

BESLER

2024 SUSTAINABILITY REPORT

Sustainable journey of taste, quality and trust



The trade name of our company, previously “Kereviş Gıda Sanayi ve Ticaret Anonim Şirketi,” has been changed to “Besler Gıda ve Kimya Sanayi ve Ticaret Anonim Şirketi.”
The name change was registered with the İstanbul Trade Registry Office on May 16, 2025.



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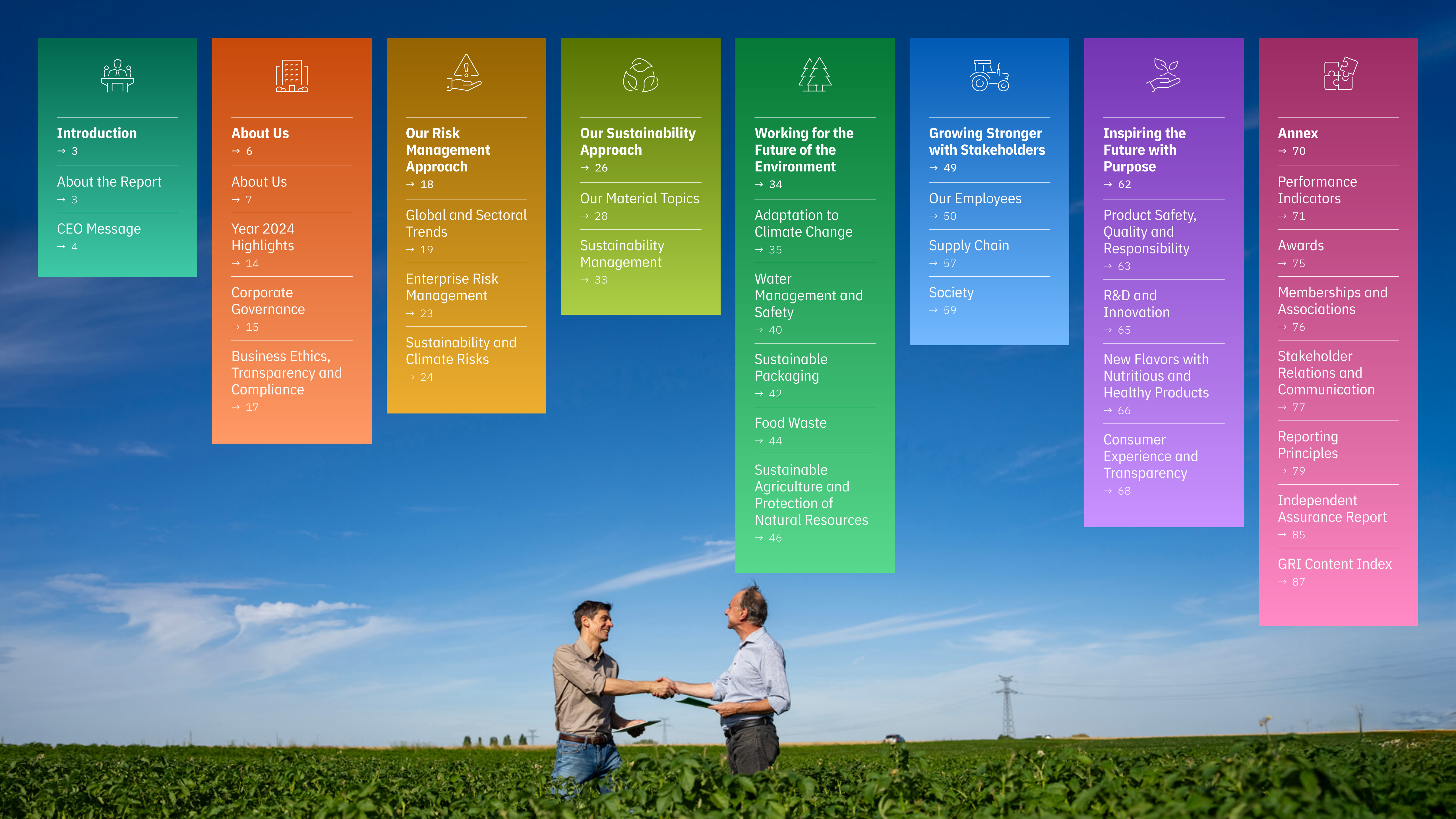
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About the Report

Every year, through our sustainability reports, we share how we create value for both our stakeholders and Kerevitaş through our performance, projects and targets. As a part of Yıldız Holding Sustainability Platform, we integrate the Holding's umbrella strategy with our own business conduct and continue our sustainability-oriented journey with confident steps.

With this year's report, we are adding our 8th sustainability report to the sustainability reports we have been publishing since 2017. The information in this year's report covers the period from January 1 to December 31, 2024 and all of our domestic and international operations in frozen, canned food and margarine.

Guidelines and Standards Used

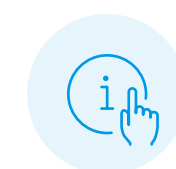
- GRI Standards 2021
- United Nations Sustainable Development Goals (SDGs)
- SASB Industry Standards - Processed Food Industry
- TSRS 1: General Requirements For Disclosure Of Sustainability-related Financial Information
- TSRS 2: Climate-Related Disclosures

You can find the references and mapping of the Guidelines and Standards used in our report in our [Annexes](#) section.

We care that our sustainability report is accessible to all our stakeholders and that we receive feedback and ideas from our stakeholders about our report.



You can access our report at www.besler.com.tr.



You can send your questions and comments about the report to the e-mail address surdurulebilirlik@besler.com.tr.

What Changed in This Reporting Period?

This year, we conducted a multi-faceted strategy study to strengthen the foundations of our sustainability approach. We conducted a double materiality analysis to evaluate the impact of our strategic plan in both directions and to integrate the ideas of our stakeholders into our processes more effectively. At the same time, we created our strategic goals around the high-material topics that emerged from this analysis. We include all the details of this study in the [Our Sustainability Approach](#) section.

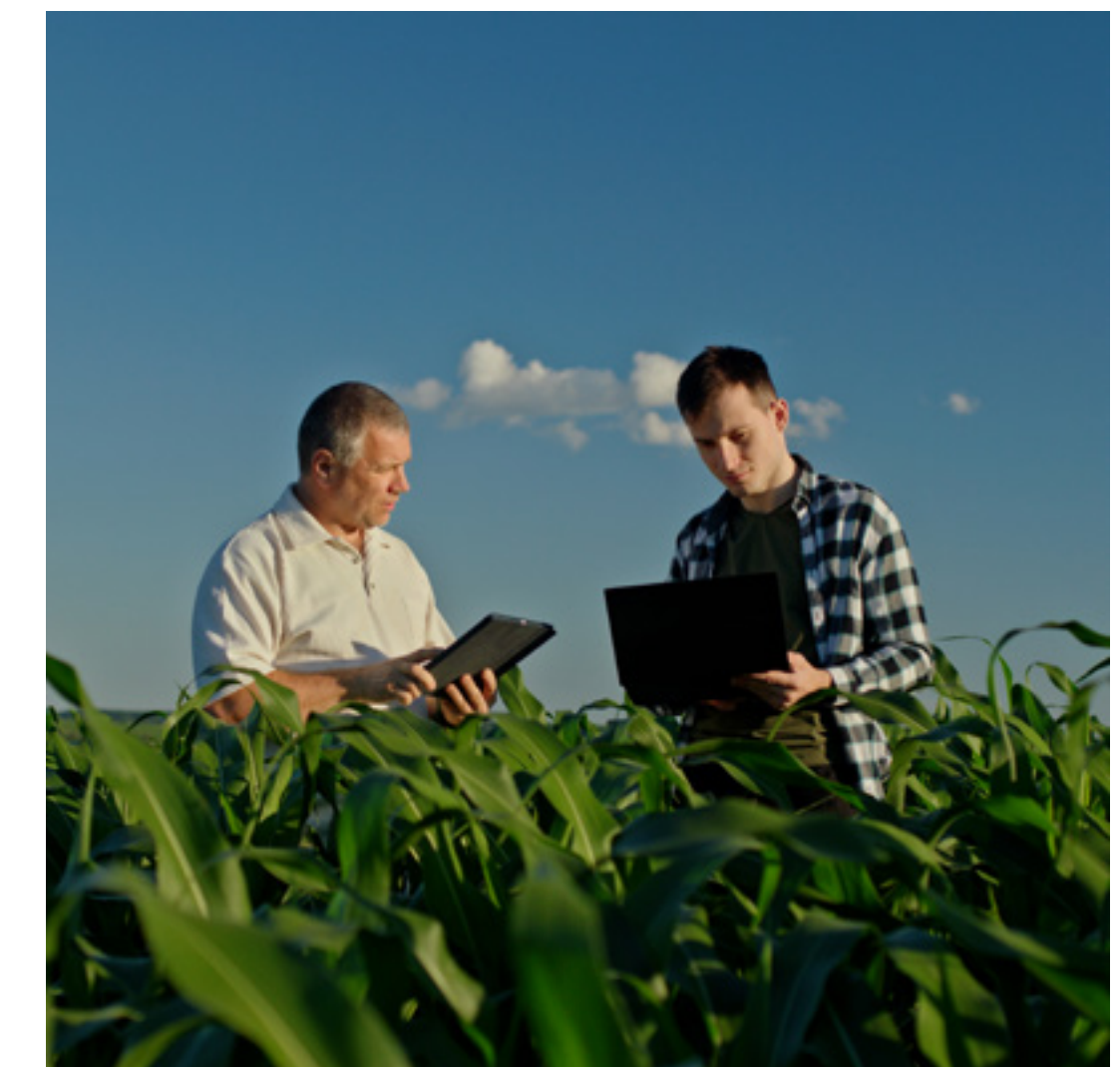
During this analysis process, we assessed our sustainability and climate-focused risks and conducted a detailed study on their financial impacts with the guidance of the Turkish Sustainability Reporting Standards. While the methodology, process details and key outputs of this study are included in our report, we will include details on climate risks and their financial impacts in our additional TSRS report to be published during the year.

Although there were no amendments to the articles of association regarding our corporate boundaries during the period, in accordance with the decision of our Board of Directors dated 27.12.2024; in line with the expanding product portfolio and synergistic focus areas of our company, it has been decided to change the title of the company to “Besler Gıda ve Kimya Sanayi ve Ticaret Anonim Şirketi” in order to create a corporate identity that is more compatible with our long-term goals in the field of food.

Independent Assurance

Selected environmental, social and economic performance indicators in our report that serve our sustainability goals are verified through independent assurance processes in accordance with ISAE 3000 (Revised) and ISAE 3410 standards. In this way, we ensure the accuracy of our data and work to conduct reliable trend analysis. You can access our Independent Assurance statement in the [Annexes](#) section of our report.

✓ At the same time, the areas in our report where the sign in the field indicates audited data.



CEO Message



MERT ALTINKILIÇ
KEREVİTAŞ CEO

What are the building blocks of Kerevitaş's sustainability vision, which is shaped around the "Waste-Free Company" approach?

As Kerevitaş, Türkiye's leading frozen food and oil producer that sources its raw materials from nature, we are aware of our responsibility in the sustainable future of food. We see it as our most important duty to work with our stakeholders to increase the resilience of food systems at every stage of our value chain, from the first step of agricultural production practices to the last step of consumption.

At Kerevitaş, we conduct all our activities in line with the principles of Yıldız Holding's "Waste-Free Company" business model.

For us, "Waste-Free Company" basically means "efficient company". We do not see efficiency as limited to operational processes; we consider it to cover our entire value chain from farm to fork.

Our sustainability strategy, which we have created with a "holistic system transformation" approach in the agriculture sector and food production, has 3 focus areas:

- "Working for the Future of the Environment,
- Growing Stronger with Stakeholders,
- Inspiring The Future with Purpose"

Under these focus areas, we carry out our sustainability activities with the aim of transforming together with our entire ecosystem.

What were the prominent practices of Kerevitaş in the field of environmental sustainability in 2024?

In 2024, we continued to focus on areas such as food loss and waste, waste management, efficient use of resources, food safety, sustainable raw material supply, which play a very important role in the sustainable future of food.

At SuperFresh, our leading brand in frozen food, we have succeeded in significantly reducing loss rates from harvest to consumption as a result of our improvement practices in the "Zero Food Loss from Soil to Table" project, which we designed as a business model. Within the scope of the project, we reduced loss rates to 3% in agricultural production, 7% in post-harvest storage, and zero loss at the household level.

We continue to work with our farmers, our most important stakeholders, on sustainable agricultural practices and support domestic production with our contract farming model.

On the other hand, we continue our efforts to decarbonize agricultural production, which plays a crucial role in the transformation of agriculture, protect biodiversity, ensure responsible production and sustainability of water resources.

Water use, a critical input for agricultural production, also plays an important role in food security.

In this context, we continued to provide premium support to our farmers to expand the use of drip irrigation in areas where sweet corn is cultivated. With this practice that encourages drip irrigation, our farmers achieved a yield increase of nearly **TRY 31 million, water savings of approximately 4.1 million tons, energy savings of 2 million kWh** and financial savings of over **TRY 6 million**.

"With the responsibility that comes with operating in a vital sector such as food, we will continue to work with the aim of ensuring the sustainability of food, and while doing so, we will continue to work with a holistic approach, without leaving any of our stakeholders behind, and to transform by strengthening together."

Could you tell us about the innovative practices, R&D and innovation activities you have realized and planned throughout your value chain?

At Kerevitaş, we combine our innovative perspective with our sustainability approach and work to contribute to the transformation of food systems for the future of agriculture. In our center, which is Türkiye’s first “Frozen Food R&D Center” registered by the Ministry of Industry and Technology, we not only focus on the development of innovative products, but also carry out pioneering R&D studies in many areas such as waste utilization, plastic use, reducing carbon and water footprints, and increasing efficiency in agriculture. In this context, we completed **56 projects** in 2024.

Digitalization and the collective efforts of all stakeholders are important in the transformation of food systems and agriculture. As part of our efforts, we develop collaborations with many institutions from universities to the public sector, and carry out exemplary projects that bring together technology and innovation in agriculture with our project partners, especially the EU, TAGEM and TÜBİTAK.

R&D and innovation enable us to continue our sustainability efforts in a fast, efficient and effective manner with modern methods. Our efforts to improve the production processes of potato, one of the most consumed agricultural products, did not slow down in 2024 with SAFER (Smart Agriculture Fields in the Europe Region), Kerevitaş’s visionary project focused on efficiency and sustainability carried out with the European Union and TÜBİTAK. With our project, which has an early warning system supported by the Internet of Things and artificial intelligence, we instantly monitor our potato fields with drones and sensors to determine their water and nutrient needs, and prevent possible diseases and losses with early warning systems.

We build all these good practices on further optimizing the production processes of our farmers. With this project, we expect a **20%** improvement in product quality, a **15%** increase in product efficiency, and a **40% reduction** in resource usage, including manpower.

On the other hand, we are working on the “Development of Functional Food Ingredients and Production Technologies from Potato Processing Waste” project with TÜBİTAK, TAGEM and Yıldız Technical University.

In the coming period, we will continue to contribute to the future of sustainable food by accelerating R&D studies and digitalization processes.

What progress has been achieved in the “Women Stars of Agriculture Project” that Kerevitaş has been carrying out since 2022 with a focus on equal opportunities and inclusion?

We are aware that agriculture has great potential, especially for women. We launched the Women Stars of Agriculture project in 2022 with the support of the Ministry of Agriculture and Forestry to unlock this labor potential and provide equal opportunities. With our project, we create equal opportunities for women farmers with seed and financing support, offer a purchase guarantee, provide trainings, and pave the way for sustainable agriculture by accompanying them with our expert agricultural engineers in the field at every stage from seed selection to harvest. With our project, which has turned into a remarkable and inspiring journey in a short time, we were deemed worthy of **16 awards** by prestigious institutions not only in Türkiye but also globally. These awards, which show that we are on the right track, encouraged us even more.

In 2024, the third year of the project, we focused on increasing the impact of the project through webinars, online video trainings and face-to-face information meetings within the scope of the newly designed training module. **382** of the women farmers who participated in the trainings, to which we received **over 500** applications, were awarded certificates. While the proportion of women among the farmers we work with was **5%** in the first year, we managed to **increase it to 30%**.

The transformation our project has created in the lives of women farmers goes beyond numerical data.

Thanks to trainings focused on entrepreneurship, ecological-financial literacy and artificial intelligence, women farmers increase their productivity in production processes and use this knowledge in all areas of their lives. We witness that women farmers who increase their knowledge and skills become stronger and more effective in the agricultural sector and self-confident and independent individuals in their private lives. Equipped with modern agricultural practices and digital solutions, our women are empowered to become leaders not only in their own businesses but also in their social circles.

In the coming period, we will continue to support the Women Stars of Agriculture, who are very valuable to us.

What will be your sustainability-focused priorities in the coming period?

In the coming period, food loss and waste, efficient use of resources, food safety, R&D and Innovation, which play a key role in the future of agriculture, will continue to be among our priorities. We will continue our decarbonization projects without slowing down. Our technology investments and digitalization will also remain on our main agenda.

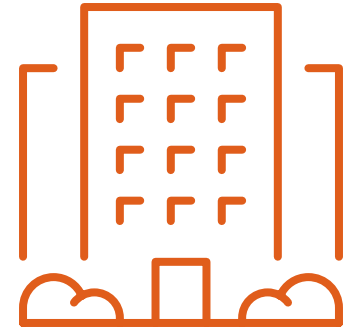
With the responsibility that comes with operating in a vital sector such as food, we will continue to work with the aim of ensuring the sustainability of food, and while doing so, we will continue to work with a holistic approach, without leaving any of our stakeholders behind, and to transform by strengthening together.

I would like to thank all our stakeholders who have given us strength in this journey and all our colleagues who contributed to the preparation of Kerevitaş’s 2024 Sustainability Report.

MERT ALTINKILINÇ
KEREVİTAŞ CEO

“With our ‘Women Stars of Agriculture’ project, launched to promote equal opportunities for women farmers, we enhance their access to information and technology, making them more equipped, confident, and visible.”

About Us



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About Us

Since the first day we were founded, we have been working to provide quality, healthy and reliable products to our individual and corporate customers in the frozen, canned food, and margarine markets in which we operate.

Our journey started in 1970 and today we continue with confident steps by bringing our products to consumers in more than 60 countries on 6 continents. While we manage our corporate processes through our headquarters in Istanbul, we have the strongest production capacity in our region with 6 factories in total across all our business units.



Vision

To be a food company that inspires the future with sustainability at its core, reliability, and leadership



Mission

We strive to deliver reliable and high-quality food to everyone home; aiming to enhance people's quality of life and add value to their tables



Values

Collaboration
Accessibility & Food Security
Sustainability
Leadership
Innovation
People-Centric Culture



Frozen and Canned Food

As the only company in the frozen food sector with products in all categories in the domestic market, we continue to lead the fresh frozen food market. We offer products that meet the needs of our customers in 3 areas: retail, export and out-of-home consumption. We produce frozen bakery products, vegetables and fruits, potatoes and croquettes, meat, desserts; on the canned side, we produce canned tuna, vegetables, and ready-to-eat meals.

The story of our products begins long before the production process with the production of agricultural raw materials that our farmers produce with care. We support more efficient and sustainable agricultural practices for the farmers we work with and follow a procurement model that takes into account strategic and environmental factors.

We work with an innovative approach that will improve our product range every year by making sure that our employees have a safe working environment and high motivation during the production phase. In the packaging step, we aim to reduce our environmental footprint by using less material and opting for alternative and sustainable packaging options. At the consumption stage, we continue to create value by ensuring that our products meet with consumers without compromising on quality. At the same time, we export to more than 30 countries in 5 continents, bringing Kerevitaş values together with the whole world.



Our Value Chain



Agriculture

We carry out our agricultural activities under the supervision of agricultural engineers in season and in regions with suitable soil structure. After the development and harvesting steps of our seeds that meet criteria such as efficiency, taste and naturalness, we ship them to our factories without losing their freshness.



