the Mersin Governorship, the school constructed by Şişecam hosted a total of 803 students in 2023. Since its establishment, the Mersin Akdeniz Şişecam Vocational and Technical Anatolian High School has graduated 1,684 students, of whom 832 have become professionals in their fields.

## TRY 24.5 million

Total scholarship opportunities under the Education Incentive Scholarship



# Contribution to Sports



We are aware that the greatest wealth lies in transforming life through sports and we strive for stronger and healthier futures with the energy and motivation provided by sports.

## Şişecam Sports Club

Established in 1982 at the Çayırova Social Facilities, Şişecam Sports Club achieved federated club status by the General Directorate of Youth and Sports in 1984. Aiming to encourage youth to engage in sports and to benefit from the healing power, our club contributes to national sports by training athletes in sailing, rowing, and canoeing branches with 118 athletes between the ages of 7-18 and 5 trainers. The athletes we train are equipped to compete with the world's leading sports figures.

## Awards in 2023



### Canoe Branch

**72**  
medals

**10**  
cups



### Rowing Branch

**34**  
medals

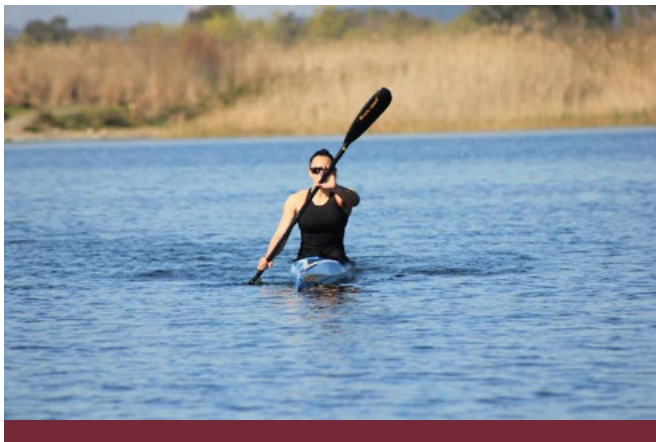
**13**  
cups



### Sailing Branch

**38**  
medals

**13**  
cups



# Contribution to Cultural Values



## History-Culture-Glass Collections

Since 1999, through the History-Culture-Glass Collections, we have been reflecting the historical and cultural richness of Anatolia onto glass. We present a total of 15 limited-edition collections to our customers at Paşabahçe Stores.

### Displayed Collections

- » Ottoman
- » Blue and White on Glass
- » Artistic Writing on Glass
- » Enameled Glass
- » Mosaic
- » Anatolian Civilizations
- » 7
- » Ashura
- » Istanbul
- » Crystalline Tiles
- » Talking Coins
- » Zevk-i Selim
- » World Heritage on Glass
- » Lost Treasures
- » Gururla (Proudly)

## Şişecam's "Gururla (Proudly) Collection" for the 100th Anniversary of the Republic

In line with our mission to protect cultural heritage and pass it on to future generations, we created our "Gururla" (Proudly) Collection for the 100th anniversary of the Republic of Türkiye. By reflecting the founding philosophy, values, and traces of the Republic of Türkiye's founding administration in glass works, we have brought these to life through the unique designs and craftsmanship of Paşabahçe Stores. All glass works in the "Gururla" (Proudly) Collection were designed based on historical objects, documents, photographs from museums, archives, various collections, and historical information. Each of the 2023 pieces was inspired by a significant historical event. The collection features the signatures of designers who stand out with their talents and originality.





## Support for the Preservation of Atatürk's Memories

We contribute to preserving the legacy of the founder of the Republic of Türkiye, the Great Leader Mustafa Kemal Atatürk, for future generations. At Anıtkabir, we replaced the display cases of the restored official cars of Atatürk and the tower windows of Anıtkabir.



## Support to the Glass Furnace Foundation

We support the training and workshops of glass artisans at the Glass Furnace Foundation, which was established to become a central hub for glasswork and to ensure that glass is recognized as one of the fundamental art forms in Türkiye. In addition, we contribute to the training of future glass artisans with cullets we provide to the foundation from the Denizli Glassware Plant.



## Support for Nazarköy Neighborhood Evil Eye Bead Production

We contributed to the protection of cultural heritage by donating 55 tons of opal/opaque glass cullet, which is suitable for use as raw material in the production of evil eye beads, to the Nazarköy neighborhood in Kemalpaşa, Izmir, known for its handmade evil eye beads production.

## Contribution to Environmental Values



### Glass and Glass Again

We have been carrying out our “**Glass and Glass Again**” project, which is one of Türkiye’s most comprehensive sustainability and social responsibility projects, since 2011. With the project, we aim to create awareness on glass recycling and transform this awareness into a strong recycling movement. Through our efforts since the project’s inception, we have created societal awareness and behavioral change. In addition, we strengthened the infrastructure to support the collection of glass packaging waste and modernized glass recycling facilities to ensure more efficient recycling of waste.



### Since 2011, with the Glass and Glass Again Project:

- » We have prevented the disposal of glass equivalent to 11.9 billion glass bottles.
- » The initiative provided training to more than 250 thousand primary school students on recycling.
- » By providing more than 20,000 glass recycling bins to municipalities, we enabled recycling of approximately 2.15 million tons of glass cullet.
- » We contributed to prevent carbon dioxide emissions equivalent to the amount absorbed by 66 million trees in one year.

### Forestation

In line with our environmentally conscious approach, we actively support afforestation projects. We create Şişecam Forests by allocating 5 to 10 decares of land for forestation activities at all our facilities.

- » **The Şişecam Forest** created through afforestation efforts started by Camiş Madencilik in Istanbul Yalıköy in 2000 has reached 368 acres by 2023.
- » At our Bilecik facility, we started afforestation work on approximately 200 acres in 2021, and by 2023, we completed 120 acres of this area. To date, a total of 488 acres have been rehabilitated.
- » At our Denizli Glassware Plant site, we planted 120 trees in 2023, bringing the total number of trees we have contributed to nature to 3,120.
- » As part of the traditional tree planting activities initiated by Mersin Chemicals Soda and Kromsan Plants in 2006, we planted an additional 1,000 tree saplings in 2023. With the 17th Tree Planting Festival, we have reached a total of 48,500 trees.
- » Şişecam has a **Memorial Forest** on 400 decares of land at Yatağan Çayboyu Main Office in Gübbey.



# Contribution to Health



## Pink-Capped Glass Water Bottle

In 2023, we developed a pink-capped glass water bottle in collaboration with Migros and the Breast Cancer Foundation of Türkiye. With this project, we aimed both to create awareness about breast cancer and to contribute to sustainability by encouraging the use of glass instead of disposable plastic bottles.

## Support from Şişecam to the Disaster Area After the Earthquake

Following the devastating earthquake centered in Kahramanmaraş on February 6, 2023, which affected 11 provinces, we acted promptly to deliver aid and assist in recovery efforts. Immediately after the earthquake, we coordinated with public institutions to send 45 trucks carrying technical and humanitarian aid to the region. Our Şişecam Aid Volunteers for Emergencies (S.A.V.E.), comprising 171 members for search and rescue and 250 members for logistic support, volunteered in the disaster area from 11 different cities and 26 production plants. The total value of our aid, including in-kind contributions, reached TRY 225 million.

## Our Corporate Social Responsibility Activities in India

As part of our commitment to corporate social responsibility, we play an active role in promoting social awareness in India. We aim to create meaningful social impact through informative and transformative projects covering a broad range of topics from livestock and agriculture to education and healthcare.

### Livestock and Agriculture

With the aim of improving livelihoods and laying the foundations for a more sustainable future, we provide local farmers with the knowledge and tools for livestock management. We support the community in various ways, from supplying clean energy through solar-powered irrigation systems for sustainable agriculture to managing pest problems with solar-powered insect traps.

### Education

We believe in the importance of unlocking the potential within the children of the region. In Halol, Gujarat, we are implementing projects to reduce dropout rates and achieving a stronger transformation through smarter classrooms, improved sanitation facilities, and educational programs.

### Health

With the mobile health unit, we are working to ensure that everyone in Halol, Gujarat can easily access quality health services. We also provide psychological support to individuals seeking assistance.





# TRANSFORM LIFE



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



## Sustainability Across The Value Chain

We are committed to extending our sustainability approach across our entire value chain. Prioritizing the satisfaction of our customers and suppliers is at the core of this effort. For a more sustainable world, we aim to implement the best environmental, social, and governance practices throughout our operations.



### Customer Relations

At Şişecam, we embrace a corporate culture that prioritizes customer expectations. Through our **Customer Quality Management System**, we swiftly and effectively respond to our customers, enhancing the quality of our services and aiming to boost customer satisfaction with our solutions.

We prioritize to meet our customers' expectations for product quality, post-purchase support, and environmental sensitivity at the highest level. To this end, we continuously refine the technical processes within our corrective action system and develop projects tailored to our customers' demands.

In response to customer demands, we develop glass products that save fuel in the automotive industry and photovoltaic glass products that generate energy. We are also conducting lightweighting studies in the glass packaging and glassware segments and working on producing products from recycled glass.

We regularly measure customer experiences through the **Şişecam Customer Satisfaction Surveys** and undertake improvement efforts, striving for excellence in our service quality.

Subject to SEDEX, BSCI, CTPAT, ETI, ECOVADIS, SAQ, and customer-specific requirement audits, we focus on sustainability throughout our production and operational processes.

## Şişecam in 2023 ?

- » Within the scope of our Customer Quality Management System, we have initiated process and system improvement efforts to ensure customer satisfaction in our operations both in Türkiye and globally.
- » To meet the ever-increasing technical demands of global automotive manufacturers, we have successfully completed end-to-end OEM (Original Equipment Manufacturer) new product testing, approval, and commissioning processes, covering production, quality, and supply chain operations.
- » Based on the Şişecam Customer Satisfaction Surveys, regional satisfaction rate are between 83-93% for Architectural Glass, 40-100% for Glass Packaging, 57-86% for Glassware, and 86-100% for Chemicals. We continue our improvement efforts in line with the feedback received.