Production

We put our products through sorting, selection, washing, boiling and pre-cooling processes, depending on the type. After completing this preliminary preparation process, we prepare our products - by quick freezing at 40°C using the IQF method with a center temperature of -18°C.

In frozen bakery products, we always maintain the standard high quality and taste thanks to shock technology and hygienic production.



Packaging

With our approach that does not compromise on product quality and safety, we package our products without losing their nutritional value. At the same time, we aim to reduce our environmental impact from packaging with new techniques developed by our R&D center.



Storage and Distribution

We take our packaged products to cold storage at -20°C to prevent the cold chain from breaking and protect them until they are shipped. We deliver our products to sales points with 195 distribution vehicles to add flavor to our customers' tables in every season.



Sales and Marketing

Throughout the year, we execute impactful initiatives that resonate across the industry, driven by consistent and pioneering brand communications. With a robust sales network supported by our retail partners and distributors, we continue to strengthen our position in exports. Our international sales and marketing operations are expanding steadily, enabling us to reach new markets and deliver our products globally with confidence.



Consumption

We listen to our consumers, update our product portfolio in line with their opinions and offer innovative products that will enhance their consumption experience. We respond quickly to our consumers' suggestions and complaints and ensure customer satisfaction through consumer visits by our sales managers.

290 farmers, **86%** of whom are contracted
A total of **1,456** suppliers, **71%** of which are local.

3 Factories in Bursa, Afyon and Istanbul
Over **600** products in **16** categories with a focus on frozen food and canned food
Nearly **200** products in **6** categories with a focus on frozen bakery

Sustainable packaging efforts

195 distribution vehicles and **21,494** freezers

137,451 sales points and **57** dealers in Türkiye

Over **106 thousand** tons of product sales with a focus on frozen food and canned food
13 thousand tons of product sales during the year with a focus on frozen bakery

Oil Business Unit

With our production in 3 factories in 2 countries, we develop our product portfolio that meets different needs every day, and we bring our innovative products to our customers with an innovative perspective. Thanks to our facilities with the largest oil production capacity in Türkiye, we are a guest on millions of tables in more than 45 countries.

Today, we produce and sell nearly 650 products under the main categories of consumer margarine, EDT (Out-of-Home Consumption - Pastry, Catering and Industrial Oils) and edible, with a total of 55 brands including Bizim Yağ, Teremyağ, Luna, Luna, Ona, Ustam and Evet. Marsa, one of our subsidiaries, maintains its position as the leading brand in the market with “Ustam Pastry Oils” in the category of Out-of-Home Consumption products and pastry oils. We respond to the changing expectations and needs of our consumers and customers with our high quality products while increasing our sales revenues in line with our strategic channel category perspective in all areas we operate.



Our Value Chain



Raw Material Supply

We supply the necessary raw materials for our production process and ensure the traceability of our raw materials. We complete our raw material procurement process by giving importance to quality and food safety.



Production

After determining the appropriate fat composition in our production process, we decide on the desired flavor and nutritional values by mixing this composition with dairy product, necessary vitamins and water. We then create the emulsion of our products and crystallize them. Finally, we complete our cooling process using high technology.



Packaging

We ensure that our products are packaged in a way that does not threaten the quality and safety of our products. We make sure that products are stored in a cold environment (below 14°C) during storage and distribution to ensure that quality does not deteriorate.



Sale

With our developed domestic and international sales network, we aim to ensure that our products meet our customers whenever they need them. We are strengthening our position in exports, one of our greatest strengths, and improving our sales-marketing organization in international markets day by day.



Consumption

In order to respond to the changing demands and needs of consumers and to meet their expectations in the best way possible, we closely monitor their notifications. We take action based on the notifications received by Yıldız Holding Customer Notification Center and improve our processes according to the results of the customer satisfaction surveys we conduct.

A total of
965 suppliers,
96% of which are
local suppliers

3 Factories in Adana,
Istanbul and Brunei
Over **600** products in
18 categories
55 different brands

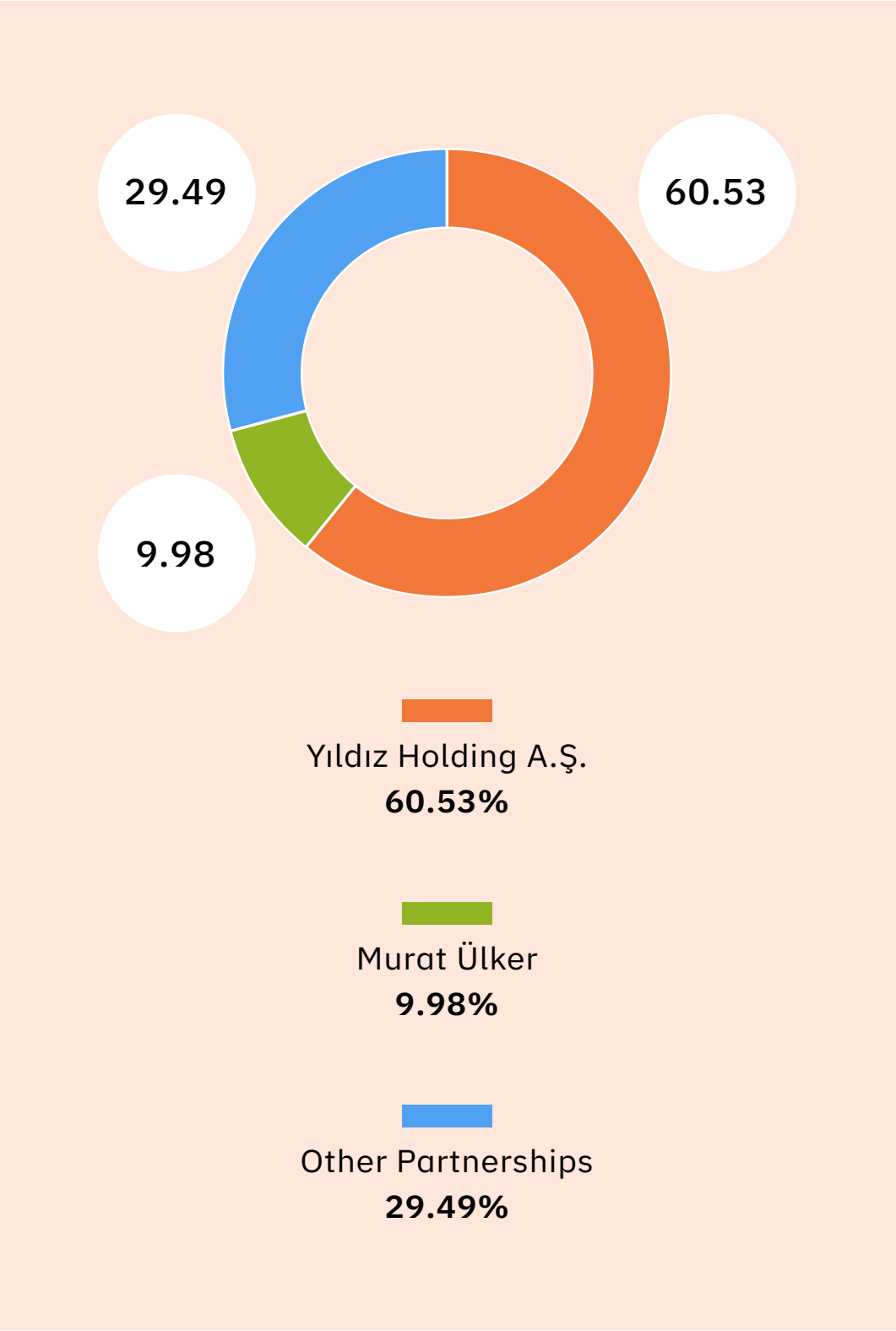
Sustainable
packaging efforts

125 dealers
in Türkiye
Over **107,000**
points of sale

Over 259 thousand
tons of product sales

Capital and Shareholding Structure

The shareholding structure of our company consists of Yıldız Holding A.Ş., Murat Ülker and other partnerships. Yıldız Holding A.Ş. holds the highest share of ownership with 60.53%. Kerevitaş, which also has a free float share within the share of other partnerships, has been traded on the stock exchange since 1994. Our company, which is traded on the Stars Market with the stock code BESLR, is also included in the BIST Food, Beverage, BIST ALL, BIST 500, BIST Bursa, BIST Stars, BIST Sustainability, BIST Industrials and BIST ALL-100 indices.



Partnership Title	Share in Capital (TRY)	Share in Capital (TRY)	Proportion of Voting Rights (%)
Yıldız Holding A.Ş.	400,675,745.05	60.53	60.53
Murat Ülker	66,079,898.07	9.98	9.98
Other Partnerships	195,244,356.88	29.49	29.49
Total	662,000,000	100	100

At the same time, Kerevitaş has subsidiaries with six different companies.			
Trade Name	Field of Activity of the Company	Company’s Share in Capital (%)	
Marsa Oil Industry and Trade Inc.	Production and sale of oil and oil products	70	
Berk Energy Generation Inc.	Electric power generation	88.17	
Kerpe Food Industry and Trade Inc.	Production, trade, marketing and export of all kinds of agricultural and animal products	100	
Besmar Food Industry and Trade Inc.	Production, trade, marketing and export of all kinds of food products, including all kinds of agricultural and animal products, all kinds of oil and fat products	100	
Donuk Bakery Products Industry and Trade Inc.	Production, purchase, sale, export, import, import, distribution and marketing of bakery products such as all kinds of frozen bread and snacks	100	
Western Foods and Packaging SDN BHD	Production and sales of oil and oil-based products*	70	
* We have indirect interest in Western Foods and Packaging SDN BHD through our subsidiaries			

Financial Performance

We continue to maintain our strong financial performance across the sectors we operate in, preserving our position as industry leaders through both innovative products and market share growth. We view the frozen food sector -which has shown double-digit high-tonnage growth for the past four years- as a category of the future. **Another key part of our operations, the margarine sector, represents a strong and strategic pillar of our business due to its critical role not only in household consumption but also in out-of-home and industrial production. With its versatile usage and high-volume structure, it continues to grow steadily.**

Financial performance, one of the focal points that defines our success, helps us to maximize our ability to create value. Thanks to our strong financial performance, we create direct economic impact and support our environmental, social, intellectual and community value creation.

As the founder and leader of the frozen food sector in Türkiye, we maintain our leading position in the branded products market with a 41% turnover share. As for our fat business unit, we are by far the sector leader in the margarine market with a 66.9% market share.

While contributing to the Turkish economy with our exports to more than 60 countries in 6 continents, we continued to announce Kerevitaş and the name of our country in different parts of the world. Thanks to our growing export capacity, we continue to maintain our leadership in various markets around the world.

Summary Financial Information

Financial Indicator (TRY)	2022	2023	2024
Ciro	35,009,713,579	27,298,496,089	25,001,705,086
Gross Profit	5,509,833,161	5,534,105,716	5,912,983,605
Operating Profit	2,923,384,844	2,474,524,891	2,655,921,363
EBITDA	3,562,977,064	3,117,178,595	3,206,753,157
Total Equity	10,661,036,928	10,520,221,884	12,465,819,150



Year 2024 Highlights



Corporate Governance

As one of Türkiye’s leading companies in its sector, we owe our success to our transparent and effective corporate governance structure as well as our hard work to realize our strategic goals. The cornerstones of our corporate governance approach are legal compliance, anti-corruption and anti-bribery, fair competition and business ethics.

Our corporate governance structure consists of three main layers. **Our Board of Directors** leads the structure, and critical issues that will affect our company’s value creation potential and its own value are discussed at this level.

The Early Detection of Risk Committee, Corporate Governance Committee and Audit Committee, which report to the Board of Directors, monitor relevant issues within the company and guide decision-makers in accordance with their expertise so that the Board of Directors can make effective decisions.

In order to realize our mission of being the leading and innovative brand in our sector, decisions and actions are taken by our senior management, which constitutes another layer of our corporate governance structure. Our senior management team, experienced in the sector and in their field, takes responsibility for implementing strategic decisions in the most accurate way, setting targets that will carry Kerevitaş forward and monitoring our performance.

In addition to the groups that make up this structure, we believe that the policies and procedures that the company adopts as a principle underlie the strong governance structure. In order to fulfill all processes of the company’s business conduct without compromising quality and following the same standards, we take our policy documents prepared in many different areas as a guide. Through our policies, we determine the rules that our employees and stakeholders must comply with in many areas from information security to the environment, from ethical principles to the supply chain.

You can find details about each of our policies and principles that ensure the integration of our corporate governance within the company [here](#).

Policies and Principles
Donation and Aid Policy
Disclosure Policy
Information Security Policy
Diversity and Inclusion Policy
Environmental Policy
Environmental Management System
Ethical Principles
Quality Policy
Dividend Distribution Policy
Wage Policy
Compensation Policy
Supply Chain Policy
Cyber Security Policy
Duties and Working Principles of the Sustainability Board

Our Board of Directors*

The limits of authority of our Board of Directors, which is at the top of our corporate governance structure, are determined by Article 13 of our Articles of Association and the provisions of the Turkish Commercial Code. Our Board of Directors, consisting of six members, two of whom are independent, determines the strategic direction of Kerevitaş by taking responsibility towards all stakeholders of the company and works to maximize its value creation capability in the short, medium and long term.

Members of the Board of Directors	Mission	Independence Status	Term of Office
Mehmet Tütüncü	President	<input type="checkbox"/>	2024-2027
Ali Ülker	Deputy Chairman	<input type="checkbox"/>	2024-2027
Fahrettin Günalp Ertik	Member	<input type="checkbox"/>	2024-2027
Şükrü Çin	Member	<input type="checkbox"/>	2024-2027
Fusun Kuran	Member	<input checked="" type="checkbox"/>	2024-2027
Esra Kıvrak	Member	<input checked="" type="checkbox"/>	2024-2027



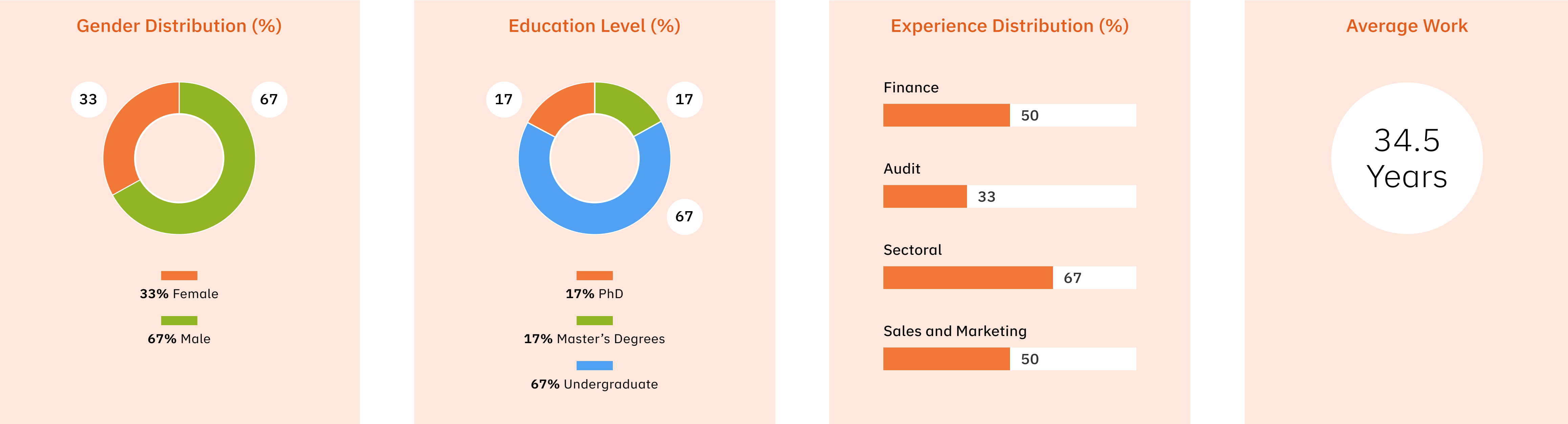
Principles and details regarding the composition of the Board of Directors and the committees established within it can be found in the **Articles of Association Company’s**.



You can find the resumes and career details of our Board Members **here**.

* As of April 28, 2025, Deputy Chairman of the Board Mr. Ali Ülker has resigned from his duties as Deputy Chairman and Member of the Board of Directors. Following his resignation on April 28, 2025, Mr. Yahya Ülker has been appointed as a Member of the Board of Directors to complete the term and to be approved at the next General Assembly. It has been decided that Mr. Mehmet Tütüncü will assume the role of Chairman of the Board, and Mr. Fahrettin Günalp Ertik will be appointed as Deputy Chairman of the Board.

Board Demographics and Competency Matrix



Committees Reporting to the Board of Directors

Through the committees and boards reporting to the Board of Directors, the Board of Directors evaluates the company, presents its ideas on strategic actions and ensures that the necessary steps are taken.



You can access the working principles of our Committees Reporting to the Board of Directors [here](#).

Committee	Responsibility	Collection Frequency	Members
Corporate Governance Committee	While the Corporate Governance Committee monitors the business and management processes in line with the Capital Markets Board's (CMB) Corporate Governance Principles, the committee also assumes the duties of the Nomination Committee and Remuneration Committee.	At least four times a year	Esra Kıvrak (President) Füsün Kuran (Member) Metin Doğanay (Member)
Audit Committee	The purpose of the Committee is to ensure that the Company's accounting system, auditing and public disclosure of financial information, and the functioning and effectiveness of the internal control system are supervised.	At least four times a year	Füsün Kuran (President) Esra Kıvrak (Member)
Early Detection of Risk Committee	It carries out activities for the purposes of early detection of risks that may jeopardize the existence, development and continuity of the Company, taking necessary measures against identified risks and managing the risks.	At least six times a year	Füsün Kuran (President) Esra Kıvrak (Member)

Business Ethics, Transparency and Compliance

Our corporate governance approach is based on the principles of business ethics, transparency and compliance. We manage our relations with all our stakeholders along our value chain in accordance with these principles. The Kerevitaş Code of Ethics sets out our criteria for creating a common corporate culture on business ethics and the rules of conduct for our stakeholders to follow while fulfilling their duties.

Under the guidance of Kerevitaş Code of Ethics, we manage internal processes and our relations with our employees, customers, suppliers and all other stakeholders. At the same time, Yıldız Holding Global Honor and Ethics Committee Regulation also supports this guidance.



You can access Kerevitaş Code of Ethics [here](#).

Issues Covered by Kerevitaş Code of Ethics

Compliance with Legislation
Confidentiality of Information and Protection of Trade Secrets
Compliance with Corporate Governance Principles
Employees
Responsibilities to Stakeholders
Relations with Customers, Subcontractors, Suppliers and Other Companies and Persons with whom the Company has Commercial Relations
Relations with Competitors
Trade Associations
Commercial Intelligence
Public Institutions and Organizations
Media, Social Media, Advertising and Publishing
Use of Assets, Resources and Time
Effective and Efficient Use of Working Hours
Engaging in Activities Creating Conflicts of Interest
Anti-Money Laundering, Anti-Bribery and Anti-Corruption
Social, Social Responsibility, Environment and Health, Occupational Safety
Marketing and Promotion Activities

In order to combat corruption and bribery, which are part of our ethical principles, we adopt the principle of complying with anti-corruption laws and regulations, universal rules of law, ethical and professional principles and other internal regulations in the countries where we operate and are represented.

Another building block of our ethical business conduct approach is our Ethics Committee. The Ethics Board works in cooperation with the human resources department and Yıldız Holding Global Honor and Ethics Committee, and carries out any work it deems necessary for the establishment, development and sustainability of an ethical business conduct culture.

We believe in the importance of feedback and taking action on this feedback within the scope of business ethics and transparency. In this context, our employees can consult their senior managers or the Human Resources Department when they need to, as well as use the Ethical Principles Notification Line to report any suspicions or any behavior or practice contrary to the rules within the scope of the Ethical Principles.

In 2024, 4 notifications were received in this context, while 75% of the notifications were about cases of discrimination between employees. Necessary research and investigations were carried out during the year and 100% of these reports were resolved. We also organize regular trainings every year to raise awareness and knowledge of our employees in areas such as business ethics, anti-corruption and anti-bribery, and competition law. In 2024, we provided training to 74 employees on competition law.