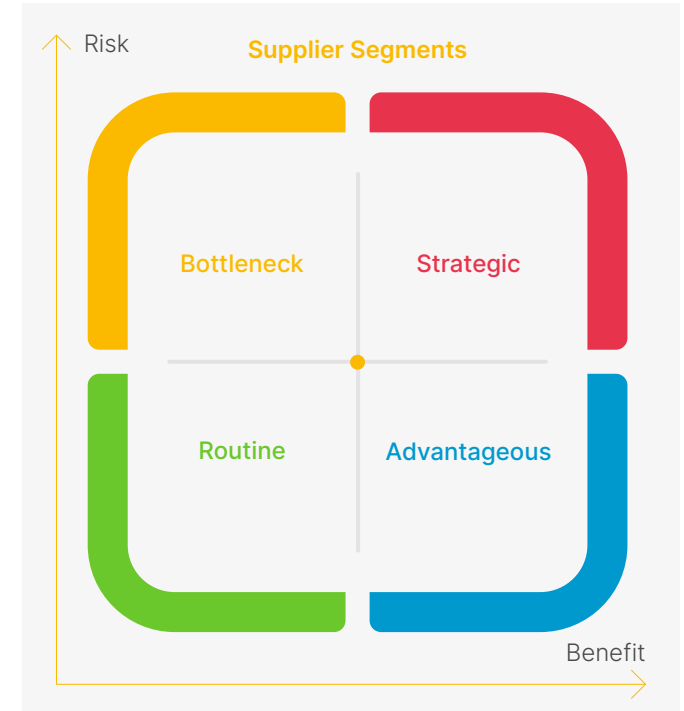
## Supply Chain

We consider sustainable supply chain management as one of our focus areas in our sustainability strategy. We make efforts to monitor, implement, and improve our environmental, social, and governance priorities, as well as harmonize them throughout the entire value chain. While we strive to spread sustainability to all actors, we get in touch within our value chain through more effective supply chain management, we define the following as a roadmap:


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

We accept supplier applications through the **Şişecam Supplier Portal** and expect our suppliers to adopt identical working principles, work in accordance with human rights, and act responsibly towards third parties with **Şişecam Supplier Code of Conduct** and **Şişecam Code of Conduct** available on the portal. We show zero tolerance for discrimination, child labor, and forced labor in supplier operations. Within our 2030 Sustainability Strategy, we aim to create a value chain where all our suppliers fully comply with our rules and principles.


As part of our supply chain management practices, we also benefit from the **Şişecam Supplier Management Procedure**. Within the scope of this procedure, we submit to our suppliers a questionnaire prepared for each goods/ services category and measure their performance in critical areas by making a preliminary evaluation based on the responses of our suppliers. We assess our suppliers on the axes of “supply risk” and “benefit potential,” segment them according to the results, and manage them with supplier management actions specific to their segment.



**Şişecam Rules and Principles**



Supplier Code of Conduct



Code of Conduct



By conducting **Supplier Audits** simultaneously with process and quality inspections, we record our suppliers' compliance with our general principles. Based on the results of these three applications we design and monitor supplier development actions for those suppliers who perform below the expected level and/or are assessed as high risk. If no improvement is detected, we take actions such as reducing the supplier's share, terminating the contract with the supplier, and finding alternative suppliers.

To improve the environmental supply chain, we have completed the setup of a system for evaluating and developing waste suppliers, aiming to make the environmental supplier development and evaluation processes more systematic.

To ensure and maintain supply security, we focus on supplier companies and supply region diversification, establish long-term agreements with supplier, and make strategic investments to ensure the continuity of raw material supply. By working with local suppliers, we not only secure supply continuity but also contribute to the development of the local economy.

At Şişecam, conflict minerals and chemicals management issues play a critical role in sustainable procurement practices, and we implement responsible procurement practices in these areas. We track processes using **CMRT (Conflict Mineral Template Format)** reports created by the Responsible Minerals Initiative and share them with customers who request them. We provide our suppliers with information about the European Union **REACH** (Registration, Evaluation, Authorization and Restriction of Chemicals) Regulation and the **Turkish REACH** (Registration, Evaluation, Authorization and Restriction of Chemicals) Regulation, and guide them in completing the required registrations and monitoring the related actions.

## Şişecam in 2023 ?

- » We started to work on our **Responsible Supply Chain Policy**.
- » We continued our efforts to implement the Supplier Sustainability Development Program, reviewing supplier performance criteria accordingly.
- » We conducted on-site audits during the supplier commissioning phase.
- » We regularly checked both new registrations and the existing supplier pool for compliance risks.
- » We updated the **Şişecam Supplier Code of Conduct**.
- » To ensure a close and sustainable supply of raw materials for our production processes, we decided to invest in a new sand preparation facility to meet the raw material needs of the facility in the Tarsus Organized Industrial Zone, where the new flat glass plant investment is ongoing.
- » To secure our supply chain operations, we decided to invest in a port operation for the potential logistics needs of our ongoing natural soda ash investment in the USA.
- » We completed the infrastructure preparations for the ramp reservation system to ensure that our logistics operation processes proceed smoothly.
- » We completed environmental audits for waste/scrap service suppliers and shared the audit results with suppliers.

**10,508** Number of active suppliers

**9,052** Number of local suppliers

**86%** Ratio of local suppliers

**79%** Ratio of local procurement to total procurement budget

**64%** Ratio of suppliers accepting the "Supplier Code of Conduct"

## Digitalized Value Chain

As Şişecam, within the scope of our digitized value chain approach, we integrate “Industry 4.0” applications into our processes and work towards establishing a structure that supports the development of our technology infrastructure.

At all stages where we connect with our customers before and after sales, in production, and in procurement, we implement smart solutions powered by technology. Throughout our entire value chain, we enhance the solutions we offer by leveraging data tools and analytics.

### Digitalization

With our digitalization initiative, we integrate various technological components such as robotic production, data engineering, and artificial intelligence into our processes and enable centralized management of these processes. We believe that adapting to the digital age is essential for competition, and we embrace the principle of “competing with data” on our path to achieving global goals, progressing with the motivation to “create a digital transformation ecosystem.”

In our journey to transform data into value, we make data-driven decisions based on modeled algorithms and develop dashboards to measure critical success factors through forecasting and modeling. We continue our modeling efforts with Advanced Analytics and Machine Learning algorithms.

With the **Roots and Wings Digital Transformation Program**, we continue to unify our Enterprise Resource Planning (ERP) processes. We expand the transformation in Human Resources, Finance, Supply Chain, Logistics, Warehouse Management, Maintenance, Quality Management, Planning and Optimization, Sales, Marketing and Production processes and functions through new phases. We design the governance of ERP processes with a role-based authority and responsibility model in the organizational structure, using a risk management lifecycle approach.

Through the **Digital Twin Project**, we are creating digital twins in our facilities. By continuously collecting data through sensors, we aim to enhance facility processes, performance, and efficiency.

With **Digital Furnace Monitoring Technology**, we improve operational processes, enhance maintenance activities, extend furnace life, and reduce risks.

By using the **Global Orientation Virtual Reality Application**, we facilitate and standardize the onboarding process for all our employees. With the **Plant HR Virtual Reality Application**, we enable our production line employees to experience the workflow and routines before starting job, thereby increasing employee safety and reducing the risk of workplace accidents.

As part of the **Digital Customer Experience** project, we implement value-focused solutions that improve customer experience through a multi-channel (Omnichannel) approach in collaboration with Sales, Marketing, and Retail functions.

On the journey of **Global and Digital Transformation in Human Resources**, we enhance the employee experience in key HR processes such as workforce planning, performance and talent management, payroll and benefits, expense management, training management, and idea and suggestion management with Robotic Process Automation (RPA) and mobile applications.

As part of the Model Factory project, we carry out infrastructure and software updates to ensure that systems in factories provide reliable and secure data. Through the analysis and improvement efforts, we aim to identify preferred technologies and suppliers for end-to-end processes in factories and establish a reference architecture for the model factory.

Our online platforms and various mobile applications, including **the Digital Pattern Library, Accessories Technical Library, and Packaging Application Guide**, enable our stakeholders to access the most accurate information quickly and securely.



## Şişecam in 2023 ?

- » To simplify, improve, and streamline business processes, we have started tracking all ongoing projects in the R&D function on the **Project Execution Platform** in a digital environment.
- » As part of our **Digital Customer Experience** project, we have developed application architectures for corporate (B2B) and retail (B2C) channels in line with e-commerce strategies.
- » We have created end-to-end **Digital Twins** of the processes in Bursa Flat Glass, Balıkesir Glass Fiber, Mersin Patterned Glass, Mersin Chemicals Soda, Yenişehir Glass Packaging, Eskişehir Glassware plants, whose architectural model designs were completed. With the completion of Digital Twin Projects in four additional plants, the total number of data points read from sensors and integrated into our decision-making processes has reached 40,000 across six factories. Our efforts to create Digital Twins are ongoing at the Ankara Flat Glass, Lüleburgaz Auto Glass plants, and the Kırklareli Flat Glass TROTO line.
- » We completed our work on workforce planning, improvement of recruitment practices, unifying of career movements, and centrally managing the payroll process. We continued our global expansion efforts with projects on corporate document management, travel and expense management, implementation of new investment practices, subcontractor personnel management, and digitalization of administrative and security processes.
- » We continued to expand the analytical architecture we designed for equipment efficiency (OEE) in our factories. Through advanced analytics, we conducted detailed furnace analyses, improved production efficiency, and optimized energy consumption at Yenişehir Glass Packaging, Balıkesir Glass Fiber, and Bursa Flat Glass plants.
- » To enhance efficiency in our operations, we implemented **Capacity Planning and Detailed Scheduling** projects in the relevant plants.
- » Within the scope of our digitized ramp reservation systems, we improved logistics field operation processes through effective management and planning of vehicles, increased handling capacity and reduced loading, unloading, and waiting times.
- » We completed infrastructure improvements and process integrations of information and production technology environments at our Şişecam Wyoming LLC and Şişecam Chemicals Resources LLC facilities in the USA and at our Refel plant in Italy.
- » In Paşabahçe Stores, we enhanced customer experience with digital and mobile applications and ensured seamless shopping experience and business continuity with our offline cash register project.
- » We completed the positioning of the system, infrastructure, and corporate practices on an agile modular architecture. The accessibility of enterprise resource planning (ERP) applications reached **99.9%** with the use of agile platforms.

- » As part of our cybersecurity, risk, and compliance initiatives, we continued to enhance authentication, device, application, and infrastructure security. We developed and expanded data security infrastructures and established security architecture governance in our production environments.





## Process and Continuous Development

At Şişecam, under Process and Continuous Improvement, we focus on Digital Process Excellence, Robotic Process Automation (RPA), and Operational Excellence in line with the One Şişecam vision.

## Digital Process Excellence

In alignment with the One Şişecam vision and goals, we continue to diligently work on ensuring that our new operational model comes to life through processes across the entire value chain and organization. Our efforts focus on embedding it, fostering ownership, enabling value creation, and ensuring its sustainability.

### Robotic Process Automation (RPA) Studies

In line with our “Operational Excellence and Digitalization” strategies, we have uninterruptedly continued our Robotic Process Automation (RPA) efforts since 2019.