In addition to our employees, all other stakeholders can also report to Yıldız Holding Customer Communication Center (MİM) and Yıldız Holding Ethics Hotline. When any non-compliance is detected as a result of the audits conducted by our Audit Committee with the participation of independent auditors, it is reported to the Yıldız Holding Ethics Committee. Depending on the Board's decision, penalties are imposed and necessary measures are taken to prevent recurrence.

Our employees can reach the Ethics Principles Reporting Line at any time of the day via:

Email: etik.bildirim@besler.com.tr

Phone: +90 0850 209 1988



Our Risk Management Approach



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Global and Sectoral Trends

Global and sectoral trends affecting our operating environment guide us in deciding the steps we will take during the year. This guidance not only shapes our financial and non-financial performance, but also takes us one step further on our journey to integrate the world of sustainability into the financial world, which is the need of the hour. With this perspective, as we begin our work, we review the trends that will affect our operating year and our future in the short term, discuss our strategic alignment with these trends and reveal how we respond to them.

While analyzing the possible effects of trends during the year, we also make predictions about the direction of these effects in the future. In this way, we aim to be more agile against possible developments and manage our risks more effectively.

In our analysis this year, we identified 6 different megatrends that have a direct impact on the way we do business, with two of these trends having environmental impacts and the others having singular social, technological and economic impacts.



External Environment	Kerevitaş		
Trend	Emerging Impacts and Driving Forces	Risks and Opportunities	Strategy Integration and Our Response
<p>Urgent Action Needed to Address the Climate Crisis</p> <p>While countries representing 76% of global emissions have a net zero target*, it is predicted that it is very difficult to realize these targets with the existing climate policies. With the existing policies, the planet is projected to warm by more than 3°C** by the end of the century. Not only are policies needed to limit the impacts of the climate crisis, but the physical effects of the crisis are expected to be more profound.</p>	<ul style="list-style-type: none">• Extreme Weather Events• Climate-Focused Local and International Regulations• Seasonal Shifts• Carbon Pricing• Changing Customer and Consumer Expectations	<p>Risks</p> <ul style="list-style-type: none">• Compliance with Climate Change-Focused Regulations• Possible Non-Compliance with Legislation on Advertisements Containing Environmental Declarations• Cost Increase in Agricultural Production Due to Climate Change• Inability to Benefit from Green Finance• Reputational Loss in the Unlikely Event of Failure to Achieve the Net Zero Target• Failure to Adopt Supported Sustainable Agriculture Activities• Disruption of Production and Logistics Activities due to Extraordinary Weather Events <hr/> <p>Opportunities</p> <ul style="list-style-type: none">• Resilience Thanks to the Transition to Renewable Energy and Energy Efficiency Efforts• Sustainable Agriculture Investments	<p>We respond to trends with 2 material issues in our sustainability strategy.</p> <p>Adaptation to Climate Change: We are taking the necessary steps to adapt to climate change thanks to the decarbonization project we launched with the goal of becoming net zero by 2050. We create our follow-up and action plans for compliance with climate/sustainability-oriented regulations in Türkiye and the geographies where we operate.</p> <p>Sustainable Agriculture and Protection of Natural Resources: We need to limit the negative impacts of the climate crisis with its impact on agricultural production beyond our operations due to the sector in which we operate. For this reason, the steps to be taken for sustainable agriculture and soil protection are among our focuses. We aim to use natural resources effectively and efficiently in agricultural activities with the help of technology and collaborations with our farmers.</p>
<p>Water Scarcity</p> <p>Türkiye is expected to be a water-stressed country today and in 2030-2050. *** This is one of the critical impacts of the climate crisis, which can have devastating effects on water-intensive production and raw material-intensive sectors.</p>	<ul style="list-style-type: none">• Water Stress• Increase/Fluctuation in Energy and Water Prices	<p>Risks</p> <ul style="list-style-type: none">• Production Facilities Located in Regions with High Water Stress• Increase in Unit Water Prices• Loss of Productivity in Agricultural Production Due to Extreme Heat <hr/> <p>Opportunities</p> <ul style="list-style-type: none">• Reduction in Water Consumption through Water Efficient Projects	<p>We respond to trends with 2 Material Topics in our sustainability strategy.</p> <p>Water Management and Safety: Since we have water-intensive steps in our production processes, the issue of water management and safety is critical for our business continuity. In addition to regularly monitoring our water consumption, we strive to reduce our water consumption through improvements in production processes.</p> <p>Sustainable Agriculture and Protection of Natural Resources: Due to our need for agricultural raw materials beyond our own operations, water scarcity that may affect agricultural activities may directly affect our supply chain resilience. We inform our farmers in this area and guide them towards sustainable agricultural activities with practices that limit water consumption, such as drip irrigation support.</p>

* Net Zero Tracker.

** Network for Greening the Financial System (NFGS), Current Policies Scenario.

*** World Ressource Instute (WRI) Aqueduct Water Risk Atlas.

External Environment	Kerevitaş		
Trend	Emerging Impacts and Driving Forces	Risks and Opportunities	Strategy Integration and Our Response
<p>Biodiversity Loss and Ecosystem Loss</p> <p>It is estimated that more than half of the world’s GDP is highly or moderately dependent on nature*, while 10% of the global economic value created is lost due to land degradation.** In light of all these inputs, we see that the business world faces new risks from nature and biodiversity loss. The resulting regulatory, consumer and investor backlash, as well as the rise of the “nature positive” approach, are among the factors affecting competition.</p>	<ul style="list-style-type: none">Deforestation-Focused RegulationsNature Positive Movement	<p>Risks</p> <ul style="list-style-type: none">Potential Mismatch with Targets of Palm Oil Supply CustomersFailure to Ensure Traceability of Palm OilHuman Rights Violations in the Supply ChainNon-compliance with Potential Deforestation-Focused Regulations <hr/> <p>Opportunities</p> <ul style="list-style-type: none">Activities within the Scope of Sustainable Supply Chain Infrastructure	<p>We respond to trends with 1 material issue in our sustainability strategy.</p> <p>ustainable Supply Chain: We are working to manage our palm oil supply processes, one of the raw material inputs of our oil business unit, in accordance with the sustainable supply approach and the expectations of our customers in this area. With our Sustainable Supply Chain Policy, we aim to integrate our environmental and social assessment criteria into our supplier selection processes in all supply processes.</p>
<p>New Prospects in the Workforce</p> <p>Technological change, geo-economic fragmentation, economic uncertainty, demographic shifts and green transformation are expected to shape the global labor market by 2030, affecting 22% of existing jobs. The talent and skills gap continues to pose one of the critical threats for employers, with nearly 40% of the skills required in current jobs expected to change.***</p>	<ul style="list-style-type: none">Employee Development and Welfare ProgramsEffective Management of the Employee Lifecycle	<p>Risks</p> <ul style="list-style-type: none">Failure to Meet the Continuous Development Demands of Young Talents and Sector ChoicesFailure to Increase Employee LoyaltyHigh Turnover RateTalent Gap <hr/> <p>Opportunities</p> <ul style="list-style-type: none">Making Backup Plans Focusing on Internal TalentsIncreased Productivity Through Employee Trainings	<p>We respond to trends with 1 material issue in our sustainability strategy.</p> <p>Attraction, Development and Retention of Talent: We attach importance to the development of our employees within the company; we aim to increase employee loyalty by carrying out special studies in many areas from performance management to employee training.</p>

* Managing Nature Risks

** IPBES

*** World Economic Forum (WEF), 2025 Future of Jobs Report.

External Environment	Kerevitaş		
Trend	Emerging Impacts and Driving Forces	Risks and Opportunities	Strategy Integration and Our Response
<p>Adaptation to Technological Transformation</p> <p>Artificial intelligence, blockchain, augmented reality, virtual reality and other technologies are transforming everything from production processes to marketing tools. Productivity improvements are regularly seen to be achieved through technological solutions used to unlock cost savings, improve margins or capture more market share.*</p>	<ul style="list-style-type: none">• Energy and Carbon Technologies• Sustainable Agriculture Technologies• Sustainable Packaging Technologies	<div><p>Risks</p><ul style="list-style-type: none">• Cost Increase in Transition to Sustainable Packaging• Failure to Adopt Supported Sustainable Agriculture Activities<hr/><p>Opportunities</p><ul style="list-style-type: none">• Savings Achieved Through Packaging Thinning Efforts• Reduction in Energy Dependency with Renewable Energy Systems• Savings Achieved through Energy Efficiency Projects</div>	<p>We respond to trends with 2 prioritized topics in our sustainability strategy.</p> <p>Sustainable Packaging: We strive to reduce the environmental impact of our product packaging, including the use of FSC-certified paper and cardboard, the use of plastic alternatives in secondary packaging, and the reduction of plastic use through packaging thinning efforts.</p> <p>Sustainable Agriculture and Protection of Natural Resources: With our project “Development of an Internet of Things Supported, Artificial Intelligence Based, Smart Field Decision Support Platform for the Agriculture Sector”, we aim to monitor potato fields with drones and sensors to determine fertilizer and water needs in advance; we aim to carry out efficient and technology-supported sustainable agriculture studies by monitoring parameters such as plant growth, soil nutrient values, weather forecast data with the early warning alarm systems developed.</p>
<p>Rising Cost of Living and Economic Recession</p> <p>According to the World Economic Forum’s Global Risk Report 2025, perceptions of the overall economic outlook for 2025 remain quite pessimistic, although inflation is perceived as less of a concern compared to 2024. While the risk of recession remains a widespread concern globally, it affects younger age groups more.</p>	<ul style="list-style-type: none">• Changing Customer and Consumer Expectations• Increase/Fluctuation in Energy and Water Prices• Agricultural Raw Material Pricing	<div><p>Risks</p><ul style="list-style-type: none">• ack of Access to Agricultural Raw Materials due to Economic Reasons• Increasing Unit Water Prices• Inability to Benefit from Green Finance• Change in Consumer Expectations<hr/><p>Opportunities</p><ul style="list-style-type: none">• Reduction of Operational Costs through Efficiency Projects</div>	<p>We are developing efficiency projects in the areas of energy, water, packaging and waste in order to minimize our risks related to the rising cost of living and economic stagnation, which we see as a trend that cuts across many topics in our strategy. We aim to maintain our position as the sector leader by accurately assessing consumer expectations.</p>

* In the age of AI: Speed matters more, scale matters less, innovation matters most, PwC US.

Enterprise Risk Management

Under the guidance of Yıldız Holding Corporate Risk Management Procedure, we effectively manage the risks that will affect the present and future of our company, determine the duties and responsibilities in risk management processes and ensure that necessary measures are taken.

Our corporate risk management process consists of 4 steps: **identifying risks, assessing risks, developing risk actions and monitoring risks and actions.**

Our risk management activities are managed by the Early Detection of Risk Committee reporting to the Board of Directors. The Committee convenes at least once every two months to take action decisions in areas deemed necessary and to evaluate the company’s overall risk agenda. While the Board of Directors provides the Committee with all the resources and support it needs during its activities, the Committee also invites the executives it deems necessary to its meetings to receive their opinions or to benefit from the opinions of independent experts.



You can find the details of the working principles and rules regarding the formation of our Committee in the **Early Detection of Risk Committee Duties and Working Principles** document.

1. Identification of Risks

This is the step of identifying risks that may affect decisions and objectives that have already been taken and are of strategic importance. Risks are identified through scope and objective analysis, consultation with the risk owner and stakeholders, and creation of a risk story.

2. Assessment of Risks

It is the step where the root cause of the risk and its consequences are defined. It is completed by determining the risk appetite, inventorying incidents and assessing the risk and uncertainties.

3. Developing Risk Actions

Actions are developed according to target priorities to ensure target-oriented risk management. Starting from the most prioritized target, actions are developed according to the order of risk assessment.

4. Monitoring Risks and Actions

In order for the actions to be taken to be prioritized in a way that will add strategic value, risks should be ranked according to the target they affect and risk level changes should be monitored regularly. The process is completed by reporting the risk inventory and identifying key risk indicators.

In order for risk management processes to proceed more effectively, we categorize our risks under six main risk types and list sub-risk issues for each category. These categories consist of **strategic risks** that may adversely affect our strategy such as restrictive legal regulations, **financial risks** such as cost increases in the production process of our products or raw material supply, **operational risks** that may disrupt our operational excellence and business continuity processes, **compliance risks** that may occur as a result of legal disputes or litigation that may cause us to lose our license to operate, and **other risks**.

Under our main risk categories, sustainability and climate risks that cut across each risk main group are evaluated. As part of our integrated risk management approach, we have sustainability and climate risks that touch different subcategories within each main category rather than being a separate risk category.

Main Risk Categories and Sub-Risk Topics*

Strategic Risks	<ul style="list-style-type: none">• Market Dynamics• Planning and Resource Allocation• Mergers and Acquisitions• Important Initiatives• Governance
Financial Risks	<ul style="list-style-type: none">• Market• Liquidity• Accounting and Reporting• Taxes and Other Legal Liabilities• Capital Structure
Operational Risks	<ul style="list-style-type: none">• Sales and Marketing• Project Risks• Supply Chain and Production• Human• Information Technology• Disasters• Physical Assets
Compliance Risks	<ul style="list-style-type: none">• Code of Conduct• Legal• Regulations
Other Risks	<ul style="list-style-type: none">• Communication and Stakeholder Relations• Image and Brand

While evaluating our risks, which we have mapped with our main categories and sub-risk topics, we take into account their impact dimensions and probability of occurrence; according to these criteria, we rate our risks with a minimum score of 1 and a maximum score of 5. Categorizing and rating our risks helps us identify avoidance and mitigation activities, identify risk owners and create action plans.

* Since the sub-headings and details of Sustainability and Climate Risks are explained in the Sustainability and Climate Risks section, they are not included in the relevant table.

Sustainability and Climate Risks

This year, we deepened the work we started last year on sustainability and climate risks and established a link between our sustainability strategy and our risks. At the same time, we had the chance to integrate our sustainability and climate-oriented risks with the main and sub-risk categories in our corporate risk management perspective. We manage sustainability and climate risks, which are part of our corporate risk approach, under the supervision of the Early Detection of Risk Committee and Sustainability Committees. Our senior management regularly reports on climate risks to the Early Detection of Risk Committee, which consists of independent board members, while the Early Detection of Risk Committee reports to the Board of Directors.

As a result of the studies we conducted, we identified 13 sustainability risks and 10 climate risks. With a focus on sustainability risks, we conducted studies on the probability, maturity and financial impact of the risk by utilizing our double materiality analysis process. We determined which main step in our value chain each risk affects and which material issue it is related to.

* Financial impact is measured based on the potential impact of risks on EBITDA. Ordinary: Less than 10%, Low: 10%-20%, Medium: 20%-30%, High: 30%-40%, Critical: More than 40%.

Sustainability Risks	Main Risk Category	Sub Risk Subject	Relevant Material Issue	Affected Value Chain Step	Probability	Maturity	Financial Impact*
Non-compliance with Deforestation-Focused Regulations	Harmony	Legal	Sustainable Supply Chain	Top Flow	Middle	Middle	Low
Potential Mismatch with Targets of Palm Oil Supply Customers	Operational	Supply Chain and Production	Sustainable Supply Chain	Downstream	Middle	Middle	Ordinary
Failure to Ensure Traceability of Palm Oil	Operational	Supply Chain and Production	Sustainable Supply Chain	Top Flow	Middle	Middle	Low
Human Rights Violations in the Supply Chain	Operational	Supply Chain and Production	Sustainable Supply Chain Business Ethics and Transparency	Top Flow	Low	Middle	Uncertain
Inaccessibility of Agricultural Raw Materials due to Economic Reasons	Operational	Supply Chain and Production	Sustainable Supply Chain	Top Flow	Middle	Short	Low
Disruptions in the Supply Chain as a result of Possible Global or Local Crises	Operational	Supply Chain and Production	Sustainable Supply Chain	Top Flow Downstream	Low	Short	Uncertain
Products with expired SKT and Food Waste	Operational	Sales and Marketing	Food Waste	Downstream	Middle	Short	Ordinary
Young Talents' Demands for Continuous Development and Sector Choices	Operational	Human	Talent Attraction, Development and Retention	Operations	Middle	Short	Ordinary
Failure to Increase Employee Loyalty	Operational	Human	Talent Attraction, Development and Retention	Operations	Middle	Short	Ordinary
Increase in Work Accidents or Fatal Work Accidents	Operational	Human	Employee Health, Safety and Welfare	Operations	Low	Short	Ordinary
Changes in Consumer Expectations in Food Preferences	Strategic	Market Dynamics	Product Safety, Quality and Responsibility	Downstream	Middle	Medium - Long	Ordinary
Complaints on Social Media and Possible Decline in Customer Satisfaction	Reputation	Image & Brand	Product Safety, Quality and Responsibility	Downstream	Low	Short	Uncertain
Possible Non-Compliance in Customers' Quality Audits	Operational	Sales and Marketing	Product Safety, Quality and Responsibility	Downstream	Low	Short	Ordinary

We conducted our climate risks study in accordance with the guidance of the Task Force on Climate-related Financial Disclosures (TCFD) and Turkish Sustainability Reporting Standards 2 (TSRS 2). In addition to conducting a detailed financial impact study around the 10 climate risks we identified, we identified our material climate risks based on probability and financial impact quantities.

The details of our climate risk assessments were covered in our [TSRS report](#) released in August.

Climate Risks	According to TCFD		Affected Value Chain Step	Probability	Maturity	Financial Impact
	Risk Group	Risk Type				
ETS and Transition to Carbon Taxation	Transition	Policy and Legal Risks	Operations	High	Middle	Ordinary
EU Packaging and Packaging Waste Regulation (PPWR) Transition Process	Transition	Policy and Legal Risks	Operations	Middle	Middle	Ordinary
Compliance with Climate/Sustainability Reporting Requirements	Transition	Policy and Legal Risks	Operations	High	Short	Ordinary
Possible Non-Compliance with Legislation on Advertisements Containing Environmental Declarations	Transition	Policy and Legal Risks	Downstream	Middle	Short	Ordinary
Failure to Utilize Green Financing Sources	Transition	Market	Top Flow	High	Short	Ordinary
Increasing Unit Water Prices	Transition	Market	Operations	Middle	Short	Ordinary
Cost Increase in Agricultural Production Due to Climate Change	Transition	Market	Top Flow	High	Long	Low
Failure to Adopt Supported Sustainable Agriculture Activities	Transition	Technological	Top Flow	Low	Middle	Ordinary
Reputational Loss in the Unlikely Event of Failure to Achieve the Net Zero Target	Transition	Reputation	Operations	Low	Long	Ordinary
Production Facilities Located in Regions with High Water Stress	Physical	Acute	Operations	Middle	Long	Ordinary

Our Sustainability Approach




We reinforce the motto “This is Our World” with our sustainability approach, which we have created under three main focuses under the guidance of Yıldız Holding; we aim to maximize the value we create on behalf of our stakeholders through our focus areas of **Working for the Future of the Environment, Strengthening with Our Stakeholders and Inspiring The Future With Purpose.**

We evaluate the issues we prioritize under our focus areas in accordance with the impacts on Kerevitaş’s operations and value chain and the risks/ opportunities arising in this context.

We see our sustainability perspective as a journey that is always open to improvement. This year, we conducted a comprehensive strategy study to strengthen the integration of our sustainability approach into our corporate strategy.

Through this project, which consisted of four phases, we aimed to fulfill the requirements of the Turkish Sustainability Reporting Standards (TSRS). Throughout the project, we first identified the priorities under our three main focuses through a double materiality analysis. Then, we studied our risks and opportunities in the focus of priorities. We identified our targets and performance indicators on critical issues that emerged after the analysis.

Thanks to these steps, we took critical steps to manage our corporate and sustainability processes with an integrated perspective while reviewing the value we create for our stakeholders.



We are working for the future of nature

We are minimizing the environmental impact caused by our company operations to fight against the climate crisis, enabling the renewal of natural resources throughout the entire value chain.