## Şişecam in 2023 ?

- » With the **BPM (Business Process Management) Phase II Project** and **Capability Projects**, we carried out efforts to ensure process maturity development and sustainability, aiming to guarantee the full functionality of our operational model transformation.
- » With the BPM standards we defined and the Şişecam Process Management Platform (Signavio), we achieved corporate standardization in process design and management. This enabled digital management of process access, changes, and interactions between processes, and we integrated process management with corporate and functional cockpits.
- » We supported the internalization and ownership of all defined processes by reviewing them with the Center of Excellence (CoE) teams and process owners.
- » We established a solid and sustainable process management by implementing a process governance model and process management platform that supports functional excellence.
- » We classified the corporate and functional business capabilities required based on Şişecam's strategies and business model under the categories of **Differentiating Capabilities**, **Core Capabilities**, and **Supporting Capabilities**. We prioritized these classified capabilities in alignment with Şişecam's corporate strategy and goals, and designed a management model to serve as a foundation for corporate development and strategic planning efforts.
- » We redesigned our RPA working model based on best practice examples and commenced operations through the systems (AutomationHub, Jira, ServiceNow) where we have integrated all end-to-end RPA processes.
- » We continued our RPA efforts in our functions where all of our Shared Service Centers (SSC) are located: Financial Affairs, Supply Chain, and Human Resources. After conducting compliance assessments for SSC processes, we transferred our operational workloads to robots.
- » To raise awareness of process automation and deepen expertise in existing functions, we conducted **RPA Hackathon** activities.
- » Surpassing our 2023 target of 50 processes, we launched **61** more processes, increasing our total number of RPA processes to **129**.
- » Through our RPA efforts, we achieved a workforce gain equivalent to **43 full-time employees (FTE)**, raising our total workforce gain to **138 FTE**.

## Operational Excellence

We are implementing the **Operational Excellence (OpEx) Development Program** to maximally contribute to our strategic goals and initiatives in the field of operational excellence. Within the program, we carry out improvement projects where operational excellence roles and responsibilities are clearly defined, suitable profiles are identified to assume these roles and responsibilities and provide necessary trainings to develop their competencies and follow relevant methodologies in parallel with the training.

As part of our OpEx Development Program, we also implement best practices in areas such as reducing and controlling waste, reducing natural resource consumption and our carbon footprint. Approximately 17% of these best practices directly serve our sustainability goals and contribute to the **“Protect the Planet”** pillar of our CareforNext strategy.

**Operational Excellence Roles** have been identified across Şişecam, and we implement development programs to meet the required competency sets for each role. Candidates identified for OpEx roles are included in the OpEx Development Program, where we regularly organize training in data analytics-optimization, Lean Six Sigma Master Black Belt, Black Belt, Green Belt, and Kaizen. Project leaders run continuous improvement projects with their teams in parallel with these trainings.

With the **Operational Excellence Development Platform**, we manage all processes such as collecting OpEx project proposals, prioritizing them, assigning resources and forming project teams, and executing, monitoring, and reporting the projects under a single roof. Thus, we manage our projects across Şişecam with a standardized approach in accordance with methodologies, and we are able to disseminate our best practices.

### Operational Excellence Roles at Şişecam

- » **OpEx Champions:** Individuals who manage OpEx initiatives and teams at both corporate and functional levels.
- » **OpEx Masters:** Competent teams that provide guidance and coaching on OpEx programs and initiatives at corporate and functional levels.
- » **OpEx Leaders:** Teams responsible for functional and regional improvement and development.
- » **OpEx Experts:** Individuals who provide project-based leadership in improvement and development efforts.
- » **Kaizen Leaders:** Employees who contribute to and participate in continuous improvement efforts within their operational areas or on the field (including blue-collar workers).
- » **All Şişecam Employees:** Employees who contribute to continuous improvement at Şişecam.

## Operational Excellence in 2023



**+94** Number of Accredited Newly Trained Resources

**291** Black Belts  
**38** Green Belts

**+160** Number of Continuous Development Projects  
**~960** Total Number of Projects

**60.5** million USD Total Return

**3,200** Employees Involved In OpEx Studies

## Sustainable Products

Considering the needs and expectations of the planet and our customers, we are expanding our sustainable product portfolio with innovative products of high added value.

As part of our efforts in this field, we completed **Life Cycle Analyses** for select products with the **Life Cycle Analysis (LCA) Program** and prepared 11 verified **“Environmental Product Declarations (EPD)”** for our flat glass product portfolio.

## Our Awards

- » At the 18<sup>th</sup> International ProdExpo Fair, we won awards in two different categories in the **“Best Packaging”** competition.
- » In the **Part Awards** competition held as part of the Rosupack Fair in Moscow, the 450 ml lightweight stein bottle we developed was awarded in the **“Eco Packaging”** category.
- » At the **“ISO Green Transformation Awards”** organized by the Istanbul Chamber of Industry, we received the **“Large-Scale Enterprise”** award in the **“Energy Efficient Product”** category with our Temperable Solar Low-E Glass Neutral 50/25 and Neutral 40/22 products.
- » We won the **“Consumer Brand of the Year”** award in the **“Glassware”** category at the **A.L.F.A. Awards** with our Paşabahçe brand.
- » We received the **“Green Building Material of the Year”** award from **Şantiye Magazine** with our Temperable Solar Low-E Glass Neutral 40/22 product.
- » Our **“Lightweight Glass Packaging”** project, which we produce with sustainable and innovative technologies, won the **3<sup>rd</sup>** prize in the **“Environment”** category at the **Investing in the Future Awards** organized by the Association of Turkish Construction Material Producers.

**16.2%**

the share of our sustainable products in turnover in 2023





As Şişecam, we prioritize our research and development (R&D) activities to increase our global competitive advantage by ensuring sustainability and excellence through our innovation-oriented approach in all our processes. We aim to increase the number of sustainable product patents, raise the share of sustainable products in turnover, and develop new sustainable solutions and products.

We develop our projects under the leadership of **Şişecam Science, Technology and Design Center**, which consists of the R&D Center and Design Center. While the R&D Center reflects our innovative perspective on our processes, the Design Center prioritizes aesthetics. Consisting of 31 specialized laboratories, the center employs 277 R&D personnel, 38% of whom have

postgraduate degrees and 46 of whom are design experts.

As part of our R&D activities, we collaborate with various universities and participate in national and international projects.

In 2023, we spent approximately **TRY 275 million** on R&D projects, while **63.5%** of our expenditures were allocated to sustainability projects.



## Şişecam in 2023 ?

- » We allocated **63.5%** of our R&D expenditures to sustainability projects.
- » We shared our competence and experience gained in R&D and design studies on various academic platforms through 20 papers and 5 articles.
- » Under the **TÜBİTAK 2244-Industrial PhD Program**, we carried out 8 projects with a total of 23 doctoral students at 6 universities (Middle East Technical University, Gebze Technical University, Yıldız Technical University, Marmara University, Sabancı University, and Özyeğin University).
- » As part of **TÜBİTAK 1004 Center of Excellence Support Program**, we carried out studies as a consortium member in 2 programs carried out by METU and Bilkent University.
- » We applied for the **“Development of User Experience-Oriented Innovative Products and Services in the Glassware Industry”** project with Kadir Has University, and we were entitled to be supported by TÜBİTAK.
- » We applied for a total of 19 patents and 171 design registrations. We registered a total of 3 patents, 1 of which is a sustainable product.
- » Focusing on energy glasses in our R&D studies, we initiated a significant project to improve the properties of glass composition. We also took important steps to enhance the performance of anti-reflective coating.
- » We developed a new sol-gel based coating called

**SOLIGHT** to increase the mechanical strength of ultra-light glass packaging.

- » We improved the corrosion resistance of crystalline glass composition with the aim of increasing the durability of glassware products.
- » We developed high-performance and high modulus glass compositions for the wind energy industry.
- » We carried out 29 lightweighting studies within glass packaging design activities. We won 4 different glass packaging awards in the **“Ultra-Light”** category by developing mineral water and beer bottles.
- » We continued to expand our product portfolio by designing high-optical performance products with heat and solar control functions. We enhanced our coating capabilities by adding **Chemical Vapor Deposition (CVD)** technology in addition to **Physical Vapor Deposition (PVD)** technology.
- » We advanced the technology readiness level of a new generation SPD smart glass development project to the scale-up stage.
- » We made significant progress in areas such as invisible antennas for automotive industry, laser technologies, digital printing, light-weighting, vehicle-integrated photovoltaic (PV) systems for solar energy and ballistic resistant glass systems. Additionally, we advanced the technology readiness levels of optical glass, laser, glass fertilizer, and night vision glass development projects.

- » We switched to more environmentally friendly packaging produced from 100% recycled paper, using less water, energy, and chemicals instead of the cardboard material in existing packaging products.
- » In the fiber sector, aligning with our carbon-neutral goal, we met the increasing demand for composite materials as a steel substitute in the automotive industry by supplying more glass chopped strands and single-end roving (for long fiber-reinforced thermoplastics) for thermoplastic applications in automotive. We also offered single end roving products in different tex for wind turbine blades.



# Value-Added Partnerships

On our way to build a sustainable future, we continue to shape our industry by establishing close relationships with all our stakeholders locally and internationally, and by forming significant collaborations.



## Initiatives We Support

### » United Nations Global Compact (UNGC)

We became a signatory of the United Nations Global Compact, a corporate sustainability initiative. By adopting the platform's 10 principles, we commit to conducting all our strategies and operations in alignment with these principles.



### 10 Principles of the United Nations Global Compact

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

### » Women's Empowerment Principles (WEPs)

We became a signatory of the Women's Empowerment Principles (WEPs), which works to ensure that women participate in economic life across all sectors and at all levels.

In support of





## Platforms We Joined in 2023

### » European Clean Hydrogen Alliance (ECH2A)

We became a member of the European Clean Hydrogen Alliance, which was established to support large-scale deployment of renewable and low-carbon hydrogen technologies until 2030. Through this initiative, we have taken a significant step towards our carbon-neutral goal by gaining the opportunity to closely follow the latest developments in clean hydrogen technologies and innovations.

### » European Solar Photovoltaic Industry Alliance (ESIA)

We became a member of the European Solar Photovoltaic Industry Alliance, which was established to develop the solar photovoltaic (PV) industrial ecosystem in the European Union. With this membership, we aim to follow the developments in the industry and learn the best practices to integrate them into our production processes.

### » Hydrogen Europe

As a partner of the “HYSouthMarmara Hydrogen Valley Project,” we have become a member of the “Hydrogen Europe” community, the leading stakeholder organization of the European hydrogen ecosystem, established with the aim of speeding up the European hydrogen industry and achieving global carbon neutrality. As a member of the community, we aim to stay informed about hydrogen economy developments, develop new business relationships, and access new grant opportunities.

### » Society of Glass Technology (SGT)

We became a member of the Society of Glass Technology (SGT), a non-governmental organization that coordinates the activities of special groups and technical committees by organizing meetings and conferences on glass-related topics.

#### Technical Committees in which Şişecam Participates:

- Glass & Melting Technical Committee
- Analysis and Properties Technical Committee
- Programme Committee

## Project Consortia We Joined in 2023

### » HYSouthMarmara Hydrogen Valley Project (HORIZON Europe)

We are partners in the “HYSouthMarmara Hydrogen Valley Project,” a European Union project with a total budget of EUR 36.8 million, supported by EUR 8 million grant from the European Commission. Within the scope of the project, we will use green hydrogen obtained from renewable sources in flat glass production.

### » ZEVRA Project (HORIZON Europe)

We are among the partners of the ZEVRA Project (Zero Emission Electric Vehicles Enabled by Harmonized Circularity), which aims to contribute to a clean and competitive future by improving the circularity of electric light-duty vehicles. The project, supported by a 250,000 Euro grant, involves 28 partners and will last for 36 months. As Şişecam, we plan to produce competitive, low carbon footprint, high value-added automotive glass within the project.