We are strengthening ourselves with our stakeholders

We provide supportive, transformative and empowering contributions for companies to invest in stakeholder welfare-oriented, future-oriented and healthy lifestyle prioritizing business models throughout their value chains.



We are inspiring the future

We strive to offer alternatives to our customers with responsible and innovative business models and products to inspire them to take action, and make positive transformation possible with our products.

Sustainability Integration into Corporate Strategy

Phase	Strategy	Risks and Opportunities	Targets and Indicators	Governance
	2 years ago, we revised our material issues that we identified through the analysis we conducted with a double materiality approach. While prioritizing the issues, we assessed our environmental and social impact through internal and external stakeholder interviews, we determined the impact of the issues on Kerevitaş through financial impact analysis within the scope of risks and opportunities.	We deepened the risk and opportunity analysis we addressed during the double materiality analysis and identified our material risks based on probability, vulnerability, threat and financial impact criteria with a focus on climate risks. In this process, we evaluated the direction and future impact of risks by running scenarios for the years 2030 and 2050 2°C and >3°C - <4°C. We addressed sustainability risks as a whole, and identified our risks and opportunities under each material issue.	We set our targets and performance measurement criteria in order to work within the scope of our high-material topics in the environmental, social and financial impact dimensions and to take measures against our high-impact risks. In areas where we could not clarify our medium and long-term targets, we listed the preliminary actions to achieve our goals.	We re-evaluated our sustainability governance structure and took critical steps to integrate our sustainability approach into our corporate strategy. We ensured that the goals and actions we set are included in the scorecard of our CEO and CEO-1 level executives. We also adopted a more effective governance model by updating our Sustainability Committee and sub-working groups.
Tools and Steps	<ul style="list-style-type: none">Stakeholder InterviewsDouble Significance Analysis	<ul style="list-style-type: none">Scenario AnalysisFinancial Impact Analysis	<ul style="list-style-type: none">Goal and KPI Setting Project	<ul style="list-style-type: none">Senior Management Targeting
Related Section	<ul style="list-style-type: none">Double Significance Analysis	<ul style="list-style-type: none">Enterprise Risk ManagementSustainability and Climate Risks	<ul style="list-style-type: none">Targets and Performance	<ul style="list-style-type: none">Sustainability Management

Our Material Topics

Double Significance Analysis

This year, we renewed our materiality analysis in order to review our sustainability strategy. While re-evaluating our material topics in this process, we benefited from the double materiality perspective in order to take our analysis one step further. In this year's analysis, in which we also benefited from the results of the materiality analysis survey we conducted in 2022, we met with representatives of our main stakeholder groups through one-on-one interviews in addition to survey management.

During the evaluation process

- We benefited from industry guidance from international sustainability initiatives,
- We benchmarked with more than 10 national and international companies,
- We have identified our potential material issues,
- We interviewed external stakeholders to understand our environmental and social impact on our potential material issues and identified close to 40 environmental and social impacts,
- We held meetings with representatives from 10 different business units to assess how to minimize negative impact feedback from our external stakeholders,
- We identified our risks and opportunities to calculate our financial impact around our potential material issues,
- We worked together with our units and our consultant to calculate the financial impact of the risks and opportunities we identified,
- Throughout the study, we held 2 interim and 1 final meeting with the participation of our CEO and senior management and received their approval on the materiality analysis and results.

Double Materiality for Kerevitaş

Double materiality means not only evaluating our sustainability priorities as stakeholder and company priorities, but also including the impact perspective in the materiality analysis.

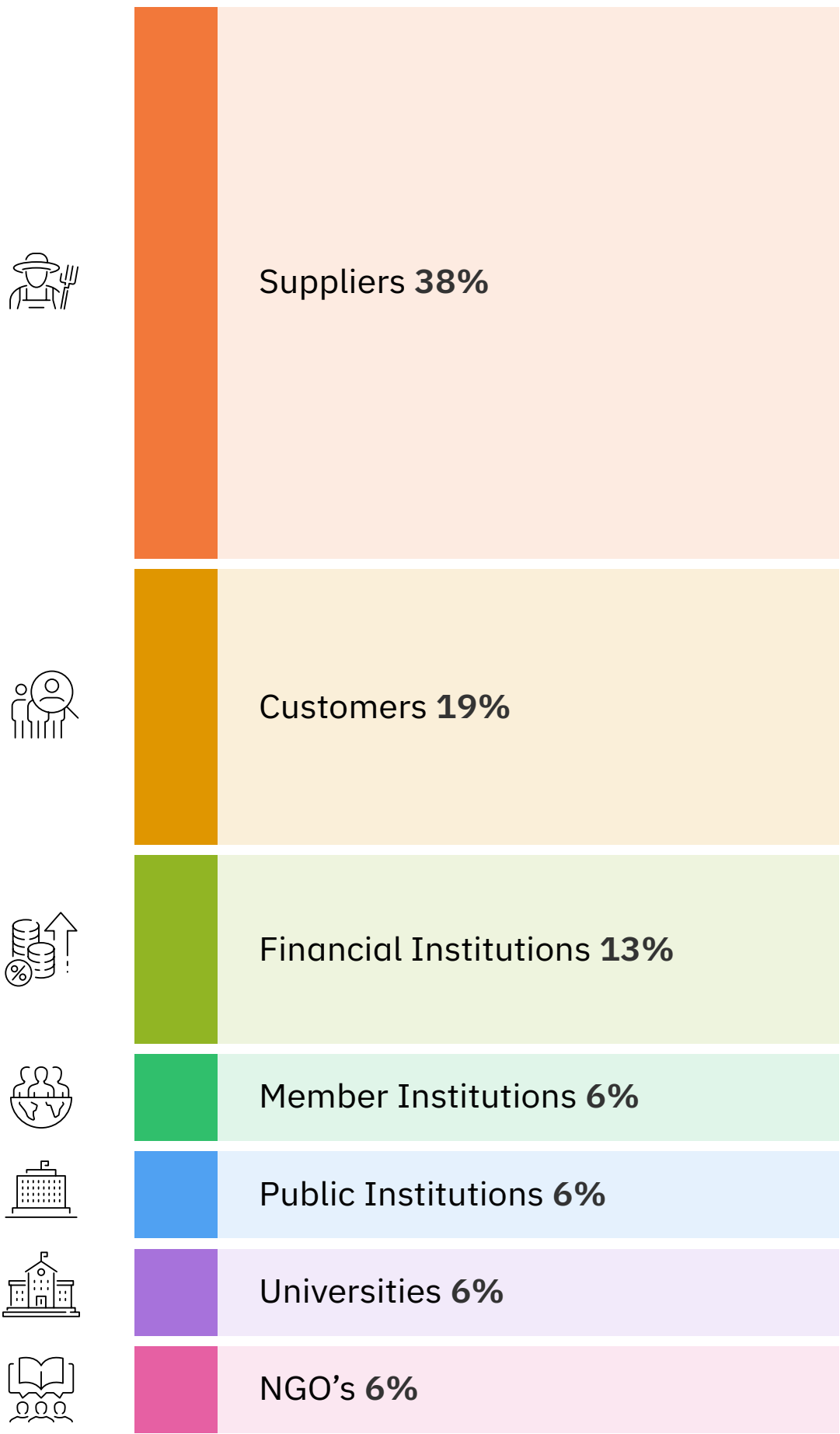
Impact Perspective for Kerevitaş

It means understanding our environmental and social impact on our material issues through stakeholder assessments, and understanding the company impact of these issues through their financial impact on company strategy and value.

Guiding Standards and Guidelines

- European Sustainability Reporting Standards (ESRS)
- European Financial Reporting Advisory Group - Guidance on Double Materiality
- GRI - Double Materiality Principles

Stakeholder Groups Included in the Analysis (%)

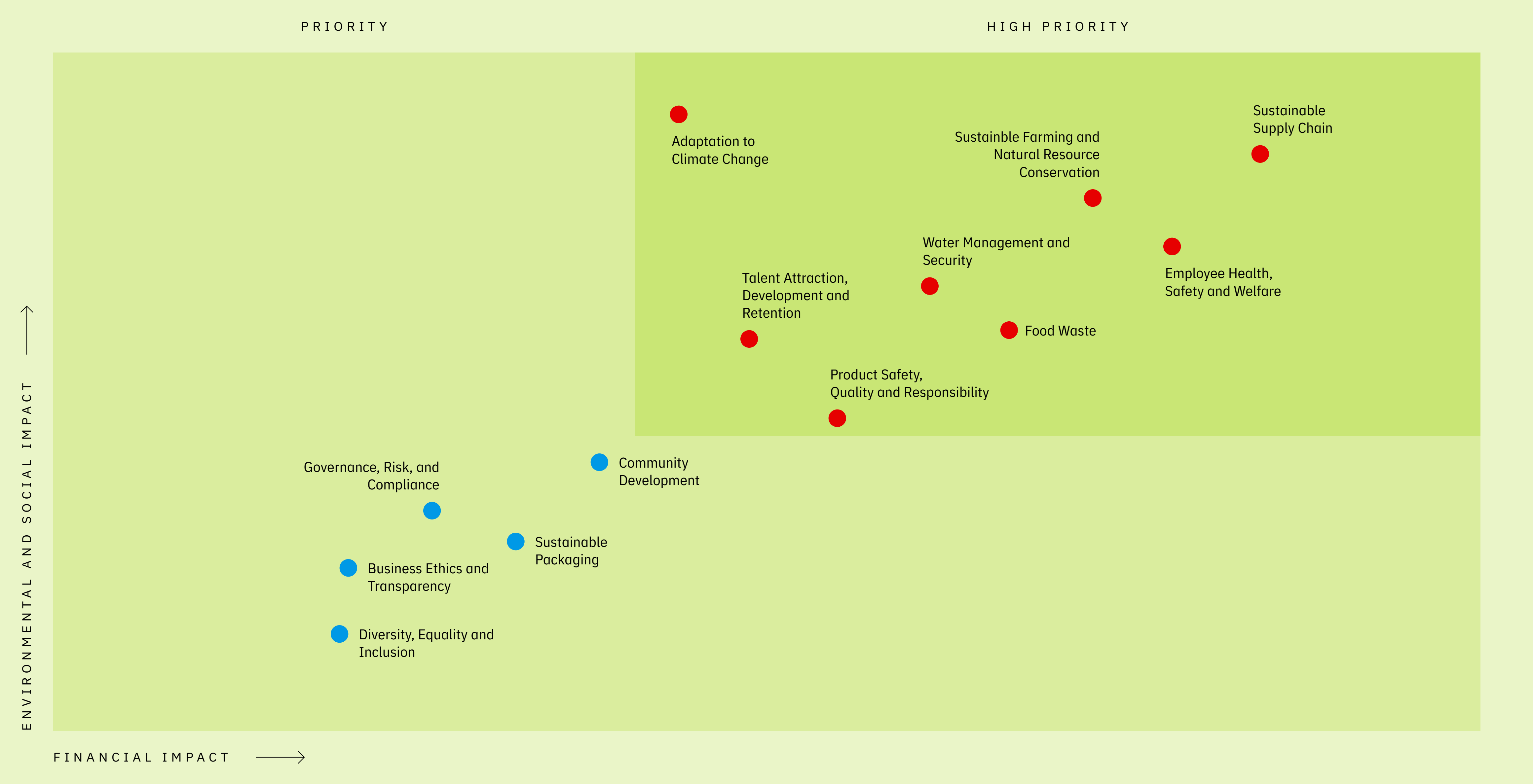


When determining the environmental and social impact, we considered the type of impact, probability, scale, scope and irreversibility of the impact. When determining the financial impact, we conducted studies to calculate the impact of the existing financial impacts of the relevant risks and opportunities on EBITDA. As a result of all these steps, we listed our material issues in a way to address environmental, social and financial impacts on a single plane.


- **Scale:** An assessment is made based on how intense the negative or positive impacts are on society or the environment and how much they will change the order of these groups.
- **Scope:** An assessment is made of how widespread or broad the negative or positive impacts are, and how large a community or environment they will affect.
- **Irremediability:** An assessment is made of how difficult it would be to correct or reverse the actual damage caused by a negative impact.

As a result of all these steps, we have listed our material issues in a way to address environmental, social and financial impacts on a single level.

Within the scope of the analysis, we evaluated a total of 13 issues, 8 of which are high material issues and 5 of which are material issues.



High Material Issues Bidirectional Impact Analysis*

Focus Areas	High Material Issues	Environmental & Social Impact	Direction of Impact	Impact Severity & Degree	Financial Materiality**	Impacted SDGs
Working for the Future of the Environment	Adaptation to Climate Change	Scope 1 and 2 Emissions	Negative	Low	Low	   
		Scope 3 Emission Impact due to Palm Oil	Negative	High		
		Coal Utilization	Negative	Middle		
		High Energy Consumption Due to Cold Chain	Negative	Middle		
		2050 Net Zero Target	Positive	High		
		Transition to Renewable Energy	Positive	Middle		
	Water Management and Security	Production of Agricultural Raw Materials with High Water Demand	Negative	Very High	Ordinary	 
		Wastewater Reuse	Positive	Middle		
		High Water Consumption in Production Processes	Negative	High		
		Limited Production in Drought Areas	Positive	Low		
	Sustainable Agriculture and Conservation of Natural Resources	Contract Farming and Purchase Guarantee	Positive	Very High	Low	     
		Impact of Delays in Crop Purchases on Farmers	Negative	Middle		
		Dissemination of Modern Agricultural Practices	Positive	Middle		
		Consultancy Service with Agricultural Engineers	Positive	High		
		Certified Seed and Drip Irrigation Support	Positive	High		
		Planting Processes that Protect Soil Health	Positive	Middle		
	Food Waste	Supporting Women Farmers	Positive	Middle		
		Food Waste Due to Prolonged Harvesting Periods	Negative	Low	Ordinary	
		Reducing Food Waste	Positive	High		
		Food Waste Reduction Impact of Frozen Food	Positive	High		
Growing Stronger with Stakeholders	Sustainable Supply Chain	Contract Farming and Purchase Guarantee	Positive	High	Middle	   
		Palm Oil and Deforestation	Negative	High		
	Talent Attraction, Development and Retention	Employee Trainings	Positive	Middle	Ordinary	  
		Effective Management of the Employee Lifecycle	Positive	Middle		
	Employee Health, Safety and Welfare	OHS Performance Management	Positive	High	Ordinary	
		Work Accidents	Negative	Middle		
		Regular Employee Health Checks	Positive	High		
Inspiring The Future with Purpose	Product Safety, Quality and Responsibility	Contribution of Group Companies to Product Development	Positive	Middle	Ordinary	 
		Continuous Control Through Certification and Certification	Positive	High		

* Details of the impacts identified under each material topic can be found under the relevant topic.
** Financial Materiality is measured based on Impact on EBITDA. Ordinary: Less than 10%, Low: 10%-20%, Medium: 20%-30%, High: 30%-40%, Critical: More than 40%.

Targets and Performance

Another important output of the strategy study we conducted this year was to **set our targets around our sustainability priorities with high environmental, social and financial impact**. Depending on the dynamics of each issue, we set medium- and long-term targets for some issues and annual targets for others. We also set out our actions on the way to these targets. Beyond being a part of the sustainability strategy, the target and performance tracking work was also included in the OKR targets, which is our corporate target tracking system that starts with the CEO and spreads throughout the company. In this way, sustainability-oriented goals were included in the performance cards that will affect the remuneration of the CEO, COO, Human Resources Director, Business Directors and related subject employees.

High Material Issue	Targets	Annual Actions
Adaptation to Climate Change	42% reduction in Scope 1 and 2 emissions in 2030 compared to 2021 base year	<ul style="list-style-type: none">• Preparing factory-based energy audits and identifying high consumption areas• To complete the application processes for SPP investments• Working on action plans and investment feasibility for coal phase-out
	Achieve net zero along the entire value chain (Scopes 1, 2 and 3) by 2050	
	By 2030, ensure a gradual transition to cleaner energy	
	0 environmental accidents and 0 environmental fines at all locations each year	
Water Management and Security	Reducing water consumption per unit of production by the end of 2025	<ul style="list-style-type: none">• To complete the preparatory work for measuring the water footprint
	Bursa: Reduce water consumption per unit by 2%	
	Emirdağ: Reducing water consumption per unit of product by 3	
	Kurtköy: Reducing water consumption per unit of product by 2%	
Sustainable Agriculture and Conservation of Natural Resources	By 2030, conducting R&D studies focused on sustainability and agriculture to differentiate in competition	<ul style="list-style-type: none">• Implementing smart agriculture practices in the field• To make field applications of seed varieties• To prepare the infrastructure for trial studies for regenerative agriculture• Implementing the actions targeted in the Women Stars of Agriculture to strengthen the inclusion approach through collaborations
	Supporting women’s empowerment in agriculture through the Women Stars of Agriculture project	
Food Waste	Realization of 1 project for the utilization of food waste in a more value-added way by the end of 2025	<ul style="list-style-type: none">• To complete the study of new products that will be created through food waste recycling projects
Sustainable Supply Chain	Completion of EUDR-compliant processes for covered palm oil procurement by 2025	<ul style="list-style-type: none">• Publish the list of palm oil sourced miles in 2025 on the website• Updating EUDR harmonization studies
	100% traceability of palm oil supply by mile by the end of 2026	
	Implementation of a sustainable procurement policy by the end of 2025	
Talent Attraction, Development and Retention	Taking action for equality, diversity and inclusion development goals	<ul style="list-style-type: none">• Implementing 2 initiatives within the framework of equality, diversity and inclusion goals• Implementing 80% of the Organizational Climate Survey actions and 90% of the Open Communication Meeting action plan
	Climate Survey employee satisfaction score reaching 80 points	
Employee Health, Safety and Welfare	Realizing the OHS Index at an average level of 110 by implementing initiatives to improve OHS culture and achieve 0 accidents	<ul style="list-style-type: none">• Implementing initiatives to improve OHS culture and achieve 0 accidents• Ensuring the completion of Basic OHS Reminder trainings for all employees
	Providing OHS Trainings on a regular basis	

Sustainability in Senior Management and Employee Goals

In our sustainability and climate-focused governance efforts this year, we aligned our corporate goals with our senior management and employee goals. In this way, we support our efforts to eliminate our existing risks and realize our goals with our new sustainability governance perspective. We continue to work without slowing down for our sustainability goals and individual goals that affect the bonuses and remuneration of our senior management and employees.

Our sustainability-oriented strategic goals have been included in our performance measurement systems, starting with our CEO and touching our relevant managers and employees. Thanks to our efforts this year, we have integrated initiatives and annual targets leading to our sustainability-related long and medium-term goals into our strategic performance measurement tool, OKR (Objectives and Key Results).

	CEO	COO	CMO	Business Directors	Human Resources Director
Main Objectives	Strengthen the Group’s corporate foundations with a focus on sustainability, digitalization and people	Establishing an ecosystem that will ensure the sustainability of agricultural activities from field to plate	To raise consumer awareness through communications aimed at reducing food waste.	Finding, developing and retaining the leaders and talent that will drive our business into the future	Managing our human resources operations with an efficiency-oriented approach
		Strengthening corporate foundations with sustainability, digitalization and people focus	To contribute to social and environmental transformation through inclusive and sustainability-focused brand communications.	Closely following the developments in the sector, updating our way of doing business with an innovative approach and preparing for the future	Creating and disseminating a holistic employee experience and improving the organizational climate
				Achieving quality targets by increasing customer satisfaction and operational efficiency	Attract, retain and develop talent by enhancing the employer brand
Objectives and Material topics Contributed to	<ul style="list-style-type: none">• Product Safety, Quality and Responsibility,• Employee Health, Safety and Welfare• Sustainable Agriculture and Conservation of Natural Resources• Talent Attraction, Development and Retention• Diversity, Equality and Inclusion	<ul style="list-style-type: none">• Product Safety, Quality and Responsibility• Employee Health, Safety and Welfare• Sustainable Agriculture and Conservation of Natural Resources• Talent Attraction, Development and Retention• Adaptation to Climate Change	<ul style="list-style-type: none">• Diversity, Equality and Inclusion• Product Safety, Quality and Responsibility• Development and Retention• Food Waste• Sustainable Packaging	<ul style="list-style-type: none">• Product Safety, Quality and Responsibility• Employee Health, Safety and Welfare• Talent Attraction, Development and Retention• Adaptation to Climate Change• Diversity, Equality and Inclusion	<ul style="list-style-type: none">• Employee Health, Safety and Welfare• Talent Attraction, Development and Retention• Diversity, Equality and Inclusion

Sustainability Management

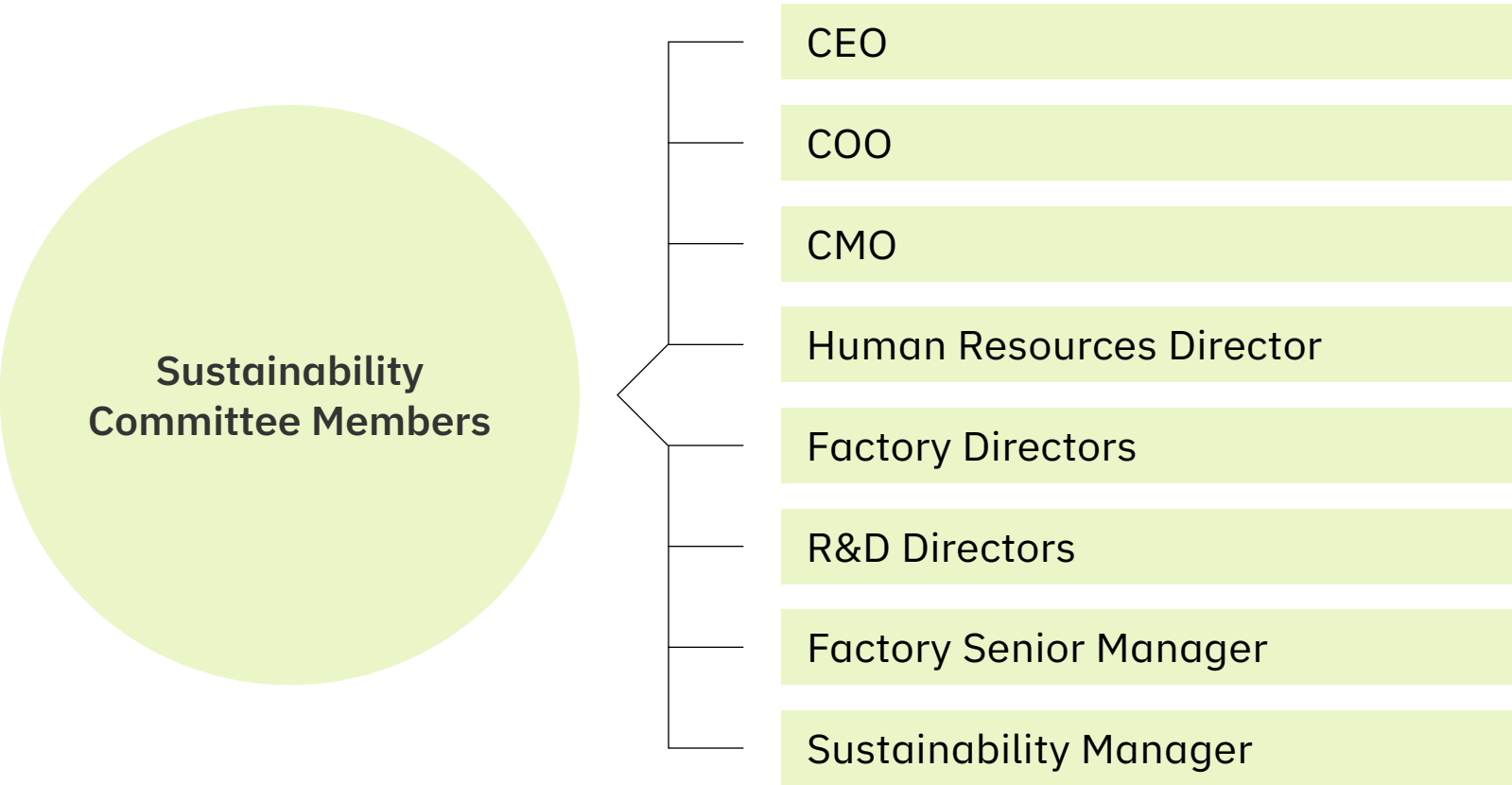
Our sustainability governance structure has critical responsibilities such as monitoring the goals we set, following the action and project steps that emerge after our risk and opportunity studies, and establishing relevant policies and procedures. In order to fulfill these tasks more effectively and efficiently, we reviewed our sustainability governance structure this year as part of our strategy and goal setting efforts.

Our sustainability governance structure, which we updated as a result of our work, consists of the Sustainability Committee and Working Groups that will fulfill the steps of decision-making, steering, monitoring, implementation and project development at two different levels.

Our Sustainability Committee is composed of executives at the senior management level. The Committee, which is chaired by our CEO, is responsible for providing guidance in line with our sustainability strategy and monitoring the main targets, while also being responsible for project, implementation and investment decisions in this focus. The Committee, which meets twice a year, is also responsible for reporting all these processes to the Board of Directors.

Our Working Groups focus on 5 different topics. The working groups, which are responsible for developing projects, improving and monitoring performance in line with our goals that emerge as a result of our sustainability strategy, consist of our colleagues from the relevant departments.

Meeting every 3 months, the working groups report their decisions, the projects and steps they plan to develop to the Sustainability Committee and receive guidance. The working principles of our Committee and the details of the rules regarding its formation can be found in the [Sustainability Committee Duties and Working Principles](#) document.



Sustainability Working Groups					
					
	Climate	People	Agriculture & Community	Inovation	Sustainability Supply Chain
Focus Areas	Net Zero Target	Diversity, Equality, and Inclusion	Sustainable Agriculture	Sustainable and New Products	Palm Oil and Traceability
	Emissions Reduction Projects	Employee Engagement	Women Stars of Agriculture	Reducing Food Waste	Responsible Sourcing
	Energy Efficiency	Employee Satisfaction		Sustainable Packaging	
	Renewable Energy	Employee Develop			
		Employee Safety and Well-being			

Working for the Future of the Environment



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Adaptation to Climate Change

We need agricultural productivity to supply raw materials, water for our production processes, and energy to produce our products and deliver them to our customers. The climate crisis poses a threat to all these needs. We recognize the importance of combating climate change throughout our operations and value chain. At the same time, we are already planning the necessary steps to be resilient against the effects of this crisis and taking steps for a sustainable food chain from procurement to production, logistics to packaging.

Thanks to the comprehensive strategy study we conducted this year with a focus on sustainability, we conducted a bidirectional analysis on the impact of climate change. When we look at our climate-focused environmental impact, we identified 6 different impacts in total, both positive and negative.

Negative Impacts		
Impact	Impact Description	Actions Taken
Scope 1 and 2 Emissions	As we are in a growing market and to realize our annual growth targets, our production volume is also increasing. In this context, in a scenario where we do not take any measures, our net emissions from our operations will continue to increase.	<p>In order to reduce the severity of the impact, we continue feasibility studies for energy efficiency and renewable energy studies.</p> <p>Details about the projects can be found here.</p>
Scope 3 Emission Impact due to Palm Oil	Our Scope 3 emissions account for 95% of our total emissions. 75% of our Scope 3 emissions are caused by palm oil procurement processes with high emission coefficient.	<p>In order to reduce the severity of the impact, we carry out sustainable procurement efforts with a focus on palm oil.</p> <p>You can find details about the projects here.</p>
Coal Use	We use coal for steam generation at our Emirdağ and Adana plants. Coal consumption, which has a high emission impact, can increase operational emissions as well as create an obstacle to utilizing green financing sources.	In order to eliminate these impacts, we are working on action plans and investment feasibility for the exit from coal consumption in the medium term.
High Energy Consumption due to Cold Chain	In the logistics and sales steps on the frozen food side, there is energy consumption and emission impact due to refrigerant gas in freezers.	Thanks to our Digital Cabinet Tracking project, we can instantly monitor the performance of our cabinets and prevent unnecessary energy consumption.



Positive Impacts	
Net Zero Target	With a 42% reduction in scope 1 and 2 emissions in 2030, a 30.3% reduction in scope 3 emissions, and a commitment to reach net zero in the entire value chain by 2050, we are working on action plans to reduce emissions from renewable en-ergy, energy efficiency and the value chain.
Transition to Renewable Energy	We will reduce the environmental impact of energy consumption by producing renewable energy thanks to the SPP project we are planning in our Emirdağ factory.

Decarbonization and Energy Efficiency Efforts

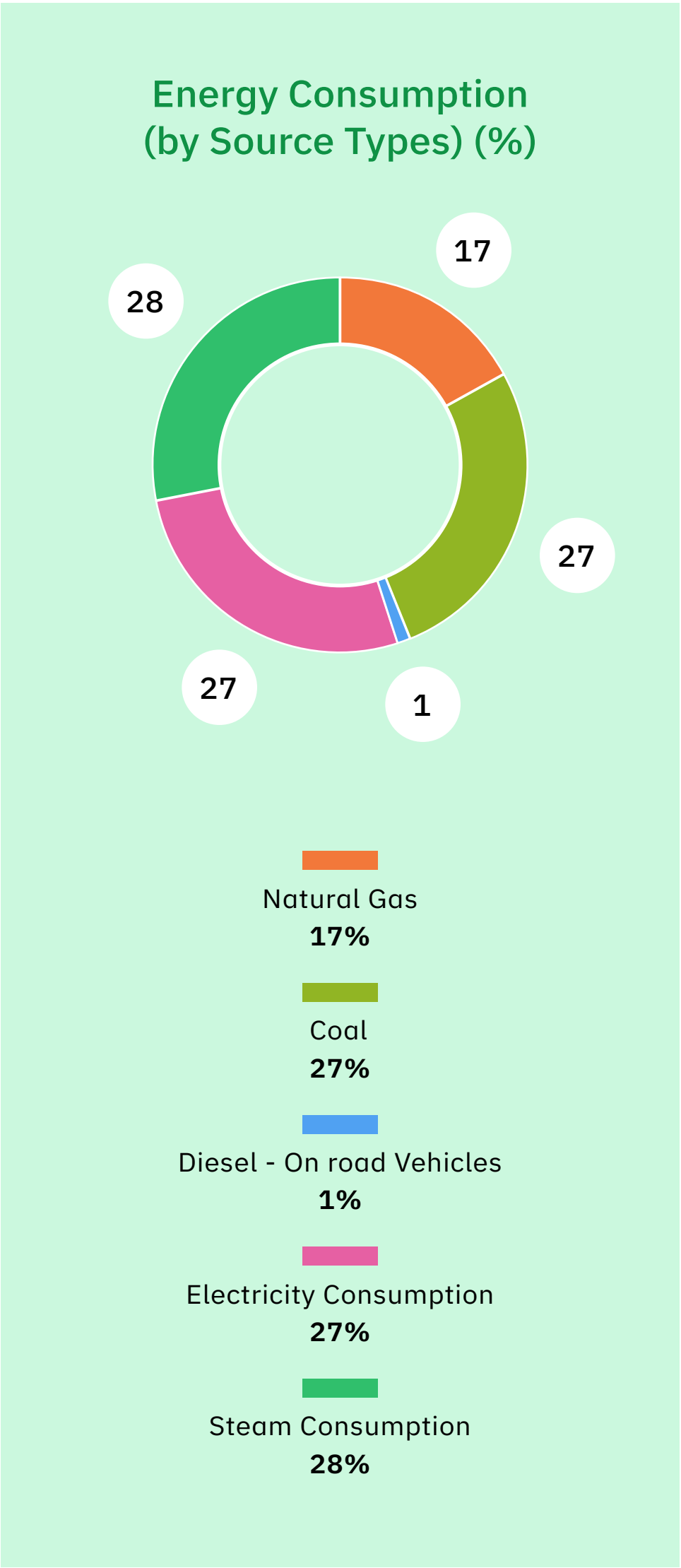
Energy Management and Efficiency

We believe that energy management and efficiency are critical in combating and adapting to climate change. We continue our efforts to eliminate the negative impacts caused by our energy consumption and to ensure a gradual transition to clean and renewable energy.

We carry out all our energy management processes in compliance with environmental laws and regulations and in line with international standards. Thanks to our [Environmental Policy](#), we determine the criteria to be followed in all our facilities; we encourage our employees, suppliers and business partners to commit to responsible environmental management. In this context, we had no environmental accidents or environmental fines during the year.

As part of our efforts, we accept ISO 14001 Environmental Management System Standards, which we have in all our factories, as a guide. In addition, we have ISO 50001 Energy Management System Certificate at our Adana Marsa and Besler oil production facilities. We aim to obtain ISO 50001 Energy Management System Certification at our Bursa and Emirdağ plants in 2025.

In 2024, we consumed 366,881 MWh of energy. While our steam consumption caused the highest consumption value of energy consumption items, our electricity and coal consumption emerged as the other high energy consumption items. As a result of our analysis, we observed a limited increase of 4% in our total energy consumption.



Within the framework of our net zero emission target, we carried out many projects in 2024 in order to manage energy consumption and carbon emissions caused by energy consumption in our own operations. **With an investment of over TRY 1.9 million, we implemented a total of 14 energy efficiency projects, both completed and ongoing, during the year.** We completed 12 of these projects during the year, while we continue to work on 2 projects. **Thanks to the projects we completed during the year, we realized 2,788 MWh of energy efficiency.** When our ongoing projects are completed, we aim to increase our total energy efficiency value to 2,890 MWh. In addition to the energy savings we achieve, we also achieve financial savings thanks to the projects. **Thanks to these projects, which enabled us to switch to production models that require less energy, we managed to achieve financial savings of approximately TRY 3.7 million.**

2024 Energy Efficiency Projects We Implemented in 2024

Improvement in Production Processes

- Tank Insulations
- Steam Line Insulation
- Process Revision
- Prevention of Energy Losses

Energy Efficient Technologies

- LED Conversion

Digital Locker Tracking Project

This year, we developed the Digital Cabinet Tracking application in order to improve energy efficiency and reduce our environmental footprint. Thanks to this project, which we will implement next year, we can digitally track the demand and detection processes for cabinet malfunctions by sales teams and maintenance teams. With the application, fault notifications are instantly transmitted by the sales team through the system, and technical teams can intervene more quickly and effectively.

Thanks to instant monitoring and intervention, we were able to make our operational processes more sustainable by preventing unnecessary energy consumption and inefficient operation of the cabinets. By optimizing the regular maintenance and repair processes of the cabinets, we ensured a more efficient and environmentally friendly use in the long term. In addition to energy efficiency, we also prevented food waste by reducing product loss by maintaining the cold chain.

In addition, the spare parts and materials used in cabinet maintenance can now be tracked through the system. In this way, while unnecessary resource consumption is prevented, we started to implement more environmentally friendly solutions by analyzing the cabinets that were found to be energy inefficient. We also aim to minimize the carbon footprint by identifying cabinets with high energy consumption and ensuring their timely replacement.