### » REFORM Project

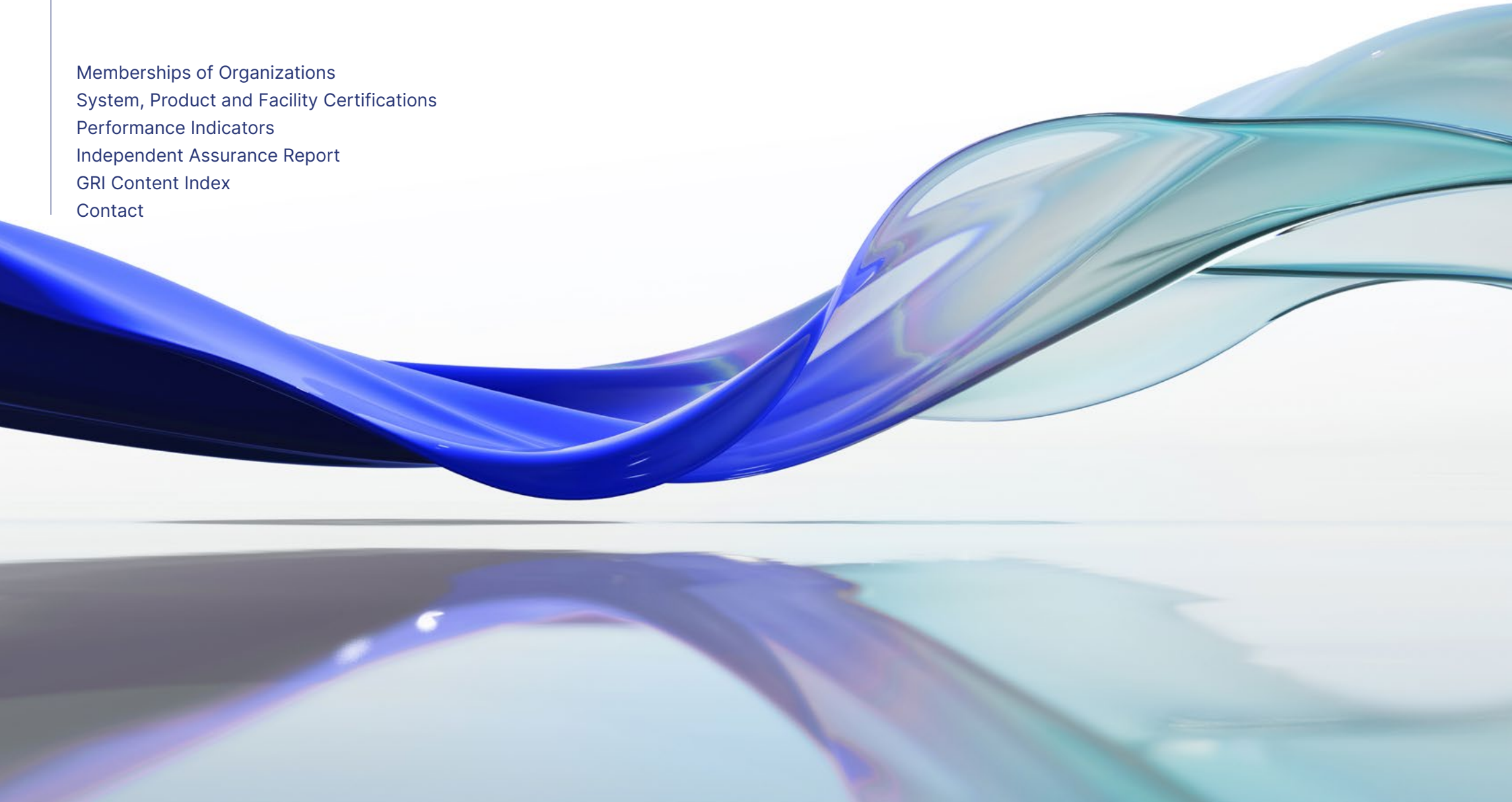
As a result of the application made within the scope of CETPartnership (Clean Energy Transition Partnership), we are one of the 7 partners of the REFORM Project, which aims to develop perovskite solar cells for building integrated photovoltaic applications. Within the 36-month project, as Şişecam, we aim to develop building integrated photovoltaic module technology suitable for existing and new buildings.

### » RETRIEVE Project

As one of the 19 partners of the RETRIEVE (Reintegration of photovoltaic panel waste back into manufacturing as high value products) Project, which aims to reduce the environmental impacts of the photovoltaic (PV) industry and support the recycling of solar panels, we are conducting R&D studies on the recycling of panel waste obtained from end-of-life modules (EoL) into production. In this way, we aim to realize production with less energy and a lower carbon footprint.

# ANNEXES

Memberships of Organizations  
System, Product and Facility Certifications  
Performance Indicators  
Independent Assurance Report  
GRI Content Index  
Contact



## Memberships of Organizations

Field of Operations/ Company	Organization
Şişecam	R&D Centers Communication and Cooperation Platform (ARGEMİP)
Şişecam	Celsian Glass Solar (Glass Trend Council)
Şişecam	Deutsche Glastechnische Gesellschaft (DGG)
Şişecam	European Society for Glass Science and Technology (ESG)
Şişecam	Glass Alliance Europe (GAE)
Şişecam	International Commission on Glass (ICG)
Şişecam	Istanbul Chamber of Industry
Şişecam	Istanbul Chamber of Commerce
Şişecam	International Chamber of Commerce (ICC)
Şişecam	Turkish Family Health and Planning Foundation (TAPV)
Şişecam	Corporate Governance Association of Türkiye (TKYD)
Şişecam	Turkish Investor Relations Society (TUYİD)
Şişecam	Türkiye Ethics and Reputation Society (TEİD)
Şişecam	Corporate Treasury Managers Association
Şişecam	Blockchain Türkiye
Şişecam	Turkish Informatics Foundation
Şişecam	European Domestic Glass (EDG)
Şişecam	International Partnership for Glass Research (IPGR)
Şişecam	Türkiye Exporters Assembly
Şişecam	Environmental Protection and Packaging Waste Recovery & Recycling Foundation (ÇEVKO)
Şişecam	European Clean Hydrogen Alliance

Field of Operations/ Company	Organization
Şişecam	Society of Glass Technology (SGT)
Şişecam	European Solar Photovoltaic Industry Alliance (ESIA)
Şişecam	Hydrogen Europe
Şişecam	Global Compact Signatories Association
Şişecam	Confederation of Italian Entrepreneurs Worldwide
Şişecam	World Design Organization
Architectural Glass	White Goods Suppliers Association (BEYSAD)
Architectural Glass	Ankara Chamber of Industry
Architectural Glass	Solar Energy Industrialist and Industry Association (GENSED)
Architectural Glass	Gujarat Employers Organization
Architectural Glass	Association of Turkish Construction Material Producers (İMSAD)
Architectural Glass	Heat, Water, Sound and Fire Insulators Association (İZODER)
Architectural Glass	Mersin Chamber of Commerce and Industry
Architectural Glass	Mersin-Tarsus Organized Industrial Zone
Architectural Glass	Tarsus Chamber of Commerce and Industry
Architectural Glass	Lüleburgaz Chamber of Commerce and Industry
Architectural Glass	Polatlı Chamber of Commerce
Architectural Glass	The All India Glass Manufacturers' Federation
Architectural Glass	White Goods Manufacturers' Association of Türkiye (TÜRKBEŞD)
Architectural Glass	Vadodara Chamber of Commerce & Industry
Architectural Glass	Yenişehir Chamber of Commerce and Industry
Architectural Glass	International Solar Energy Society (GÜNDER)





Field of Operations/ Company	Organization
Architectural Glass	German National Glass Association (Bundesverband Flachglas)
Architectural Glass	Prosumer (Solarbaba)
Architectural Glass	Glass and Glass Products Industry Council (TOBB)
Architectural Glass (Bulgaria)	Bulgarian Glass Manufacturers' Association
Glass Packaging	Eskişehir Chamber of Industry
Glass Packaging	Eskişehir Chamber of Commerce
Glass Packaging	Mersin Chamber of Commerce and Industry
Glass Packaging	Yenişehir Chamber of Commerce and Industry
Glass Packaging	Turkish Packaging Manufacturers Association (ASD)
Glass Packaging	Turkish Mineral Water Producers Association (MASUDER)
Glass Packaging	Private Label Association of Türkiye (PLAT)
Glass Packaging (Russia)	Chamber of Commerce and Industry of the Republic of Bashkortostan
Glass Packaging (Russia)	Russian-Turkish Business Council
Glass Packaging (Russia)	Chamber of Commerce and Industry of Vladimir Region
Glass Packaging (Russia)	Chamber of Commerce and Industry of Leningrad Region
Glass Packaging (Russia)	Chamber of Commerce and Industry of Krymsk City
Glass Packaging (Russia)	GS-1 UNISCAN
Glass Packaging (Russia)	Association of Glass Packaging Producers (Russia)
Glassware	Chamber of Chemical Engineers-Eskişehir
Glassware	Chamber of Chemical Engineers-Denizli
Glassware	Chamber of Chemical Engineers-Kırklareli
Glassware	Ankara Chamber of Commerce

Field of Operations/ Company	Organization
Glassware	Denizli Chamber of Industry
Glassware	Denizli Chamber of Commerce
Glassware	Eastern Anatolian Exporters Association
Glassware	Istanbul Minerals and Metals Exporters' Associations
Glassware	İzmir Chamber of Commerce
Glassware	Lüleburgaz Chamber of Commerce and Industry
Glassware	Central Anatolian Exporters Association
Glassware	Industrial Kitchen, Laundry, Service and Catering Equipment Industrialists' and Businessmen's Association (TUSİD)
Glassware	Turkish Houseware Association (ZÜCDER)
Glassware	TOBB-Glassware Council
Glassware	GS1 Türkiye Foundation Economic ISL
Glassware	Chamber of Chemical Industries (Egypt)
Glassware	Cairo Chamber of Commerce
Glassware	Egyptian Organization for Standardization & Quality
Glassware	Chemical & Fertilizers Export Council (Egypt)
Glassware	Büyükkarıştıran Organized Industrial Zone
Glassware	Eskişehir Chamber of Industry
Glassware	Eskişehir Chamber of Commerce
Glassware (Bulgaria)	Bulgarian Chamber of Commerce
Glassware (Bulgaria)	Bulgarian Glass Producers Association
Glassware (Camiş Ambalaj)	Istanbul Minerals and Metals Exporters' Associations
Glassware (Camiş Ambalaj)	Istanbul Chamber of Industry