14

energy efficiency projects

We realized

2,788 MWh

energy efficiency

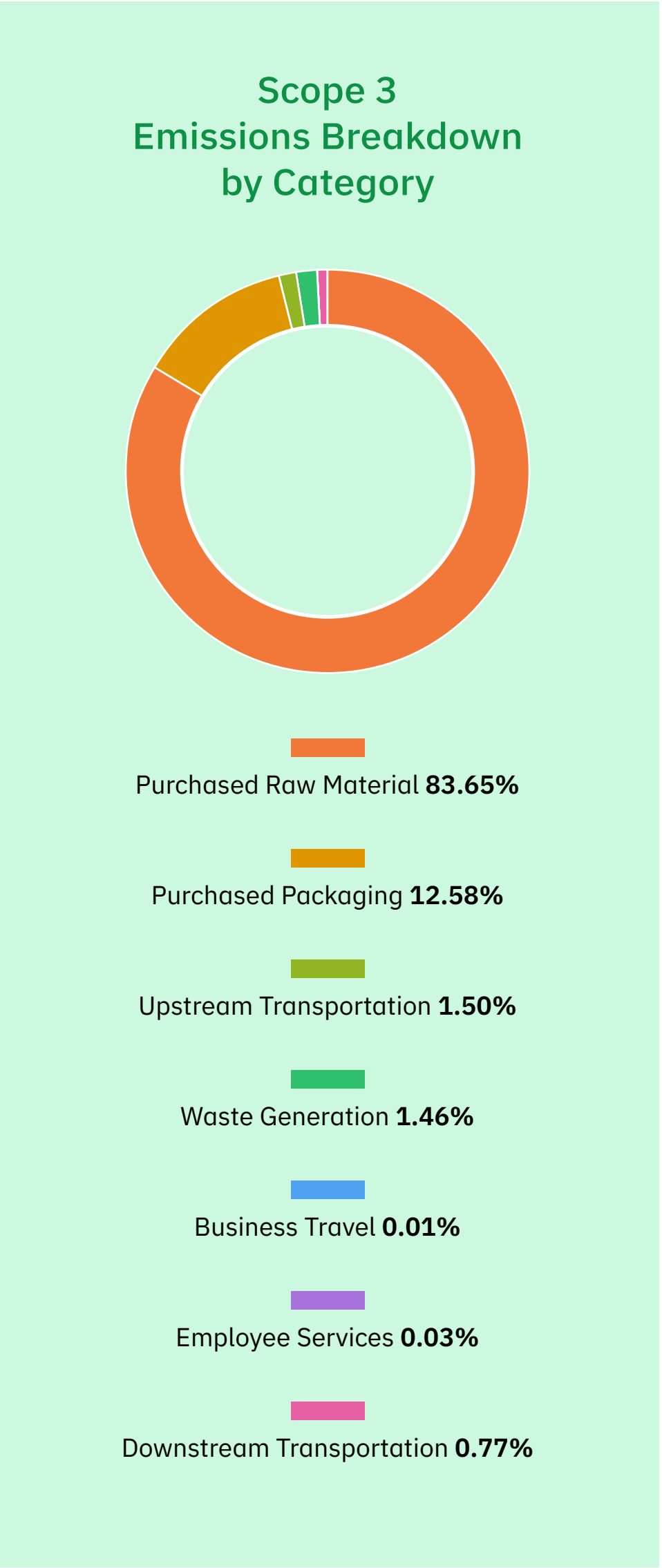
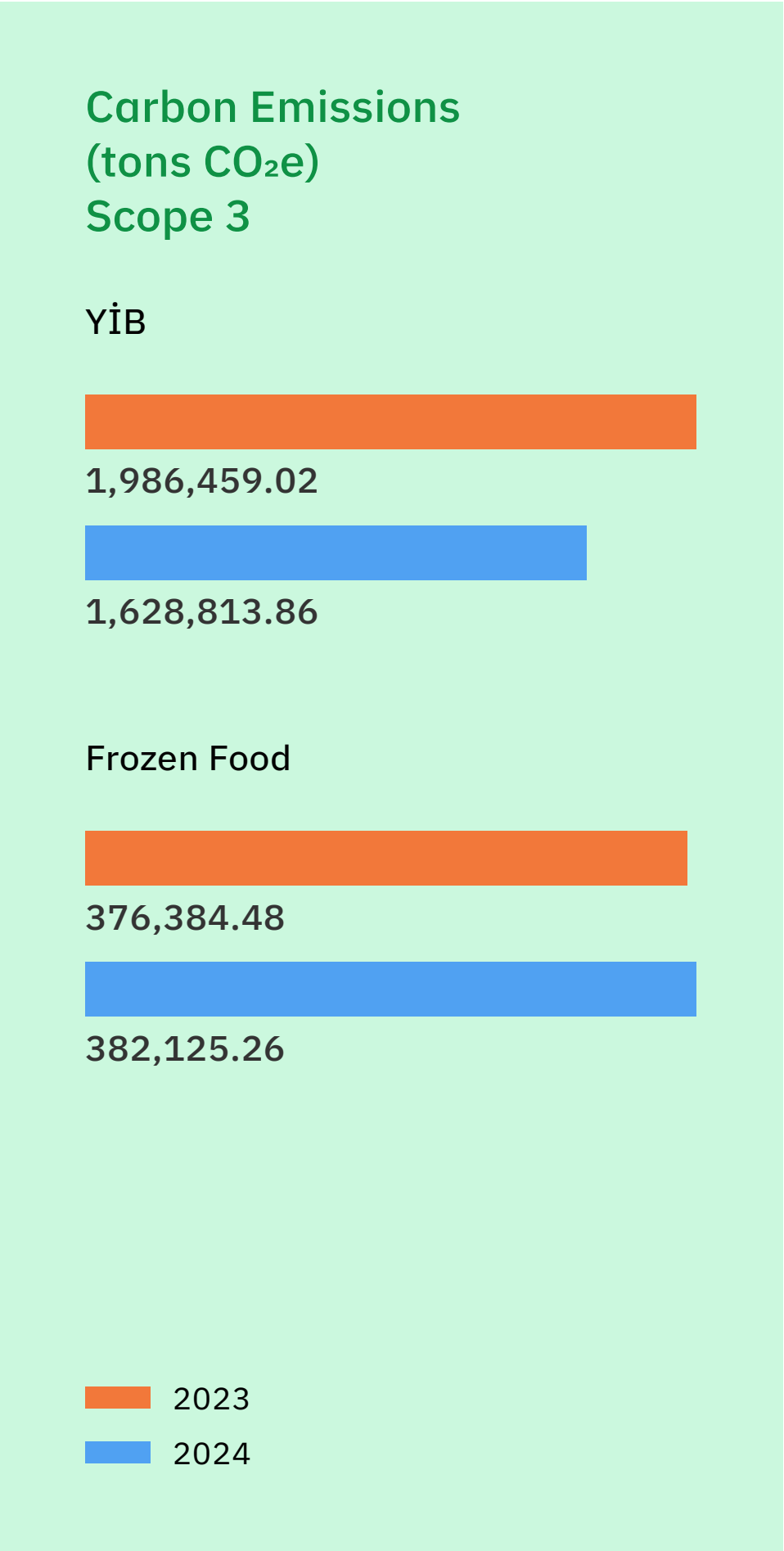
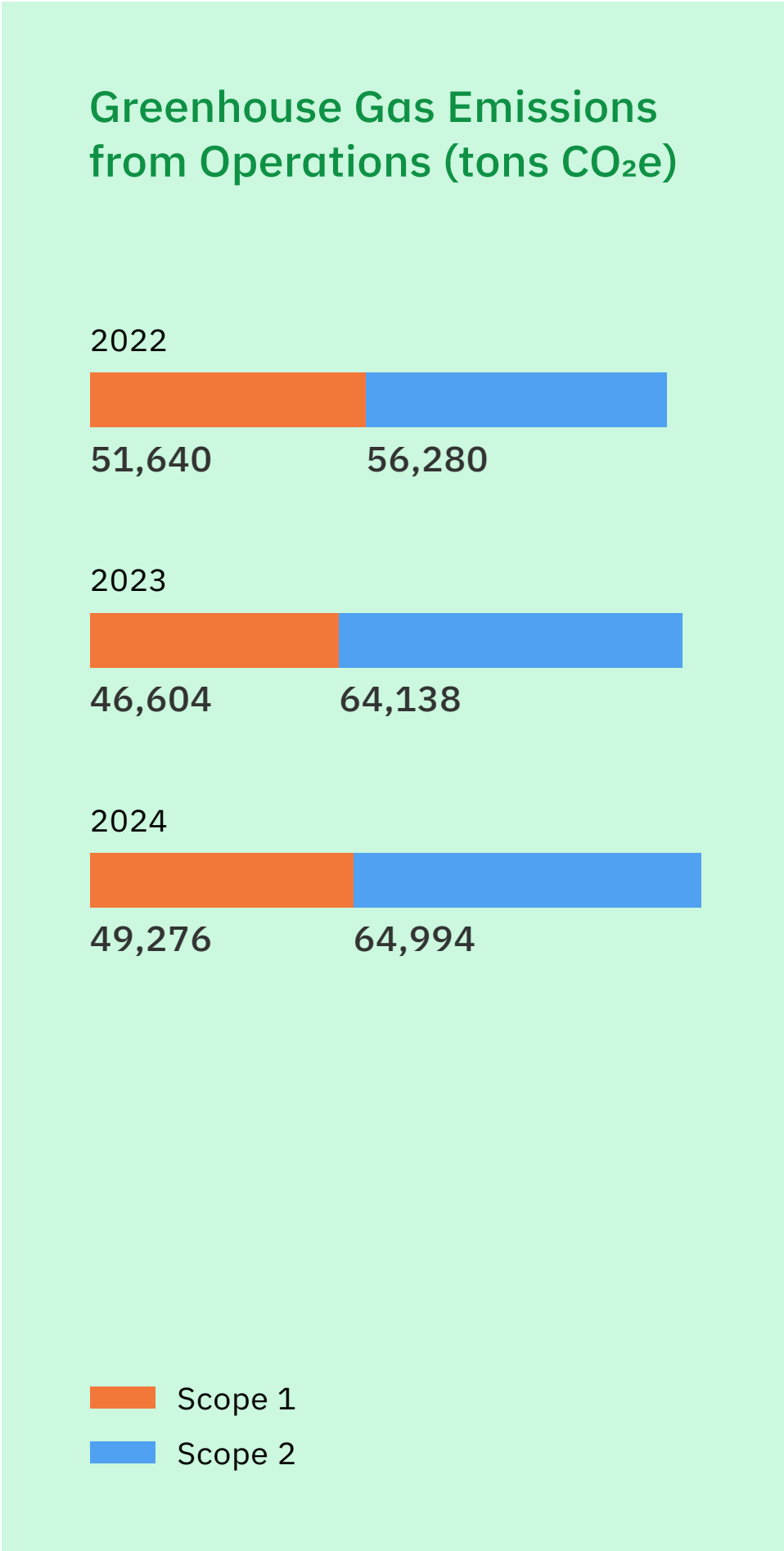
Greenhouse Gas Emissions

With our 2030 and 2050 targets, our two-stage decarbonization journey continues. This year, we tightened the measurement interval of our greenhouse gas emissions measurements even more and started to monitor our performance in quarterly periods. In this way, we have the chance to take faster action in our facilities with high impact during the year.

In 2024, we observed a total increase of 3.1% in our emissions from our operations, albeit limited, compared to the previous year. **In this year, we caused a total of 114,270 tons of CO₂e greenhouse gas emissions, 49,276 tons of CO₂e Scope 1 and 64,994 tons of CO₂e Scope 2.** When we look at the Scope 1 and 2 emission impact on the basis of our plants, our Adana Marsa plant causes 45% of our Scope 1 emissions, while our Besler Istanbul plant has the highest emission impact with a 53% share in our Scope 2 emissions.

As a company that continues to grow, we care about our performance in emission intensity per production as well as our net emissions. In this context, in 2024, we **caused 0.30 tons of CO₂e / ton of greenhouse gas emissions* per annual production.**

In addition to our emissions from our operations, we also evaluate our emissions throughout our value chain. **When calculating our Scope 3 emissions, we include 7 different categories**** and try to reduce our impact by collaborating with our stakeholders in areas where we have the highest impact. In order to reduce the emission impact throughout our value chain, we conduct detailed analyses with a focus on our Scope 3 emissions. **In 2024, our Scope 3 emissions amounted to 2,010,939 tons of CO₂e, with the highest impact of 96% on purchased goods and services.** Within this category, the main impact was focused on purchased raw materials. When we break down our impact by category, we see that upstream transportation and waste generation had the second and third highest impacts. While our Scope 3 emissions decreased by 15% year-on-year, a significant portion of this decrease was due to a reduction in palm oil purchases.



* Calculated as the ratio of Scope 1+2 emissions to the total production of 378,935 tons from the frozen food and fat business unit.

** Scope 3 emissions include purchased goods and services, upstream transportation and distribution, waste generation, business travel, employee transportation, downstream transportation and distribution, and after-sales consumption.

Climate Scenarios Analysis

This year, we conducted an important study to guide us in our decarbonization roadmap. We evaluated the impacts of our operations and value chain in accordance with two different global warming scenarios. We reviewed our current situation strategy and future plans, which we carried out under the guidance of scenario analyses that were part of our climate change risk and opportunity study we conducted in 2024.

In our analysis, we assessed the issues that will affect our operations and especially our upstream value chain in 2030 and 2050 according to the < 2°C and 3.5 - 4°C warming scenarios. We chose these two different warming scenarios because they have different outcomes due to physical and transition risks. In this process, we used scenario outputs and tools from the Intergovernmental Panel on Climate Change (IPCC) and The Network of Central Banks and Supervisors for Greening the Financial System (NFGS).

In two different warming scenarios for 2030 and 2050;

- consumer trends, social trends such as population growth,
- technological trends such as energy and carbon technologies, sustainable packaging and agricultural technologies,
- economic trends such as carbon pricing, agricultural raw material pricing and energy prices,
- environmental trends such as extreme weather events, water stress
- We analyzed changes in legal trends such as climate-focused local and international regulations.

By detailing the impact of changes in these trends on the climate risks and opportunities we identified, we also gained insight into future-oriented environmental, social and financial impacts. As a result of all these analyses, we understood how our decarbonization roadmap should be developed under different climate conditions, how our existing strategies will perform and what the critical steps we need to take in the future will be.

	Warming < 2°C by the end of the century	3.5 - 4°C by the end of the century warming
Political Changes	Fast but smooth regulations focused on sustainable development	Regulations that exist today
Technological Transformation	Medium speed	Low speed
Physical Risks	Medium sized	High size
Transition Risks	High level	Low-moderate



Operational Waste Reduction Efforts

In our strategy to combat climate change, reducing waste from our operations is among the critical issues. We take care to work with a zero-waste approach in our factories, reduce the waste and packaging generated as a result of our activities at the source, try to reuse and recycle them; if this is not possible, we dispose of them in accordance with the legislation.

In 2024, our facilities generated 12,830 tons of waste, 98% of which was non-hazardous. We managed to recycle 89% of our waste and disposed of only 11% of our waste through appropriate methods.

In addition to placing importance on the reuse of our waste, we strive to design our processes to generate less waste as a proponent of the “Waste-Free Company” model.

This year, we implemented important projects at our Donuk Gıda and DFU facilities in order to reduce waste and reuse waste. At our DFU facility, we prevented approximately 9.5 tons of oil from becoming waste every year with a technical improvement in our production line and achieved significant savings in our resource use. On the frozen food side, we realized oil recovery by separating waste oil from oil-water mixed waste thanks to the oil separators we implemented.

Operational Waste (tons)	2022	2023	2024
Non-Hazardous Waste	53,516	9,324	12,581
Hazardous Waste	190	228	249
Total Waste	53,706	9,552	12,830
Recycled Waste*	-	-	11,364

we realized
87%
waste recycle



* Data on the amount of recycled waste has been collected starting from the year 2024.

Water Management and Safety

As a food company, we need water resources both in our production processes and in the production processes of our raw materials. We treat water management and safety as a high-material issue and strive to reduce not only our own impact but also that of our stakeholders, especially our farmers.

We regularly measure and monitor our water use from our operations. Thanks to the strategy study we conducted this year, we identified our positive and negative impacts on water management and security in addition to monitoring our consumption values.



Negative Impacts		
	Production of Agricultural Raw Materials with High Water Demand	High Water Consumption in Production Processes
Impact Description	Since it leads to the production of agricultural raw materials that require a lot of water, such as potatoes, it has effects such as a decrease in groundwater and an increase in water stress or scarcity in drought-stricken regions.	There is high water use in the washing process of vegetables and fruits, especially in frozen food production
Actions Taken	In order to reduce the severity of the impact, we work with our farmers on sustainable agricultural practices and conduct province-based water stress analysis of the raw materials we purchase. You can find details about the projects here .	In order to mitigate the severity of the impact, we carry out water efficiency and wastewater recovery projects in our operations. You can find details about the projects here .

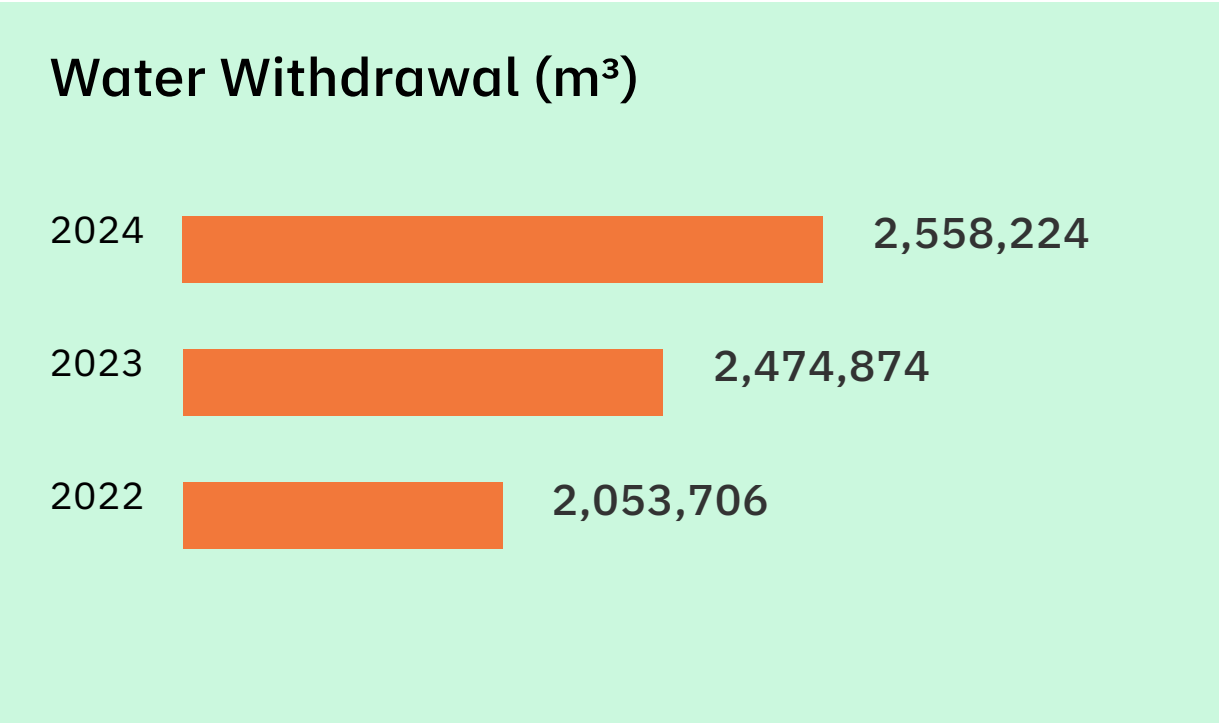
Positive Impacts	
Wastewater Reuse	Although our production processes have a high water demand, we try to reduce our water consumption by recovering the water used in this process.
Restricted Production in Drought Areas	We make sure that agricultural production is not carried out in regions experiencing water shortages and droughts.

Water Use in Our Operations

In our operations, we draw two types of water, mostly groundwater, together with the use of municipal water. On a monthly basis, we monitor both our groundwater and municipal water use, as well as our wastewater amount, and we carry out our water management processes by complying with the relevant requirements. This year, as in previous years, we did not encounter any incidents of non-compliance with water quality permits, standards and regulations at our facilities.

In 2024, while we experienced a limited increase of 3% in our water consumption due to our operational growth trend, we used a total of 2,558,224 m³ of water. While discharging 78% of the total amount of water withdrawn, we recycled 1% of it and re-included it in our production processes.

We continue our efforts to minimize our water consumption and focus on these efforts in our frozen food facilities, where we have water-intensive production processes. In 2024, we implemented 3 projects in total: wastewater recovery and water use reduction projects.



Water Stress Risks Analysis

Since 2022, we have continued our location-based water stress analysis, which we have been updating every year. This year, we have added water stress data as well as water scarcity risk to our analyses. Water stress analyses allow us to predict risks related to the ratio of total water demand to available renewable surface and groundwater resources, and water scarcity analyses allow us to predict risks related to the ratio of total water consumption to available renewable water resources.

We studied different scenarios regarding water risks today, in 2030 and in 2050 specific to the coordinates where our facilities are located. Thanks to these analyses we conducted using the WRI Aqueduct Water Risk Atlas tool, 2 of our facilities face very high water stress and 1 facility faces high water scarcity risk today.

As we move towards 2050, 4 of our facilities have a very high risk of water stress, while 1 facility continues to have a high risk of water scarcity.



	Water Stress			Water Scarcity		
	2024	2030	2050	2024	2030	2050
Kerevitaş (Emirdağ)	Very High	Very High	Very High	High	High	High
Kerevitaş (Bursa)	High	High	High	Low-Medium	Low-Medium	Medium-High
Kerevitaş (Kurtköy)	High	High	Very High	Low-Medium	Medium-High	Medium-High
Marsa (Adana)	Very High	High	Very High	Medium-High	Medium-High	Medium-High
DFU (İstanbul)	High	High	Very High	Low-Medium	Medium-High	Medium-High

Sustainable Packaging

As a food producer, we bring our products to our customers in packaged form. In the packaging step, we have certain impacts on environment due to the material used and the environmental footprint of this material.

With a focus on sustainable packaging, we identify our positive and negative impacts and meticulously continue our efforts to minimize our negative impacts to the lowest possible level. In this context, we carry out innovative studies to use less packaging material, prefer recycled materials where possible and reduce the use of plastic in particular. Our R&D teams are working to make the materials from which our packaging is made recyclable, while also focusing on packaging refinement and optimization.



Negative Impacts		
	Use of Plastic in Packaging	Packaging Waste Generated by End Consumers
Impact Description	Plastic is widely preferred for primary packaging that comes into direct contact with food. Since recycled materials are not used due to legal restrictions, the majority of this plastic is unprocessed plastic.	As the product range consists of packaged food products, there is an impact of post-consumer packaging waste.
Actions Taken	<div>In order to reduce the severity of the impact, recycled materials are preferred in secondary packaging, while we are trying to reduce the amount of plastic used through packaging optimization studies.</div> <div>Details about the projects can be found here.</div>	To mitigate the severity of the impact, we inform our customers about recycling practices and support the recycling of end-consumer waste.
Positive Impacts		
100% Recyclable Packaging Use and Target	The paper, cardboard and plastic packaging we use is aimed to be 100% recyclable. In line with this goal, we focus on material selection.	
Packaging Optimization and Thinning Studies	We reduce the use of plastic per product thanks to the thinning studies carried out on the plastic containers used, and we use less packaging thanks to packaging thinning and reuse studies within the scope of optimization projects carried out by our procurement and R&D teams.	

Sustainable Packaging Efforts

Thanks to improvements in our production processes and innovative work, we continue to take steps to support the recycling of packaging and the reduction of packaging materials used. This year, we achieved both financial savings and packaging savings by reducing the amount of packaging materials used through product-specific efforts.

While we used 3,518 tons of plastic in our packaging during the year, we continue to carry out plastic reduction projects while aiming to reduce the environmental impact of packaging materials. **2024 As a result of the studies we carried out in 2024, we saved 19.22 tons of plastic by thinning the thickness of packaging film. In our Oil business unit, we saved 1.72 tons of plastic with the plastic usage optimization studies we carried out in our 10 and 20 kg products. On the frozen food side, we managed to reduce plastic consumption by 17.5 tons by switching from rigid plastic packaging group to flexible packaging model in fruit products.**

At the same time, we carried out a special certification study for our products in the European market. In this context, we carried out studies to put our packaged margarines on the market with packages containing 30% biobased material. In order to inform our customers about these studies and packaging features, we received ISCC+ certification.

Smart and Active Packaging Project

Another one of our prominent projects on sustainable packaging is the Smart and Active Packaging for Margarine Products (SAP4MA) project carried out by our oil business unit. This project is funded by Euripides-AENEAS, Portugal- ANI and Türkiye-TUBİTAK under the roof of EUREKA, with a total of 7 partners from 3 countries taking part in the project.

Within the scope of the project, we developed smart and active packaging containing natural antioxidants that will preserve the first-day freshness and flavor of the bowl margarines during their shelf life and consumer use. In 2024, we were awarded the "2024 Euripides Innovation Award" with our project.