Field of Operations/ Company	Organization
Glassware (Camiş Ambalaj)	Istanbul Commodity Exchange
Glassware (Camiş Ambalaj)	Istanbul Chamber of Commerce
Glassware (Camiş Ambalaj)	Cardboard Packaging Manufacturers Association (KASAD)
Glassware (Camiş Ambalaj)	Corrugated Board Manufacturers Association (OMÜD)
Glassware (Camiş Ambalaj)	Central Anatolian Exporters Association
Pasabahçe (Russia)	Chamber of Commerce and Industry of Nizhny Novgorod Region
Pasabahçe (Russia)	GS1 Russia (Association of Automatic Identification UNISCAN / GS1 Rus)
Chemicals	Mediterranean Exporter Associations
Chemicals	European Soda Ash Producers Association (ESAPA)
Chemicals	International Chromium Development Association (ICDA)
Chemicals	Turkish Chemical Manufacturers Association (TKSD)
Camiş Madencilik	Aydın Chamber of Industry
Camiş Madencilik	Aydın Chamber of Commerce
Camiş Madencilik	Balıkesir Chamber of Industry
Camiş Madencilik	Balıkesir Chamber of Commerce
Camiş Madencilik	Chamber of Mining Engineers
Camiş Madencilik	Bilecik Chamber of Commerce and Industry
Camiş Madencilik	Istanbul Chamber of Industry
Camiş Madencilik	Istanbul Chamber of Commerce
Camiş Madencilik	Kırklareli Chamber of Commerce and Industry
Camiş Madencilik	Kozan Chamber of Commerce
Camiş Madencilik	Mersin Chamber of Commerce and Industry

Field of Operations/ Company	Organization
Camiş Madencilik	Milas Chamber of Commerce and Industry
Camiş Madencilik	Safranbolu Chamber of Industry and Commerce
Camiş Madencilik	Ceramic, Glass and Cement Raw Materials Manufacturers' Association (SERHAM)
Camiş Madencilik	Silifke Chamber of Commerce and Industry
Camiş Madencilik	Miners Association of Türkiye
Camiş Madencilik	Chamber of Geological Engineers
Camiş Madencilik	Istanbul Minerals and Metals Exporter' Associations (İMMİB)
Şişecam Elyaf	Energy Industrialists and Businessmen's Association (ENSIA)
Şişecam Elyaf	Composites Manufacturers Association (TCMA)
Şişecam Elyaf	Turkish Wind Energy Association
Şişecam Elyaf	Gebze Chamber of Commerce
Şişecam Elyaf	Balıkesir Chamber of Commerce
Şişecam Elyaf	Balıkesir Chamber of Industry
Şişecam Elyaf	Istanbul Chamber of Commerce
Automotive	Bulgarian Glass Producers Association
Automotive	Buzau Chamber of Commerce
Automotive	Çerkezköy Chamber of Commerce and Industry
Automotive	Istanbul Chamber of Commerce
Automotive	Lüleburgaz Chamber of Commerce and Industry
Automotive	Targovishte Chamber of Commerce-Bulgaria
Automotive	Association of Automotive Parts and Components Manufacturers (TAYSAD)
Automotive	Turkish Businessmen Association - Romania



Field of Operations/ Company	Organization
Automotive	MKİK Török Tagozat (Hungarian Chamber of Commerce and Industry)
Automotive	MAGYAR GÉPJÁRMŰIPARI EGYESÜLET (Hungarian Automobile Industry Association)
Stores	Adana Chamber of Commerce
Stores	Ankara Chamber of Commerce
Stores	Antalya Chamber of Commerce
Stores	Bodrum Chamber of Commerce
Stores	Bursa Chamber of Commerce
Stores	Denizli Chamber of Commerce
Stores	Gaziantep Chamber of Commerce
Stores	Istanbul Chamber of Commerce
Stores	İzmir Chamber of Commerce
Stores	Kocaeli Chamber of Commerce
Stores	Konya Chamber of Commerce
Stores	Mersin Chamber of Commerce and Industry
Stores	Eskişehir Chamber of Commerce
Stores	Central Registry Agency (MKK)
Stores	TOBB (GS1 Barcode System Membership)
Stores	United Brands Association of Türkiye

Field of Operations/ Company	Organization
Camiş Elektrik	Electricity Producers Association (EÜD)
Camiş Elektrik	Istanbul Chamber of Industry
Camiş Elektrik	Istanbul Chamber of Commerce
Camiş Elektrik	Lüleburgaz Chamber of Industry and Commerce
Şişecam Çevre Sistemleri	Eskişehir Chamber of Commerce
Şişecam Çevre Sistemleri	Istanbul Chamber of Commerce
Şişecam Çevre Sistemleri	Yenişehir Chamber of Commerce and Industry
Şişecam Dış Ticaret	Mediterranean Exporter Associations
Şişecam Dış Ticaret	Istanbul Mineral Exporters' Association
Şişecam Dış Ticaret	Istanbul Chamber of Commerce
Şişecam Dış Ticaret	Mersin Chamber of Commerce and Industry
Şişecam Dış Ticaret	Central Anatolian Exporters' Associations
Şişecam Dış Ticaret	Foreign Trade Association of Türkiye (TURKTRADE)
Şişecam Dış Ticaret	Uludag Exporters' Association
Şişecam Enerji	Istanbul Chamber of Commerce
Şişecam Enerji	Petroleum and Natural Gas Platform Association (PETFORM)
Şişecam Enerji	Electricity and Electronics Exporters' Association) (IMMIB)
Şişecam Sigorta	Istanbul Chamber of Commerce
Şişecam Sigorta	Union of Chambers and Commodity Exchanges of Türkiye



## System, Product and Facility Certifications

At Şişecam, we integrate the most effective solutions into our processes in accordance with international standards for our customers. Accordingly, we ensure that each of our facilities, both locally and globally, complies with the appropriate management system and product certification requirements, and we aim to implement and standardize integrated management systems across all our plants.

We adhere to global standards not only for our products but also for our buildings. Our R&D Center building in Gebze and our İş GYO & Şişecam Tuzla Headquarters have LEED Gold Certificates, while our Flat Glass Plant Management Building in Ankara has a LEED Platinum Certificate.

Plant Name	Country	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001	ISO 22000	IATF 16949	FSSC 22000	Other
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Mersin Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓		✓	
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Yenişehir Plant Branch	Türkiye	✓	✓	✓	✓	✓			✓	
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glass Packaging Eskişehir Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓		✓	• ISO 15378
OOO Ruscam Glass Packaging Holding - Gorokhovets Plant	Russia	✓	✓	✓			✓		✓	• BRC ver.6
OOO Ruscam Glass Packaging Holding - Ufa Plant	Russia	✓	✓	✓	✓		✓		✓	• BRC ver.6
OOO Ruscam Glass Packaging Holding - Kirishi Plant	Russia	✓	✓	✓					✓	
OOO Ruscam Glass Packaging Holding - Kuban Plant	Russia	✓	✓	✓			✓			• BRC ver.6
OOO Ruscam Glass Packaging Holding - Pokrovsky Plant	Russia								✓	
JSC Mina	Georgia	✓	✓	✓			✓			
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Soda Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓		✓	• HELAL • KOSHER • FDA • GMP+
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Chemicals Mersin Kromsan Plant Branch	Türkiye	✓	✓	✓	✓	✓				
Şişecam Elyaf Sanayii A.Ş. Balıkesir Plant	Türkiye	✓	✓	✓	✓	✓				• FDA • LR • EUROFINs • TRISKELION • DNV-GL • TZW

Plant Name	Country	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 27001	ISO 22000	IATF 16949	FSSC 22000	Other
Oxyvit Kimya Sanayii ve Ticaret A.Ş.	Türkiye	✓	✓	✓	✓	✓				• HELAL • KOSHER • FamiQS
Sisecam Soda Lukavac D.O.O.	Bosnia & Herzegovina	✓	✓	✓	✓		✓			• HACCP • HELAL • KOSHER • FamiQS • FDA • FCA • LHCP
Cromital S.p.A.	Italy	✓	✓							• EMAS
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Eskişehir Plant Branch	Türkiye	✓	✓	✓	✓	✓	✓		✓	
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Kırklareli Plant Branch	Türkiye	✓	✓	✓	✓	✓				
Türkiye Şişe ve Cam Fabrikaları A.Ş. Şişecam Glassware Denizli Plant Branch	Türkiye	✓	✓	✓	✓	✓				• TS 6500
Camiş Ambalaj Sanayii A.Ş. Tuzla Plant	Türkiye	✓	✓	✓	✓	✓				• BRC Ver.6 • PEFC • FSC
Pasabahçe Bulgaria EAD	Bulgaria	✓	✓	✓			✓			
OOO Posuda Limited	Russia	✓	✓	✓						
Pasabahçe Egypt Glass Manufacturing S.A.E	Egypt	✓	✓	✓	✓				✓	• EOS MARK • EP-MRCO
Şişecam Otomotiv A.Ş. - Headquarters	Türkiye	✓				✓				
Şişecam Otomotiv A.Ş.- Tuzla	Türkiye	✓	✓			✓		✓		
Şişecam Otomotiv A.Ş.- Saray	Türkiye	✓				✓		✓		
Şişecam Otomotiv A.Ş.- Lüleburgaz	Türkiye	✓	✓	✓	✓	✓		✓		
Sisecam Automotive Bulgaria EAD	Bulgaria	✓	✓	✓				✓		
Sisecam Automotive Romania SA	Romania	✓	✓	✓				✓		



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



## Performance Indicators

Economic Performance Indicators*	Şişecam Consolidated			Architectural Glass	Industrial Glass**	Glass Packaging	Glassware	Chemicals	Energy	Other***
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Total Turnover (thousand TRY)</b>	32,057,875	95,349,465	151,994,022	31,229,212	15,835,258	27,409,519	17,576,291	39,431,356	17,875,473	2,636,913
<b>Wages and Benefits Paid to Employees (thousand TRY)</b>	2,417,437	7,142,213	14,638,614	1,828,505	2,142,801	1,583,847	3,279,087	2,699,484	17,915	3,086,976
<b>Amount of Dividend Paid (thousand TRY)</b>	532,278	2,421,411	5,171,802	-	-	-	-	-	-	5,171,802
<b>Amount of Tax Paid (thousand TRY)</b>	724,356	2,448,092	2,370,184	-	-	-	-	-	-	2,370,184
<b>Donation, Sponsorship, CSR Budget (thousand TRY)</b>	16,000	20,000	350,000	0	0	0	0	0	0	350,000

Social Performance Indicators *	Şişecam Consolidated			Architectural Glass	Industrial Glass**	Glass Packaging	Glassware	Chemicals	Energy	Other***
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Employee Demographics</b>										
<b>Total Number of Employees</b> ✓	22,589 ✓	24,291 ✓	24,079 ✓	3,274	4,280	4,718	6,581	2,020	28	3,178
• Female	5,169	5,602	5,671	360	1,475	1,124	1,486	207	5	1,014
• Male	17,420	18,689	18,408	2,914	2,805	3,594	5,095	1,813	23	2,164
<b>Total Number of Employees by Contract Type</b>	22,589	23,769	24,079	3,274	4,280	4,718	6,581	2,020	28	3,178
» <b>Permanent</b>	21,631	22,219	22,435	3,018	3,959	4,501	5,933	1,953	28	3,043
• Female	4,739	5,240	5,399	337	1,406	1,056	1,427	197	5	971
• Male	16,892	16,979	17,036	2,681	2,553	3,445	4,506	1,756	23	2,072

\* Due to the categorization change in business units, 2021 and 2022 data is only provided for Şişecam Consolidated data.

\*\*Includes automotive, white goods and glass fiber.

\*\*\*Includes import, export, mining, recycling of glass and recycling of packaging waste and non-hazardous waste, production and sales of AZS refractory blocks for glass production, Holding activities and companies offering insurance agency services.

✓ 3rd Party Independent Audit Firm has provided limited assurance.

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
» <b>Temporary</b>	958	1,550	1,644	256	321	217	648	67	0	135
• Female	430	284	272	23	69	68	59	10	0	43
• Male	528	1,266	1,372	233	252	149	589	57	0	92
<b>Total Number of Employees by Category</b>	22,589	23,769	24,079	3,274	4,280	4,718	6,581	2,020	28	3,178
» <b>Blue Collar</b>	15,209	15,515	15,275	2,149	3,308	3,189	4,649	1,240	0	740
• Female	2,960	3,045	2,949	141	1,168	637	958	40	0	5
• Male	12,249	12,470	12,326	2,008	2,140	2,552	3,691	1,200	0	735
» <b>White Collar</b>	7,380	8,254	8,804	1,125	972	1,529	1,932	780	28	2,438
• Female	2,209	2,479	2,726	219	307	487	528	171	5	1,009
• Male	5,171	5,775	6,078	906	665	1,042	1,404	609	23	1,429
<b>Total Number of Employees by Employment Type</b>	22,589	23,769	24,079	3,274	4,280	4,718	6,581	2,020	28	3,178
» <b>Full Time</b>	22,543	23,228	23,627	3,239	4,037	4,674	6,549	1,978	28	3,122
• Female	5,149	5,405	5,548	358	1,398	1,121	1,475	199	5	992
• Male	17,394	17,823	18,079	2,881	2,639	3,553	5,074	1,779	23	2,130
» <b>Part Time</b>	46	541	452	35	243	44	32	42	0	56
• Female	20	119	123	2	77	3	11	8	0	22
• Male	26	422	329	33	166	41	21	34	0	34

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Total Number of Employees by Education Level</b>	22,589	23,769	23,562*	3,274	4,280	4,718	6,581	1,503	28	3,178
• Elementary and Below	2,875	2,930	2,661	207	884	442	916	40	0	172
• High School	10,408	11,031	10,543	1,588	1,586	2,462	3,514	637	0	756
• University and Higher	9,306	9,808	10,358	1,479	1,810	1,814	2,151	826	28	2,250
<b>Total Number of Employees by Age Group</b>	22,589	23,769	24,079	3,274	4,280	4,718	6,581	2,020	28	3,178
• Under 30	3,851	4,421	4,789	659	944	1,025	1,236	251	6	668
• 30-50	16,683	17,004	16,828	2,342	2,785	3,302	4,774	1,374	18	2,233
• Above 50	2,055	2,344	2,462	273	551	391	571	395	4	277
<b>Total Number of Subcontracted Employees</b>	8,257	6,679	6,667	601	1,686	1,199	963	440	0	1,778
<b>Total Number of Employees by Seniority</b>	22,589	23,769	24,079	3,274	4,280	4,717	6,577	2,020	28	3,183
» <b>Female</b>	5,169	5,524	5,673	360	1,475	1,124	1,486	207	5	1,016
• 0-5 Years	2,441	2,473	2,398	236	628	379	512	91	4	548
• 5-10 Years	1,371	1,528	1,585	72	428	227	600	31	1	226
• Over 10 Years	1,357	1,523	1,690	52	419	518	374	85	0	242
» <b>Male</b>	17,420	18,245	18,406	2,914	2,805	3,593	5,091	1,813	23	2,167
• 0-5 Years	5,024	5,217	5,727	842	1,068	1,340	1,209	464	13	791
• 5-10 Years	4,389	4,583	4,575	700	678	676	1,690	368	2	461
• Over 10 Years	8,007	8,445	8,104	1,372	1,059	1,577	2,192	981	8	915

\* Data for the facility located in the United States are not included.



Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Senior Management Structure (Number)*</b>	132	128	160	12	19	13	14	23	1	78
» <b>By Gender</b>	132	128	160	12	19	13	14	23	1	78
• Female	32	27	34	1	1	2	4	2	0	24
• Male	100	101	126	11	18	11	10	21	1	54
» <b>By Age Group</b>	132	128	160	12	19	13	14	23	1	78
• Under 30	0	0	0	0	0	0	0	0	0	0
• 30-50	100	89	111	7	14	8	8	17	0	57
• Above 50	32	39	49	5	5	5	6	6	1	21
» <b>Nationality</b>	132	128	160	12	19	13	14	23	1	78
• Turkish Citizen	118	118	113	6	11	6	10	6	1	73
• Expat**and Foreign National	14	10	47	6	8	7	4	17	0	5
<b>Board of Directors Structure (Number)</b>	9	9	9	0	0	0	0	0	0	9
• Female	2	4	3	0	0	0	0	0	0	3
• Male	7	5	6	0	0	0	0	0	0	6
<b>Executive Committee Structure (Number)</b>	9	8	8	0	0	0	0	0	0	8
• Female	4	4	3	0	0	0	0	0	0	3
• Male	5	4	5	0	0	0	0	0	0	5

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

\*\*Turkish citizen employees working in our overseas locations

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Middle Level Management Structure (Number)*</b>	463	582	576	76	79	71	65	58	4	223
» <b>By Gender</b>	463	582	576	76	79	71	65	58	4	223
• Female	117	162	159	10	14	22	19	17	0	77
• Male	346	420	417	66	65	49	46	41	4	146
» <b>By Age Group</b>	463	582	576	76	79	71	65	58	4	223
• Under 30	1	1	0	0	0	0	0	0	0	0
• 30-50	376	496	472	61	69	50	48	42	3	199
• Above 50	86	85	104	15	10	21	17	16	1	24
» <b>Uyruk</b>	463	582	576	76	79	71	65	58	4	223
• Turkish Citizen	331	151	380	46	39	31	44	23	4	193
• Expat**and Foreign National	132	431	196	30	40	40	21	35	0	30
<b>Ratio of Women Employed in Income Generating Positions*** to Total Female Employees (%)</b>	-	-	21.3	9	33.6	22	21.9	8.7	17.9	21.4
<b>Ratio of Women Employed in Information Technology Positions to Total Female Employees (%)</b>	-	-	27.5	0	0	0	0	20	0	27.5
<b>Ratio of Women Employed in Engineering Positions to Total Female Employees (%)</b>	-	-	23.3	15.8	25.6	28.2	12.5	25.2	100	28.7

\*Manager

\*\* Turkish citizen employees working in our overseas locations

\*\*\* Sales, Supply Chain, R&D and Production

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Employee Turnover Rate</b>										
<b>Total Number of Newly Recruited Employees</b>	2,607	3,501	3,663	476	684	778	735	163	8	819
» <b>By Gender</b>	2,607	3,501	3,663	476	684	778	735	163	8	819
• Female	842	1,172	870	87	167	177	164	30	2	243
• Male	1,765	2,329	2,793	389	517	601	571	133	6	576
» <b>By Age Group</b>	2,607	3,501	3,663	476	684	778	735	163	8	819
• Under 30	1,439	2,261	2,553	366	471	541	560	134	5	476
• 30-50	1,056	1,137	973	106	183	225	170	29	3	257
• Above 50	112	103	137	4	30	12	5	0	0	86
<b>Total Number of Leaving Employees</b>	2,060	2,165	3,867	552	780	728	1,143	131	8	525
» <b>By Gender</b>	2,060	2,165	3,867	552	780	728	1,143	131	8	525
• Female	593	745	787	82	148	134	245	18	1	159
• Male	1,467	1,420	3,080	470	632	594	898	113	7	366
» <b>By Age Group</b>	2,060	2,165	3,867	552	780	728	1,143	131	8	525
• Under 30	1,081	330	1,476	254	337	277	266	63	3	276
• 30-50	754	1,557	1,697	181	345	318	629	33	4	187
• Above 50	225	278	694	117	98	133	248	35	1	62



Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Occupational Health and Safety</b>										
<b>Number of Accidents</b>	550	502	536	106	55	74	198	63	-	40
• Direct Employment	494	431	443	72	53	64	184	35	-	35
• Subcontracted Employees	56	71	93	34	2	10	14	28	-	5
<b>Number of Fatal Accidents</b>	0	0	1	-	-	1	-	-	-	-
<b>Absenteeism due to Accident*</b>	8,129	10,995	18,076	1,422	1,481	9,048****	4,035	1,167	-	923
<b>Incident Rate (IR)**</b>	12	10	10	12	7	7	14	11	-	15
<b>Lost Day Rate (LDR)***</b>	205	264	426	213	191	975****	314	328	-	395
<b>Diversity and Inclusion</b>										
<b>Number of Employees on Parental Leave</b>	107	929	415	31	24	242	86	4	1	27
• Female	19	293	293	17	20	157	68	3	1	27
• Male	88	636	122	14	4	85	18	1	0	0
<b>Number of Employees Returning from Parental Leave</b>	97	780	339	24	17	208	67	3	1	19
• Female	10	162	229	12	14	130	51	2	1	19
• Male	87	618	110	12	3	78	16	1	0	0
<b>Rate of Return to Work after Parental Leave (%)</b>	94	84	82	77	71	86	78	75	100	70
<b>Rate of Remaining in Employment One Year After Returning from Parental Leave (%)</b>	47	92	92	88	94	93	93	100	100	79
<b>Number of Employees Covered by Collective Labor Agreement</b>	10,353	9,979	12,218	2,023	2,972	1,572	4,236	899	0	516

\* Accident with death or disability over 60%\*7,500 days

\*\* (Total number of lost time accidents \* 1.000.000)/Total hours worked. Incident Rate does not include the number of accidents and working hours of subcontractors outside Türkiye.

\*\*\* (Total lost days\* 1.000.000)/Total hours worked

\*\*\*\*7,500 days as a result of fatal accidents are included

3rd Party Independent Audit Firm has provided limited assurance.

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
Salary Ratio of Female / Male Employees (%)	106	99	101	104	81	69	80	124	71	115
Number of Discrimination Cases Occurred During the Year	0	0	0	0	0	0	0	0	0	0
Number of Disabled Employees	435	480	481	54	68	68	144	60	0	87
• Female	48	40	59	4	10	12	16	2	0	15
• Male	387	440	422	50	58	56	128	58	0	72
Employee Development										
Employee Trainings (person*hour) ✓	470,408 ✓	428,821 ✓	476,839 ✓	79,233	57,686	74,688	103,779	33,515	566	127,372
» Female	91,024	53,884	83,048	8,383	5,922	5,732	10,721	1,813	50	50,427
• Blue Collar	37,378	8,697	7,107	2,775	1,188	324	2,704	52	0	64
• White Collar	53,646	45,187	75,941	5,608	4,734	5,408	8,017	1,761	50	50,363
» Male	379,384	374,937	393,791	70,850	51,764	68,956	93,058	31,702	516	76,945
• Blue Collar	240,087	209,603	179,150	37,582	29,745	33,862	56,005	15,097	0	6,859
• White Collar	139,297	165,334	214,641	33,268	22,019	35,094	37,053	16,605	516	70,086
OHS Trainings (person*hour) ✓	304,800 ✓	237,221 ✓	136,720 ✓	22,239	18,359	24,037	47,190	13,094	153	11,648
Environmental Trainings (person*hour)	3,589	3,923	7,143	1,327	776	1,218	1,073	1,229	26	1,494

✓ 3rd Party Independent Audit Firm has provided limited assurance.