Food Waste



As a food company, one of the issues we emphasize the most is the fight against food waste. We are working to prevent waste, which has no place in our company philosophy, with a focus on food. We act with the responsibility of reaching approximately 19.8 million households and 62 million plates to the table every year in Türkiye and with the awareness of being among the largest agricultural producers.

With an understanding that covers our value chain from beginning to end, we assume a transformative role in the wider ecosystem and develop effective practices to minimize waste at every step along our value chain, from harvest to consumption. As a sectoral leader in the frozen products sector, we contribute to preventing food waste for consumers with the existing structure of our business thanks to our frozen and canned products, which are long-lasting ready-to-eat products.

We also evaluate our impacts within the scope of food waste and develop solutions to maximize our positive impacts.



Negative Impacts	
Food Waste Due to Prolonged Harvest Periods	
Impact Description	As harvesting times get longer, the productivity and quality of crops decline and farmers may plow the field without harvesting the crops. In this case, the agricultural raw material grown can turn into food waste without being utilized.
Actions Taken	<p>In order to reduce the severity of the impact, we constantly communicate with our farmers through our agricultural engineers and try to prevent such situations. We support our farmers with our sustainable agricultural activities.</p> <p>You can find details about the projects here.</p>
Positive Impacts	
Projects Focusing on Reducing Food Waste	In addition to the Zero Food Waste from Farm to Table project to reduce food waste, R&D efforts also reduce food waste in the production process. Within the scope of our R&D studies, we develop many projects to utilize rich ingredients that can be considered as waste in different areas of the value chain.
Food Waste Reduction Effect of Frozen Food	Since frozen food remains fresh and usable for longer by nature, the end consumer has the chance to consume it for longer, reducing the amount of food thrown away.

Protect Your Food, Protect Your Table

Since 2020, with our SuperFresh brand, we have been a project and target partner as well as a sponsor of the 'Protect Your Food - Protect Your Table' campaign organized by the United Nations Food and Agriculture Organization (FAO) and the Turkish Ministry of Agriculture and Forestry to raise public awareness about food loss and waste and to mobilize all actors in the food supply chain.

Within the scope of this campaign, we support awareness raising activities on many issues such as how consumers can protect their food, planned shopping trips, and reprocessing food waste into products other than food.



Zero Food Loss from Soil to Table

We implement the Zero Food Loss from Soil to Table project, which we initiated to prevent food waste in all steps from production to consumption of our products, as a business model beyond seeing it as a project. Within the scope of agricultural raw material production, we aim for sustainable production with contracted agricultural support and support domestic production. We raise awareness among our farmers about sustainable agricultural practices and provide regular consultancy. **In 2024, we worked with a total of 290 farmers, 86% of whom were contracted. We provided a total of 588 hours of training to nearly 100 farmers. We also provided consultancy to all our contracted farmers through our agricultural engineers.**

With this business model, we increase agricultural productivity and aim to minimize the negative impact of agricultural activities on soil and losses. According to a 2013 study conducted by the Food and Agriculture Organization of the United Nations (FAO)*, the loss rates of vegetables in Türkiye are measured as 20% in agricultural production, 8% in post-harvest storage, 10% in processing and packaging, 10% in distribution and 5% at the household level.

As a result of our improvement practices within the scope of our Zero Food Loss from Soil to Table project, we have managed to reduce these loss rates dramatically. Within the scope of the project, we reduced the loss rates to 3% in agricultural production, to 3% in post-harvest storage, to 1.5% in post-harvest storage, to 2% in processing and packaging, and to zero loss in the distribution process and at the household level, while the average food loss and waste in the fruit and vegetable category in Türkiye is 53%.

* Food Losses and Waste in Türkiye, Country Report, 2013.



We provided
a total of
588 hours
of training to nearly
100 farmers.



Processing Waste in Potato Production Processes

With this project, which addresses waste management in a sustainable way, we aim to produce protein and dietary fibers from by-products of potato processing. In the project carried out in collaboration with TÜBİTAK, TAGEM and Yıldız Technical University, we use innovative methods to produce functional food ingredients. With this work, which is carried out with a focus on circular economy, we provide economic gain by utilizing food waste on the one hand, and contribute to environmental sustainability on the other.



Sustainable Agriculture and Protection of Natural Resources

We see sustainable agriculture and the protection of natural resources not only as a sustainability priority for us, but also as one of the key points to sustain our existence as a company. As a food company, our frozen food operations, one of our main business lines, are directly linked to agricultural production. Accordingly, while the continuity of agricultural production processes plays a critical role for the continuity of our business, we focus on reducing the impact of the climate crisis on agricultural production through sustainable agricultural practices.


We work with our agricultural engineers and farmers to eliminate many risks posed by climate change such as drought, water stress, water scarcity, inefficient use of soil, and loss of biodiversity. In order to maintain the multifaceted balance and order of the soil, which is the basis of productivity and sustainability, we select the appropriate seed types and consciously realize planting plans according to the exchange of the plants grown with the soil. By supporting sustainable agricultural practices, we ensure that less water and less energy are used, and we support our farmers to work more efficiently, increase their income and achieve financial savings by reducing their operational costs.

In 2024, we worked with 290 farmers, 86% of whom were contracted, and purchased a total of 140,577 tons of agricultural raw materials. We provide consultancy to all of our contracted farmers through our agricultural engineers. In this context, together with our farmer ecosystem, we create a major impact focused on sustainable agriculture.

Approximately
86%
of our purchases are
made through
contract farming



In 2024, we procured
140,577 tons
of agricultural
raw materials.



Negative Impacts	
Damage to Farmers Due to Prolonged Product Purchase Periods	
Impact Description	As a result of agricultural raw material product purchases not taking place on time (due to lack of capacity in factories, occupancy, etc.), farmers may lose their products and may have to plow the land without being able to sell their products.
Actions Taken	In order to reduce the severity of the impact, we constantly communicate with our farmers through our agricultural engineers and try to prevent such situations. We support our farmers with our sustainable agricultural activities.You can find details about the projects here .
Positive Impacts	
Contract Farming and Purchase Guarantee	Thanks to contract farming and purchase guarantee, farmers feel secure in their production processes.
Dissemination of Modern Agricultural Practices	Thanks to our collaborations and R&D studies, we support the use of in-novative tools in agriculture. This has a positive impact on farmers' more efficient production and transition to modern agriculture.
Consultancy Services with Agricultural Engineers	Thanks to the consultancy provided by our agricultural engineers, farm-ers are supported in their production processes, are informed about the negative agricultural situations in their region, can take measures for their own fields and can produce more efficiently.
Certified Seed, Fertilizer and Drip Irrigation Support	We distribute certified seeds to all our contracted farmers and focus on both optimizing water consumption with drip irrigation support and spot-on fertilizer use with water-soluble fertilizers.
Planting Processes that Protect Soil Health	Thanks to the nitrogen-fixing properties of the plant roots in our product range, less fertilizer is used in the cultivated soils, and we protect soil health with the soil-improving properties of some of our plants.

Sustainable Agriculture Focused Activities

Study on Water Stress Risk in Agricultural Lands

This year, we continued our water stress risk study focused on agricultural production, which we started last year. We measure the water stress resilience of the agricultural products we purchase according to both the crop type and the locations where the products are purchased.


With the study we conducted using the WRI Aqueduct Risk Atlas tool, we conducted scenario analyses for today, 2030 and 2050. Thanks to these analyses, which are critical to observe the resilience of our supply chain, we started to plan the steps we need to take in our agricultural raw material procurement processes.

In 2024, we procured a total of 140,577 tons of agricultural raw materials from 22 different provinces. Of the total agricultural raw materials procured, today we procure from regions with high risk (48%), medium and high risk (37%), very high risk (14%) and low and medium risk (1%). If we continue with the same supply map, we see that in 2030 and 2050, especially very high and high risk regions have increased considerably and reached 90%.

Ka concentrates on two agricultural raw materials. In the studies we conducted this year, we conducted additional climate-focused scenario analyses specifically for these two agricultural raw materials. We studied the rates of increase in potato and corn unit prices in different scenario models due to climate crisis in 2030 and 2050. We also included these analyses in our climate risks analysis.

Risk Percentages of Regions Sourcing Agricultural Raw Materials			
Risk Level	2024	2030	2050
Very High	14%	64%	58%
High	48%	26%	32%
Medium - High	37%	9%	10%
Low - Medium	1%	1%	0%

With the support of drip irrigation, we achieved a water saving of 4 million m³





Drip Irrigation in Contracted Agricultural Lands

Water use, a critical input for agricultural production, also plays an important role in food security. It is estimated that agricultural production will need to increase by approximately 70% by 2050 due to the growing world population and needs. For this reason, the water used in agricultural production should be used 25% to 40% more efficiently than today, depending on the level of water stress.

Being aware of this strong link between water use and agricultural production, we have been working with our farmers since 2015 to expand the use of drip irrigation. In this context, we provide drip irrigation support to our contracted farmers to expand the use of drip irrigation in sweet corn cultivated areas. In 2024, we provided financial support of 233,707 TRY to our farmers in this context. **Thanks to this support provided to drip irrigation areas, nearly 31 million TRY of yield increase, 4,063,488 m³ water savings, 2,059,200 kWh energy savings thanks to the energy efficiency achieved, and 6,177,600 TRY financial savings were achieved.**



Development of Smart Farm Decision Support Platform

This year, we launched the Smart Field Decision Support Platform project, which we have been preparing for the past two years, aiming to increase digitalization and artificial intelligence-supported solutions in the agricultural sector. Equipped with Internet of Things (IoT) technology, we aim to identify fertilizer and water needs in the fields in advance with the use of early warning alarm systems, drones and sensors.

In this project, which we work on the potato plant, which has the highest share of 75% in our agricultural raw material supply, we monitor parameters such as potato plant nutrition and growth, soil nutrient values, weather forecast data and aim to take the necessary actions in a timely manner. In this way, we minimize the diseases and damages that may occur. With the successful integration of the platform, we aim for a 20% increase in product quality, a 15% increase in product efficiency, and a 40% reduction in resource utilization (including manpower).

Biodiversity Focused Activities

Biodiversity loss remains a major global risk, threatening the entire world. More than half of the world's GDP is estimated to be highly or moderately dependent on nature, and it is estimated that 10% of global economic value created is lost due to land degradation. This is why biodiversity-focused efforts and initiatives to eliminate the threat of deforestation are so important. In addition to this impact, deforestation and loss of biodiversity multiply the impact of climate change.

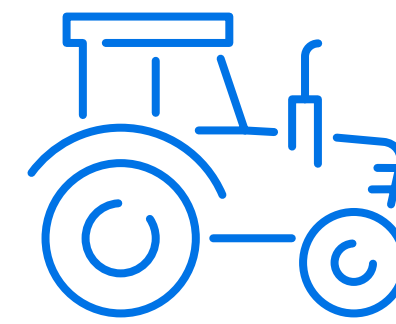
Within our business lines, we take many measures in our oil business unit focusing on palm oil supply as a deforestation risk. In this context, we have prepared our sustainable purchasing policy and we aim to implement the policy in 2025. We also have targets to increase traceability in palm oil procurement, with a focus on mile lists.

In addition to our goal of publishing the list of miles from which palm oil is procured on the website next year, we aim to achieve 100% traceability in palm oil procurement up to the mile by the end of 2026. In 2024, we procured a total of 197,517 tons of palm oil.

We also support the prevention of deforestation and protection of biodiversity in the palm oil production process thanks to our Roundtable on Sustainable Palm Oil (RSPO) certification, which we have held since 2019.



Growing Stronger with Stakeholders



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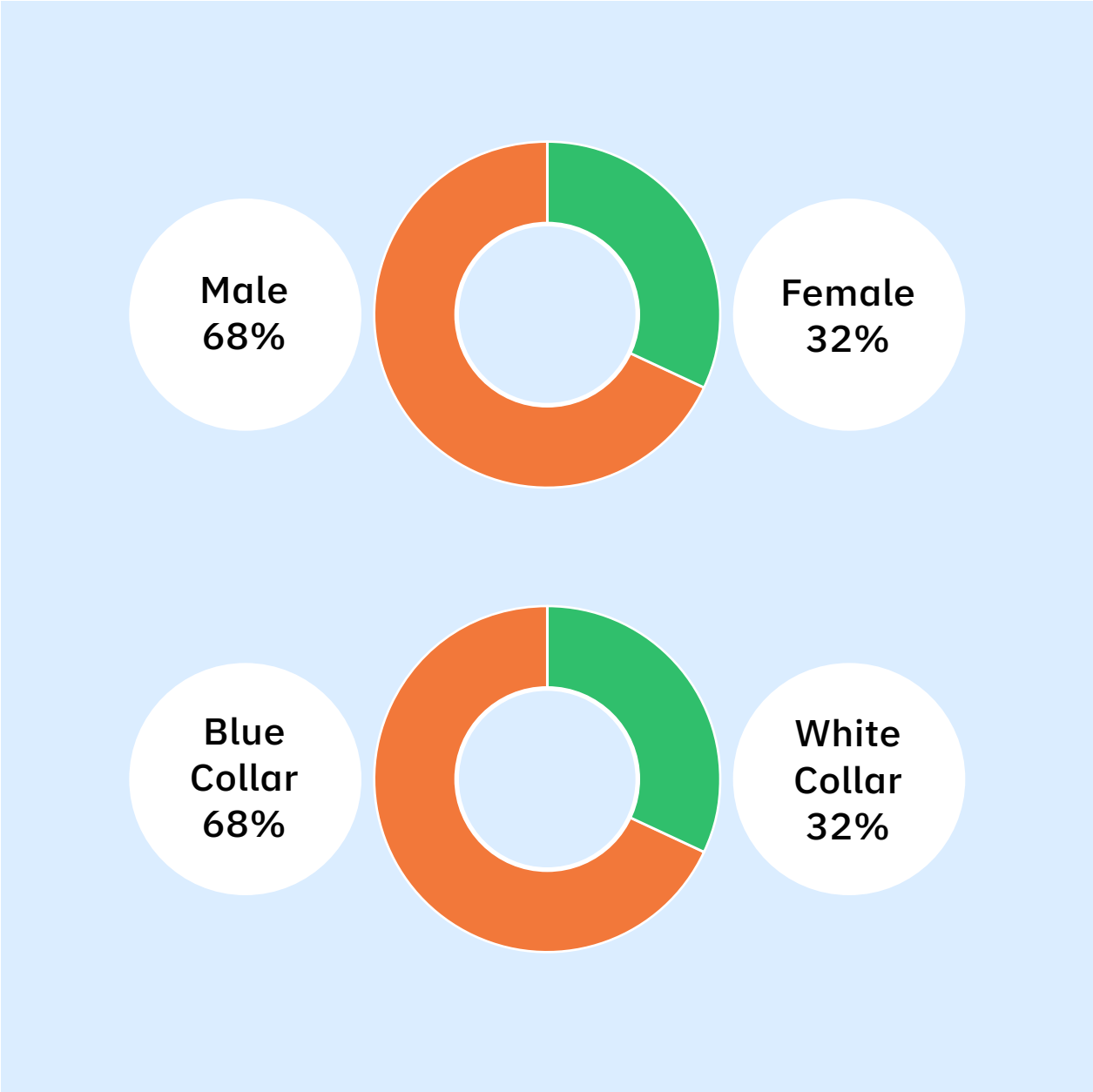
Our Employees

Strengthening with our employees and stakeholders is at the center of our focus. Our relationship with our employees, an indispensable stakeholder group in Kerevitaş' sustainable growth journey, shapes our future. With our human resources strategy, we focus on equality, diversity and inclusion, talent attraction and retention, employee development and engagement.

In 2024, we continue to work for the success of Kerevitaş with 1,869 employees. While all of our employees are full-time teammates, our female employees have 32% representation in our employee ecosystem. At the same time, blue-collar employees make up the majority of our employees with a rate of 68%. 1,326 of our employees are unionized under collective bargaining agreements. In addition to direct Kerevitaş employees, 452 subcontracted employees also support us in our growth journey.

During the year, in addition to all our employees, our managers also worked as a guiding force in our pursuit of our corporate goals. In 2024, we continued to manage our business, our processes and our goals that will carry us forward with 99 manager-level managers and 21 senior managers.

We take many steps to create a fair, equitable, safe work environment for our employees that offers personal and professional development opportunities and cares about their happiness. In this context, we prioritize "Diversity, Equality and Inclusion", "Talent Attraction, Development and Retention" and "Employee Health, Safety and Welfare" within the framework of our sustainability strategy.



We increased the ratio of female employees by **2%** compared to the previous year.

A white line-art icon of a woman and a man standing side-by-side, located at the bottom left of the blue box.

Employee Demographics (%)

	2023	2024
Female Employee	30%	32%
Male Employee	70%	68%
White Collar Employee	30%	29%
Blue Collar Employee	70%	71%
Employee Under 30	19%	21%
Employees between 30-50 Years of Age	73%	69%
Employee Over 50	8%	10%

Diversity, Inclusion and Equality

We believe in the importance of an egalitarian, fair and inclusive approach within our employee ecosystem. We benefit from the new ideas, new products and new management perspectives generated by the diversity of our employees and carry Kerevitaş forward with these differences.

In this area, we focus on gender equality, the employment and utilization of young people in managerial positions, and the employment of disabled people. In all these foci, many of our management level employees, from CEO-1 level to our unit managers, have goals, while we develop projects to realize these goals, and we increase our impact by organizing trainings to raise employee and manager awareness.

Positive Impacts
Increasing the Ratio of Female Employees with Targets
For departments where the ratio of female employees in business units is low, human resources teams have specific targets for hiring female employees. In this way, we strive to ensure gender equality within the company.

Gender Equality and Women's Employment

As the pioneer and leader company of our sector, we take responsibility in the field of women's employment and empowerment, and we observe gender equality within our own workforce and in the new talents we employ. In 2024, we published the [Kerevitaş Diversity and Inclusion Policy](#) to take this understanding one step further and turn it into a permanent policy within the company.

We believe that the definition of an inclusive workplace is possible by considering equality between genders, and we support not only increasing the number of female employees but also the employment of women in many different roles within our employee ecosystem.

We monitor our ecosystem diversity through many different performance indicators in gender equality and women's employment, which is one of our focus areas. We are working to increase women's representation in areas such as our total employees, managers at different levels, hired employees, employees in STEM roles or employees working in income-generating roles. In 2024, we demonstrated an upward performance to achieve gender equality in almost all of these performance indicators. **The proportion of female employees increased by 2 points to 32% among our total employees, and by 3% to 25% at senior manager level.**

We attach importance to the representation of women among our young employees, and in this context, we are working to increase the proportion of both female employees under the age of 30 and female employees working in entry-level positions. This year, we achieved year-on-year increases of 5 points and 9 points around both indicators, respectively.

In 2024, we also organized 2 different trainings with a focus on diversity and inclusion. 8 of our employees participated in UN Women D&I Workshops, while we provided diversity and inclusion training to our senior executives, including our CEO.



	2023	2024
Female Employee	30%	32%
Female Manager*	24%	24%
Senior Female Executive	22%	25%
Female Member in the Board of Directors and Executive Committee	25%	20%
Under 30 Female Employees	29%	34%
Female Employee in STEM Roles	33%	41%
Female Employee in Entry Position	25%	34%
Female Employees in Income Generating Positions	36%	25%
Recruited Female Employee	34%	37%

Training and Support for Mothers and Women

As Kerevitaş, we attach importance to our female employees returning to work life after becoming mothers and we support our female employees in this process. In 2024, 19 female employees went on maternity leave, while 10 female employees returned to their jobs after the end of their maternity and parental leave.

We are closely involved in the health checks and follow-ups of all our female employees during pregnancy and breastfeeding. We carry out activities to raise awareness of women and all employees, such as Pregnant and Breastfeeding Trainings, Hygiene, AIDS, Breast Cancer, Healthy Nutrition trainings, which are organized periodically and exceed one thousand hours in a one-year period.

* Includes managers at director level.