Social Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Employee Development</b>										
<b>Expenditure for Employee Trainings (TRY)</b>	9,767,342	25,639,421	60,533,048	-	-	-	-	-	-	-
<b>Number of Employees Subject to Regular Performance Evaluation System</b>	7,122	7,676	8,171	1,133	840	1,565	1,158	792	25	2,658
• Female	2,074	2,292	2,516	204	261	513	179	128	4	1,227
• Male	5,048	5,384	5,655	929	579	1,052	979	664	21	1,431
• Blue Collar	0	0	0	0	0	0	0	0	0	0
• White Collar	7,122	7,676	8,171	1,133	840	1,565	1,158	792	25	2,658
<b>Number of Projects Submitted to NAR Suggestion Platform</b>	833	1,101	919	355	66	171	114	73	0	140
<b>R&amp;D</b>										
<b>R&amp;D Budget (TL)</b>	174,820,472	136,693,167	479,304,000	-	-	-	-	-	-	-
<b>Number of R&amp;D Employees</b>	176	253	277	-	-	-	-	-	-	-
<b>Number of Patent Applications</b>	5	8	19	9	7	1	0	2	0	0
<b>Number of Patents Obtained</b>	11	7	4	1	0	1	2	0	0	0
<b>Supply Chain Management</b>										
<b>Number of Active Suppliers</b>	10,324	13,820	10,508	2,917	2,517	3,084	2,814	2,636	11	1,053
<b>Number of Local Suppliers</b>	9,159	12,327	9,052	2,736	2,073	2,942	2,569	2,431	10	841
<b>Share of Local Procurement in Total Procurement Budget (%)</b>	77	70	79.1	76.4	43.6	81.1	73	84.7	99.8	90.4
<b>Share of Locally Sourced Raw Materials (Amount) (%)</b>	85	84	86	78.3	31.1	98.4	98.6	85	-	100

Environmental Performance Indicators*	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Production</b>										
<b>Gross (**)</b>	Data are given based on production functions.			2,948,976	76,968 tons 7,639,761 units 11,893,708 m <sup>2</sup>	2,685,514	434,977	4,560,326	44,975,071	4,578,551
<b>Net (**)</b>	Data are given based on production functions.			2,545,698	62,941 tons 7,685,592 units 9,782,641 m <sup>2</sup>	2,263,831	328,507	4,560,326	43,136,671	4,167,293
<b>Water Consumption</b>										
<b>Total Water Withdrawal Amount by Source (m<sup>3</sup>)</b> ✓	45,878,355 ✓	53,615,335 ✓	53,790,322 ✓	3,046,217	1,503,818	1,919,054	1,410,088	44,930,429	84,808	895,908
» <b>Municipal</b>	3,242,560	3,415,715	3,009,646	367,553	860,788	504,992	999,025	44,633	0	232,655
» <b>Surface</b>	19,766,312***	29,089,206	25,985,771	904,153	0	14,975	0	24,575,696	0	490,947
» <b>Underground</b>	22,709,986***	20,891,834	24,481,202	1,463,741	642,887	1,399,087	411,063	20,309,861	84,808	169,755
» <b>Other</b>	159,497	218,580	313,703	310,770	143	0	0	239	0	2,551
<b>Amount of Recovered and Reused Water (m<sup>3</sup>)</b>	7,983,535	6,924,825	6,468,362	196,940	45,130	208,708	299,809	5,694,977	9,936	12,862
<b>Industrial Wastewater pH</b>	Data are given based on production functions.			8.1	7.5	6.8	7.3	6.6	8.2	8.4

\*Due to the categorization change in business units, 2021 and 2022 data is only provided for Şişecam Consolidated data.

\*\*Tons for Glass and Chemicals; tons, m<sup>2</sup> and units for Industrial Glass; kWh for Energy

\*\*\*Due to changes in reporting scope, these data were updated retrospectively.

✓ 3rd Party Independent Audit Firm has provided limited assurance.



Environmental Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Recycling</b>										
<b>Amount of Cullet Used in Glass Production (tons)</b> ✓	852,970 ✓	1,335,287 ✓	1,298,524 ✓	487,424	8,695	666,608	135,797	0	0	0
» Internal Cullet	573,547	1,082,969	1,037,447	466,271	8,695	426,804	135,676	0	0	0
» External Cullet	279,423	252,318	261,077	21,153	0	239,804	120	0	0	0
<b>Amount of Raw Material Consumed (tons)</b>	14,801,403	14,217,942	10,842,979	3,105,279	83,187	2,610,030	452,827	2,037,477	0	2,554,178
<b>Amount of Recycled/Recovered Raw Materials Consumed (tons)</b>	1,138,864	641,573	675,852	161,959	0	554	1,613	482,821	0	28,905
<b>Waste</b>										
<b>Total Waste Amount (tons)</b> ✓	1,691,314 ✓	2,489,704 ✓	1,327,437 ✓	70,827	72,781	22,330	19,445	1,091,032	196	50,826
<b>Total Amount of Hazardous Waste by Disposal Method (tons)</b> ✓	41,361 ✓	12,820 ✓	13,217 ✓	1,901	2,824	2,818	1,439	3,050	196	991
» Energy Recovery	28,275	2,914	3,122	0	1,120	0	334	896	0	773
» Recycling	1,434	5,491	7,184	1,723	1,693	2,586	664	235	171	113
» Incineration	936	221	522	159	0	217	0	140	0	5
» Landfill	5,560	2,975	2,254	18	8	13	440	1,699	0	75
» Other	5,156	1,218	136	0.36	3	1	1	81	25	25
<b>Total Amount of Non-Hazardous Waste by Disposal Method (tons)</b> ✓	1,649,953 ✓	2,476,884 ✓	1,314,220 ✓	68,926	69,958	19,512	18,006	1,087,983	0.2	49,835
» Energy Recovery	15,555	26,235	235	0	38	0	192	4	0	0
» Recycling	209,221	189,420	176,990	65,743	64,302	12,857	16,347	5,656	0.2	12,087
» Incineration	75,403	8	972	927	0	0	0	45	0	0
» Landfill	1,313,430	1,771,295	1,135,901	2,256	5,544	6,656	1,467	1,082,278	0	37,699
» Other	36,344	489,927	122	0	74	0	0	0	0	49

✓ 3rd Party Independent Audit Firm has provided limited assurance.

Environmental Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Energy</b>										
<b>Energy Consumption Amount (GJ)</b> ✓	84,999,253 ✓	100,842,976 ✓	96,686,398 ✓	21,932,116	1,942,689	17,826,465	6,838,067	46,900,195	406,512	840,353
<b>Fossil Fuel (by Source)</b>	76,207,115	89,434,995	86,526,784	20,307,920	739,325	14,989,866	6,011,826	43,666,817	399,653	411,376
» <b>Natural Gas</b>	64,222,489	65,361,564	63,232,194	17,781,891	669,702	14,664,271	4,895,153	24,559,901	399,653	261,623
» <b>Anthracite / Coal</b>	4,994,331	21,658,130	19,108,294	8,815	0	0	0	19,099,479	0	0
» <b>LPG</b>	53,513	1,981,526	3,700,818	2,246,073	67,433	303,869	1,083,444	0	0	0
» <b>Diesel</b>	6,911,930	330,085	373,646	271,141	2,190	20,220	1,332	7,436	0	71,327
» <b>Other</b>	24,852	103,690	111,830	0	0	1,507	31,897	2	0	78,425
<b>Electricity (by Source) (GJ)</b>	8,792,138	11,407,981	10,159,614	1,624,196	1,203,364	2,836,599	826,242	3,233,377	6,859	428,977
» <b>Grid</b>	7,711,286	10,016,560	8,459,917	1,476,937	1,203,364	2,795,038	826,242	1,722,828	6,859	428,649
» <b>Renewable</b>	292	751	19,874	19,546	-	-	-	-	-	328
» <b>Recovered</b>	1,080,560	1,390,670	1,679,823	127,713	-	41,561	-	1,510,549	-	-
<b>Specific Energy Consumption (GJ / Gross ton)</b>	Data are given based on production functions.			7,44	-	6,64	15,72	10,28	-	0,18

✓ 3rd Party Independent Audit Firm has provided limited assurance.

Environmental Performance Indicators	Şişecam Consolidated			Architectural Glass	Industrial Glass	Glass Packaging	Glassware	Chemicals	Energy	Other
	2021	2022	2023	2023	2023	2023	2023	2023	2023	2023
<b>Greenhouse Gas Emissions</b>										
<b>Emissions Amount (tons CO<sub>2</sub>)</b> ✓	5,743,237 ✓	7,718,348 ✓	7,772,214 ✓	1,898,121	202,570	1,612,035	532,351	3,441,245	21,746	64,145
» <b>Scope 1</b> ✓	4,714,195 ✓	6,643,177 ✓	6,697,190 ✓	1,664,287	48,052	1,262,446	405,142	3,269,073	21,746	26,444
» <b>Scope 2</b> ✓	1,029,042 ✓	1,075,171 ✓	1,075,024 ✓	233,834	154,518	349,589	127,209	172,172	0	37,701
<b>Emissions Intensity (tons CO<sub>2</sub>/gross ton)</b>										
» <b>Scope 1</b>	-	-	Data are given based on production functions.	0.56	-	0.47	0.93	0.72	-	0.01
» <b>Scope 2</b>	-	-		0.08	-	0.13	0.29	0.04	-	0.01
<b>Other Emissions</b>										
» <b>NO<sub>x</sub> (kg)</b>	24,488,972	26,008,526	33,631,943	12,741,248	104,195	18,892,694	1,163,477	708,869	20	21,440
» <b>SO<sub>x</sub> (kg)</b>	4,358,086	6,071,515	5,296,262	1,132,802	1,203	1,383,673	49,542	2,728,219	0	823
<b>Environmental Expenditures</b>										
<b>Environmental Expenditures (TRY)</b>	83,796,722	639,105,505	387,322,594	61,843,054	14,995,615	142,161,375	3,285,509	165,037,042	0	0
» <b>OPEX</b>	59,668,072	458,889,104	269,634,916	59,926,114	14,825,615	138,246,430	2,845,383	53,791,374	0	0
» <b>CAPEX</b>	24,128,650	180,216,401	117,687,679	1,916,940	170,000	3,914,945	440,125	111,245,668	0	0

✓ 3rd Party Independent Audit Firm has provided limited assurance.

# Independent Assurance Report



Building a better  
working world

## Independent Assurance Report

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

This independence assurance report is intended solely for the management of for the purpose of reporting on The Selected Sustainability Information ('Selected Information') for Türkiye Şişe ve Cam Fabrikaları Anonim Şirketi ('Şişecam') in its Şişecam 2023 Sustainability Report ('the Sustainability Report') that has been prepared by the Şişecam for the one-year period from 1 January 2023 to 31 December 2023.

### Subject Matter Information and Applicable Criteria

In line with the request of the Şişecam, our responsibility is to provide limited assurance in accordance with the Selected Indicators listed below within the scope of Annex: Performance Indicators on pages 95 to 107 of the Sustainability Report prepared in accordance with the Global Reporting Initiative Standards ('GRI Standards').

### The Scope of Our Assurance

The scope of our assurance is limited to the indicators listed in the Selected Information list shown below, which are reported as environmental indicators and social indicators within the scope of the operations of the company's selected locations (4 facilities in Turkey and 2 facilities abroad) marked with a "✓" and included on pages 95 to 107 of the Sustainability Report.

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

### Environmental Indicators

1. Energy consumption (GJ)
2. Scope 1 greenhouse gas emissions (tons of CO<sub>2</sub>e)
3. Scope 2 greenhouse gas emissions (tons of CO<sub>2</sub>e)
4. Water withdrawal by sources (m<sup>3</sup>)
5. Amount of cullet reused in glass production (inner & outer) (tons)
6. Total waste amount (tons)
  - a) Total amount of hazardous waste by disposal method (tons)
  - b) Total amount of non-hazardous waste by disposal method (tons)

### Social Indicators

7. Incident frequency ratio (IR)
8. Occupational Health and Safety (OHS) training hours (person x hour)
9. Ratio of female employees (%)
10. Total training hours (person x hour)

### Şişecam's Responsibilities

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

### Our Responsibilities

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

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

Our firm applies the International Standard on Quality Control 1 (ISQC 1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

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

### Procedures Applied

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

1. Interviewed select key senior personnel of the Şişecam to understand the current processes in place for capturing the Selected Information pertaining to the reporting period;
2. Reviewed Selected Information with face-to-face and online communications covering Şişecam's selected locations (Türkiye Şişe ve Cam Fabrikaları A.Ş., Şişecam Flat Glass Bursa Plant, Türkiye Şişe ve Cam Fabrikaları A.Ş., Şişecam Glass Packaging Bursa Plant, Türkiye Şişe ve Cam Fabrikaları A.Ş., Şişecam Glassware Denizli Plant, Camiş Madencilik A.Ş., Aydın, JSC Mina and Şişecam Automotive Romania SA); as well as reviewed pertaining, against the evidence on a sample basis;
3. Undertook substantive testing, on a sample basis, of the Selected Information;
4. Used the Şişecam's internal documentation to evaluate and measure the Selected Information;
5. Evaluated the design and implementation of key processes and controls over the Selected Information;
6. Re-performed, on a sample basis, calculations used to prepare the Selected Information for the reporting period;
7. Evaluated the disclosure and presentation of the Selected Information in the Şişecam 2023 Sustainability Report.

### Our Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information for the year ended December 31, 2023, has not been prepared in all material respects, in accordance with the requirements of GRI Standards and Greenhouse Gas Protocol.

### Limitations

We permit this report to be disclosed in Şişecam 2023 Sustainability Report for the year ended 31 December 2023, to enable the management of Türkiye Şişe ve Cam Fabrikaları Anonim Şirketi to show they have addressed their governance responsibilities by obtaining an independent assurance report in connection with the Selected Information. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Şişecam for our work, this independent limited assurance report, or the conclusions we have reached.

Güney Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik Anonim Şirketi  
A member firm of Ernst & Young Global Limited  
Zeynep Özcan Özdemir, SMMM  
Partner  
22 July 2024  
İstanbul, Türkiye



# GRI Content Index



**CONTENT INDEX  
ESSENTIALS SERVICE**

2024

**Statement of Use** : Türkiye Şişe ve Cam Fabrikaları A.Ş. (Şişecam) has reported in accordance with the GRI Standards for the period 01 January 2023-31 December 2023.  
**GRI 1 Used** : GRI 1: Foundation 2021  
**Applicable GRI Sector Standard(s)** : N/A

GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
<b>General Disclosures</b>					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Şişecam, p:9-12			
	2-2 Entities included in the organization's sustainability reporting	About the Report, p:3			
	2-3 Reporting period, frequency and contact point	About the Report, p:3 ; Contact, p:116			
	2-4 Restatements of information	GRI Content Index: There is no restated information in the report.			
	2-5 External assurance	Independent Assurance Report, p:108			
	2-6 Activities, value chain and other business relationships	About Şişecam, p:9-12 ; Sustainability Across the Value Chain p:75-77			
	2-7 Employees	Performance Tables, p:95-99			
	2-8 Workers who are not employees	Performance Tables, p:97			
	2-9 Governance structure and composition	Şişecam 2023 Annual Report: p:217 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>			
	2-10 Nomination and selection of the highest governance body	Şişecam 2023 Annual Report: p:217-218 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>			
	2-11 Chair of the highest governance body	Şişecam 2023 Annual Report: p:217 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, p: 20-21			

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report.

GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Sustainability Governance, p: 20-21			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, p: 20-21			
	2-15 Conflicts of interest	Business Ethics, Compliance and Regulatory Work, p:28			
	2-16 Communication of critical concerns	Stakeholder Engagement, p:27 ; Business Ethics, Compliance and Regulatory Work, p:28			
	2-17 Collective knowledge of the highest governance body	Şişecam 2023 Annual Report: p:217 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>			
	2-18 Evaluation of the performance of the highest governance body	<a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Corporate%20Overview%20and%20Governance/Corporate%20Governance%20Policies/Corporate%20Governance%20Policies/wages-policy-of-the-senior-executives_SC.PDF">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Corporate%20Overview%20and%20Governance/Corporate%20Governance%20Policies/Corporate%20Governance%20Policies/wages-policy-of-the-senior-executives_SC.PDF</a>			
	2-19 Remuneration policies	Equality, Diversity and Inclusion, p:44			
	2-20 Process to determine remuneration	Equality, Diversity and Inclusion, p:44			
	2-21 Annual total compensation ratio	GRI Content Index: This information is not disclosed for confidentiality reasons.	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	This disclosure contains sensitive and confidential information related to Şişecam's business affairs, operations and/or operating information and is not to be disclosed.
	2-22 Statement on sustainable development strategy	Şişecam CareforNext 2030 Sustainability Strategy, p:19			
	2-23 Policy commitments	Sustainability-Related Responsibilities and Statements , p:24			
	2-24 Embedding policy commitments	Sustainability-Related Responsibilities and Statements , p:24			
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, p:27 ; Value-Added Partnerships, p:85-86			
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement, p:27 ; Business Ethics, Compliance and Regulatory Work, p:28			
	2-27 Compliance with laws and regulations	Business Ethics, Compliance and Regulatory Work, p:28			
	2-28 Membership associations	Memberships of Organizations, p:88-91			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p:27			
2-30 Collective bargaining agreements	Performance Tables, p:101 Şişecam 2023 Annual Report, p:59 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>				

GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
<b>Material Topics</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, p:25			
	3-2 List of material topics	Materiality Analysis, p:25			
<b>Climate Change</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25; Combating and Adaptation to Climate Change, p:31-40; Sustainable Products, p:82-84			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Combating and Adaptation to Climate Change, p:33-36			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Performance Tables, p:106			
	302-2 Energy consumption outside of the organization	Performance Tables, p:106			
	302-3 Energy intensity	Performance Tables, p:106			
	302-4 Reduction of energy consumption	Combating and Adaptation to Climate Change, p:37-39			
	302-5 Reductions in energy requirements of products and services	Sustainable Products, p:82-84			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Performance Tables, p:107			
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Tables, p:107			
	305-4 GHG emissions intensity	Performance Tables, p:107			
	305-5 Reduction of GHG emissions	Combating and Adaptation to Climate Change, p:33/36/40			
	305-6 Emissions of ozone-depleting substances	Performance Tables, p:107			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Performance Tables, p:107			

GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
<b>Water Use</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Water Use, p:41			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Use, p:41			
	303-2 Management of water discharge-related impacts	Water Use, p:41			
	303-3 Water withdrawal	Performance Tables, p:104			
	303-5 Water consumption	Performance Tables, p:104			
<b>Circular Production</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Circular Production, p:42			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Tables, p:105			
	301-2 Recycled input materials used	Performance Tables, p:105			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Production, p:42			
	306-2 Management of significant waste-related impacts	Circular Production, p:42			
	306-3 Waste generated	Performance Tables, p:105			
	306-4 Waste diverted from disposal	Performance Tables, p:105			
	306-5 Waste directed to disposal	Performance Tables, p:105			
<b>Sustainable Products</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25; Sustainable Products, p:82-84			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainable Products, p:82-84			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index: There were no such incidents during the reporting period.			





GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	GRI Content Index: 100% of our products are labeled in accordance with legal regulations.			
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: There were no such incidents during the reporting period.			
<b>Digitalized Value Chain</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Digitalized Value Chain p:78-81			
<b>Occupational Health and Safety</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Occupational Health and Safety, p:59-64			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p:59			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p:59			
	403-3 Occupational health services	Occupational Health and Safety, p:59			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p:59			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p:61			
	403-6 Promotion of worker health	Occupational Health and Safety, p:61-62			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p:63-64			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, p:59			
	403-9 Work-related injuries	Occupational Health and Safety, p:59; Performance Tables, p:101			

GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
<b>Equality, Diversity and Inclusion</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Equality, Diversity and Inclusion, p:44-48			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Performance Tables, p:100			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Şişecam 2023 Annual Report, p:113 <a href="https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf">https://www.sisecam.com.tr/sites/catalogs/en/Investor%20Relations/Presentations%20and%20Bulletins/Annual%20Reports/sisecam-annual-report-2023.pdf</a>			
	401-3 Parental leave	Performance Tables, p:101			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Tables, p:95-99			
	405-2 Ratio of basic salary and remuneration of women to men	Equality, Diversity and Inclusion, p:44			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity and Inclusion, p:44; Performance Tables, p:102			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI Content Index: There are no operations or suppliers in which the right to freedom of association and collective bargaining may be at risk.			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of child labor.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of forced or compulsory labor.			



GRI Standard	Disclosure	Location	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
<b>Sustainability Across the Value Chain</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Sustainability Across the Value Chain p:76-77			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Across the Value Chain p:77; Performance Tables, p:103			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Across the Value Chain p:76-77			
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Across the Value Chain p:76-77			
<b>Talent Acquisition, Management and Development</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Talent Acquisition, Management and Development, p:49-55			
	404-1 Average hours of training per year per employee	Talent Acquisition, Management and Development, p:52			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Acquisition, Management and Development, p:52-55			
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Tables, p:103			
<b>Partnership and Collaboration</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Value-Added Partnerships, p:85-86			
<b>Corporate Heritage</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p:25 ; Corporate Heritage, p:65-66			

## Contact

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