Employment of Young People

We attach importance to youth employment in order to attract the right talents and benefit from innovative ideas in our employee ecosystem. While our employees under the age of 30 constitute 21% of our total employees, 52% of our 758 employees hired during the year are under the age of 30.

Creating development programs in line with the expectations of young people and supporting their professional and personal development play a critical role for our young colleagues who join Kerevitaş every year to continue their professional lives within Kerevitaş for many years. In this context, we develop mentorship-oriented programs in which we prioritize our young colleagues in our employee trainings.

Attracting, Developing and Retaining Talent

Attracting the right talents supports each other with our sustainability strategy and our understanding of human resources within the framework of developing the talents at Kerevitaş and continuing their professional lives within the company for many years.

Transparent performance management that supports the development of our employees, trainings that prepare employees for the jobs of the future, and efforts to increase employee satisfaction are among the issues we focus on in this area. In this context, we aim to listen to our employees and take the steps they need. Thus, we aim to maximize our positive impact in this area.



Positive Impacts	
Employee Trainings	Effective Management of Employee Life Cycle
Employees are provided with technical, personal development and mandatory trainings. Thanks to these trainings, employees increase their skills in areas where they need improvement and have the chance to improve themselves for their professional lives.	We attach importance to ensuring that employees gain good experiences at every step from the recruitment process to the exit process at Kerevitaş; we carry out many critical studies ranging from employee benefits to cultural integration.

Performance Management

We evaluate the performance of our employees on the basis of objectives and competencies in an impartial and fair manner, taking into account business results. In this process, we use the OKR (Objectives and Key Results) methodology, which provides continuous development, change and flexibility by supporting internal agility. In this way, we integrate the goals of all our employees, from the highest level to the entry level, and work with all our strength to achieve our goals in our corporate strategy.

While building our performance and career management system, we create a system that contributes to both individual and organizational development. Through the OKR system, our employees create their goals in 6-month periods, and during this period, they can follow the progress in their goals or make updates according to their progress in their goals.

Our performance management process is not only a process where we evaluate the performance of our employees, but also critical in terms of employee training, employee loyalty, and the identification of the talents we need from within our employee ecosystem. For this reason, we attach importance to providing feedback and suggestions for improvement in our performance evaluation processes. In this process, we proceed with the "360 Degree Evaluation" method; we ensure that our employees are evaluated by themselves, their colleagues and their managers. In this way, we increase the individual awareness of our employees, ensure that they are informed about their strengths and areas open to improvement, and support the multiple feedback environment. In 2024, we included 724 employees in this multidimensional performance evaluation system.

Our employees are included in promotion processes thanks to transparent and multidimensional performance evaluations. A total of 90 employees were promoted to a higher position during the year, 32% of whom were women.

Employee Trainings

Through employee trainings, we aim to create a work environment where our employees develop themselves personally and professionally and acquire new skills in their career journeys. In line with this goal, we organize many trainings in accordance with the expectations of our employees, their openness to development and our human resources planning processes. While organizing our trainings, we apply the 70/20/10 model and base 70% of our training and development practices on on-the-job experiences, 20% on mentoring, networking, different communication channels within the company and 10% on traditional learning methodology. In this context, our training topics include leadership development programs, mentoring and coaching, foreign language training, electronic libraries and online development tools, and mandatory training. We also ensure that our employees benefit from the trainings provided by 24 different trainers on 44 different topics in Yıldız Holding's online training catalog.

In 2024, we invested over TRY 6.3 million in employee training and development programs. Thanks to these investments, we provided 34,188 hours of training in total and 18.29 hours of training per employee during the year. We also organize special trainings for our managers. In 2024, we provided 3,963 hours of training in total and 40.85 hours of training per manager.

While diversifying our trainings, we provided Environmental Awareness and Zero Waste training to a total of 679 employees for 1 hour per employee during the year in order to increase our employees' environmental awareness and awareness on sustainability.

In addition to our ongoing training programs from previous years to the present day, we have implemented 6 new training programs this year. These trainings, designed within the scope of leadership, mentoring, blue collar development and improving recruitment processes, were carried out with external consultancy.

Education Programs	Program Focus	Number of Beneficiaries
Next Generation Leader Program	This program, which we implemented in 2024 for managers and above in sales teams, is a training program aimed at creating a common management culture. In this context, we organized 4-day training series on topics such as management and communication, field coaching to reinforce what was learned during the trainings, and online coaching to follow up on actions.	45
Experience Compass Mentorship Program	We matched our director and above level managers, to whom we provided mentoring training, with mentees according to OPERA outputs. We aimed to transfer the experience of our managers to our employees by using a powerful development tool such as mentoring.	12
Development Route Coaching Program	We gave our sales managers who had previously participated in the "Rise and Shine" program the opportunity to receive 6 sessions of coaching from professional coaches.	9
North Star Buddy Program	In order to increase our employer brand and improve recruitment processes, we formed "buddy" teams of volunteers. We trained these teams and informed them on issues such as communication and greeting. In this way, we carry out our recruitment processes in a more professional manner.	24
Care School Program	In order to overcome our difficulties in recruiting technical personnel, we organized an 80-hour training program in agreement with Uludağ University. In this program, we selected 11 personnel working in production through an examination process and trained them on subjects such as machine parts and pneumatics for 3 months.	11
Life Academy	This program, which we created to support the development of blue-collar employees, focuses on topics such as communication within the family, proper communication with children, home economics, teamwork and business ethics. In the 2-day training program, we provide training on many topics outside of work, and we create an Academy that raises awareness in both our employees and their families.	160

In 2024, we invested over


6.3 million TRY


in employee training and development programs.

We provided an average of

18.29 hours

of training per employee.





Employee Satisfaction and Communication

We believe that the success of our company is directly related to creating a work environment where our employees feel happy and can express themselves transparently. We use many different tools and practices, starting with performance management, to ensure that our employees are in regular communication with their managers and senior management, receive and give feedback.

We regularly communicate with our employees through surveys, one-to-one employee interviews and manager meetings. Thus, we aim to create an employee ecosystem where talents develop with Kereviş and stay with us for many years. Within this framework, we periodically measure the satisfaction of our employees and receive their feedback. As of 2024, our employees have an average service period of 7.4 years. Every year, we work to make this period as effective and efficient as possible.

Climate Survey

Thanks to the "climate surveys" we organize every year, we establish a multi-faceted communication with our employees; we receive their opinions on many issues ranging from loyalty, expectations, retention, advice, working environment and management approach. **In 2024, as a result of the feedback we received through the climate survey, the satisfaction rate of our employees increased by 7% compared to the previous year and reached 85%.**

In order to follow up on the feedback we receive, we form subcommittees made up of our employees and ensure that feedback that is highly common is implemented. In this process, we inform our employees about the actions taken according to the results of the climate survey and come together at certain intervals. Thanks to this notification follow-up, we are creating action plans based on the feedback we received from our employees this year.



As of 2024, our employees have an average service period of

7,4 years

In 2024, as a result of the feedback we received through the climate survey, the satisfaction rate of our employees increased by 7% compared to the previous year and reached 85%.

Employee Satisfaction	Employee Motivation
85%	79%
Employee Engagement	Employee Referral Rate
78%	73%

Star Eye and Mind Cube Practices

In addition to climate surveys, we have many platforms for employee rewarding and idea gathering. We utilize the Yıldız Göz and Akıl Küpü (Mind Cube) platforms to improve employee loyalty and to include employee ideas in product development. Employees can submit their suggestions on issues related to the control of production processes via the Yıldız Göz platform, and on various topics such as OHS, savings, quality, and R&D via the Akıl Küpü platform.

In 2024, we received 2,034 suggestions on the Yıldız Göz platform and 314 suggestions on the Akıl Küpü platform. Through these platforms, where we collect our employees' suggestions for improvement, we reward employees whose suggestions are implemented.

At the same time, the Kaizen PlanX Award System, an application we launched in 2021 in our Bursa and Emirdağ factories, continues this year. Through this program, we conducted 158 Kaizen studies during the year, 24 of which were related to sustainability. As a result of these studies, we achieved savings of TRY 240 million, and we gave awards worth a total of TRY 3.2 million to 250 employees who participated in these studies.

Employee Health, Safety and Welfare

The health, safety and welfare of our employees means zero accidents, zero occupational diseases and the highest level of employee happiness for us. We consider providing a healthy and safe working environment for our employees as one of our most important responsibilities and we support this understanding with the measures we take every year, the trainings we provide and the awareness raising activities we carry out.

While we manage all OHS-oriented issues in accordance with the ISO 45001 Occupational Health and Safety Management System, we measure our performance in this regard with our OHS index score. We obtain our OHS index score by averaging our performance in OHS trainings, accident frequency rate, accident severity rate, Yıldız Holding OHS audit score and hazard notifications.

We include all our employees in the OHS system and inform them about our processes. In all of our business units, we have a total of 11 employees dedicated to OHS, and our most authorized employees in this area report to the CEO at a distance of two reporting levels.

In addition to our teams working in the field of employee health and safety, we take the necessary steps with the feedback and representation of our employees through our OHS Board. In our OHS Board, all our employees are represented at a rate of 100%, and representatives from both white and blue collars take part in the Board. We also include all our subcontracted employees in our OHS system and apply the performance measurement criteria that we follow on behalf of our own employees to our subcontracted employees.

Negative Impacts	
Work Accidents	
Impact Description	Although we do not have a high-risk work environment due to our operations, we may encounter an increase in the frequency of accidents in some business lines.
Actions Taken	<p>In order to reduce the severity of the impact, we take the necessary precautions, carry out awareness raising activities and organize training programs in all our businesses on occupational health and safety.</p> <p>You can find details about the projects here.</p>
Positive Impacts	
OHS Performance Man-agement	We work to reduce occupational accidents through our OHS committees and our performance targets in this area.
Regular Employee Health Checks	In addition to OHS officers in each factory, the suitability of employees for their jobs and the risks related to their jobs are constantly evaluated. Regular controls are carried out regarding employee health.

Our total number of accidents in 2024 was measured as 94 accidents involving our own employees and 13 accidents involving our subcontractors. During the year, no fatal work accident or occupational disease case was encountered within the scope of our own employees. However, we regret that we experienced 1 fatal work accident among our subcontractor employees. We take all necessary measures in this area and carry out the necessary work to improve our processes.

In order to keep employee awareness in the field of OHS at the highest level at all times, we continued our employee trainings this year as we do every year. This year, we provided our employees with a total of 19,718 hours of OHS training and 10.55 hours of OHS training per employee. We care about the occupational health and safety of our subcontractors, our business partners, as much as we care about our own employees working in a safe work environment. In this context, we provided 3,389, 38 hours of training in total and 7.49 hours of training per subcontractor employee in order to increase the awareness of our subcontractors on OHS.

OHS Performance	Employees	Subcontractors
Number of Accidents	94	13
Accident Rate	4.89	2.38
Number of Lost Days	1,095	7,588
Lost Time Accident Rate	3.75	1.65
Total Number of Occupational Diseases	0	0
Number of Fatal Cases	0	1



10.55 hours
of OHS training
per employee



OHS Culture

We build our OHS culture around 5 different focuses. We expect all our business units to adopt our OHS principles under the headings of leadership and team belonging, training and development, internal communication, safe working environment, risk management and process design.

Kerevitaş OHS culture starts with the step of our leaders taking responsibility for OHS and providing opportunities for their teams to receive the necessary trainings. After the training and development programs, it is aimed to increase the awareness of employees on OHS, especially through internal communication. In order for the technical infrastructure to support this awareness, safe working environment assessments on OHS compliance are regularly conducted in all our operations. Finally, potential OHS risk situations are evaluated with employees from the leadership teams, and process management steps are determined for the emerging risks.

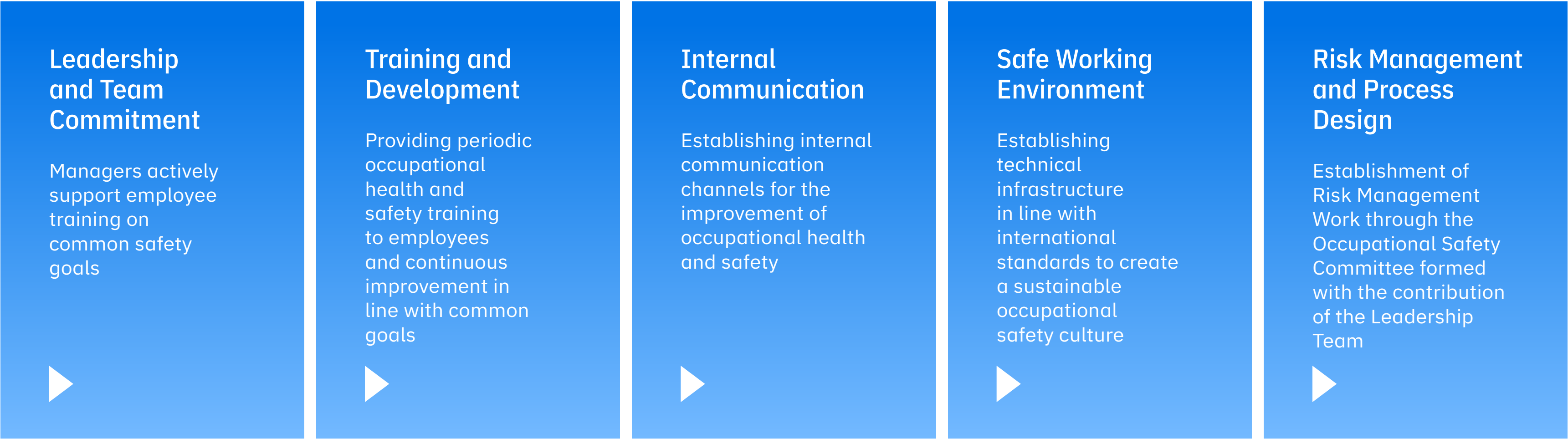


Digitalization in OHS Monitoring

This year, we started to benefit from digital solutions in order to increase the efficiency of our measures and processes within the scope of employee health and safety. In this context, we carried out digitalization studies to prevent energy-related accidents, to monitor the temperature of electrical panels online in areas with high fire risk and to receive warnings in high temperatures.

With our automation project called Personal Protective Equipment, we have integrated the software we use within the company and enabled our employees to purchase protective equipment suitable for the areas where they work from vending machines by scanning their personnel cards. In this way, we aim to ensure that our employees can quickly and easily access all necessary equipment according to the level of danger.

At the same time, within the framework of the health and safety of our subcontractors, we implemented a project to record the entries of subcontractor employees through an online system, and to digitize and track their work permits.



Supply Chain

Our suppliers, who are the most critical part of our value chain, play a critical role in the sustainability of our business. As we work to positively increase our environmental and social impact in our sustainability journey, we care that our suppliers join us on this journey.

We manage all processes related to our suppliers in accordance with our Supply Chain Policy. In our Policy, where we emphasize compliance with the United Nations Global Compact, International Labor Organization (ILO) Core Conventions, United Nations Convention on the Rights of the Child and National Laws, we share our standards based on child labor, forced and compulsory labor, fair and equal treatment, working hours and wages, organization and collective bargaining, safe and clean work environment, and ethical and environmental principles.

We maintain our procurement processes in accordance with all these standards and principles; we fulfill the requirements of our policy in every field from supplier selection to supplier management and development. **As of 2024, there are 2,421 suppliers that we work with, while 34% of these suppliers were new to our supplier ecosystem this year.** Total payments made to our suppliers during the year amounted to approximately TRY 16.5 billion.

As of 2024, we collaborate with

2,421

suppliers across our value chain.

Sustainable Supply Chain

While our suppliers are our most critical stakeholders in our sustainability journey, we strive to make our supply and procurement processes sustainable in line with the impacts of the products and services we purchase. In our sustainable supply chain approach, which is one of our strategic priorities, we work by considering environmental, social and economic impacts in all our processes from raw material procurement to the delivery of products to consumers.

2024 was a year in which we took important steps with this approach. During the year, we prepared our Sustainable Responsible Purchasing Policy. We worked on supplier evaluation forms, critical supplier lists, and supplier guidelines in this process, which we are advancing under the leadership of Yıldız Holding. Next year, we aim to implement this policy and share the standards that our suppliers must comply with in environmental, social, and governance topics.

We made total payments of

16.5 billion TRY

to our suppliers during the year.

Negative Impacts	
	Palm Oil and Deforestation
Impact Description	Since there is a risk of deforestation due to the geographies and production techniques where palm oil is produced, traceability is critical in palm oil supply.
Actions Taken	<p>In order to eliminate the risks associated with palm oil itself and its production processes, we work with a focus on traceability and focus on improving our processes to ensure that the palm oil we purchase is traceable to the mile.</p> <p>You can find details about the projects here.</p>

Positive Impacts	
Contract Farming and Purchase Guarantee	Thanks to contract farming and purchase guarantee, farmers feel secure in their production processes.



Local Purchasing

Local purchasing practices form part of our sustainable supply chain approach. While supporting social development and local producers through local procurement, we strive to optimize the environmental impact of the products and services we supply.

In 2024, 1,957 suppliers, representing 81% of our total purchases, are local suppliers. At the same time, 66% of the total payments we make to our suppliers during the year are made to local suppliers.

81%
local procurement
share with
1.957 local suppliers

66%
local procurement share
in total payments to
suppliers with
10.8 billion TRY

Supplier Selection, Evaluation and Audit

It is very important for us that our suppliers have business processes in accordance with Kerevitaş standards and principles. While informing our suppliers about the criteria they need to comply with through our existing policies, we monitor compliance with our standards within the scope of quality, environmental and social compliance and business ethics through the evaluations and audits we conduct.

While we conducted audits at 86 suppliers in total this year, we terminated our business relations with 8 suppliers for failing to comply with Kerevitaş standards. At the same time, we conducted audits at 4 suppliers within the scope of environmental and social criteria.

Through these audits, we ensure the quality, environmental and social impact of the products and services we supply and contribute to the development of our suppliers. We carry out supplier selection and evaluation processes in accordance with Yildiz Holding's Zero Defect Handbook and our procedures for supplier evaluation, selection and approval.

In addition, our Supplier Selection and Approval and Supplier Evaluation Procedures guide us in all these processes. Our suppliers are expected to successfully pass through the steps in these policies and procedures in order to be included in the approved supplier list. We evaluate our suppliers' compliance with these criteria in the audits and evaluations we regularly conduct throughout the year. In order for new suppliers to be included in this list, they must be included in the candidate supplier list, receive trial sample approval, suppliers with high material risk must pass the prerequisite audit, and low and medium risk material or packaging suppliers must have one of the GFSI (BRC, FSSC 22000, IFS, SQF, etc.) certificates.

As a result of these steps, candidate suppliers who can score at least a B on a scale from A to D are eligible to be included in the approved supplier list. If a C grade is obtained, the relevant supplier is given a 6-month improvement period and the company is placed on the conditional list. At the end of this period, the supplier is subjected to re-evaluation and audit.

While evaluating suppliers through this process, which we carry out to ensure the safety and quality of our products, we also ensure regular controls through periodic audits we carry out throughout the year. While we ensure transparency through the evaluations and audits we conduct in our supply chain, we also work on traceability, which is another sensitive and prioritized issue for us.

Palm Oil Supply

Palm oil poses a risk of deforestation and high carbon footprint due to the geographies of production and the balance in production areas. Palm oil provides input to our products as a raw material within our Oil Business Unit. While using this raw material, we follow monitoring and certification processes to minimize the risks arising from the product itself.

We continue our efforts to be able to track the palm oil we supply up to 100% mileage. At the same time, in line with customer demand, we have been supplying palm oil with Roundtable on Sustainable Palm Oil (RSPO) certification in the requested quantities since 2019. This year we procured a total of 197,517 tons of palm oil, of which 400 tons were RSPO certified.



Society

Community Development

In addition to our employees and suppliers, society is another important part of our focus on "Strengthening with our Stakeholders". While creating our social benefit projects with this focus, we focus on areas where we can multiply our impact through our business model and operations. We take care to design our projects in a way that provides long-term, measurable social benefit and is integrated into our business.

At the center of our social benefit perspective are agriculture and women's empowerment. In particular, we aim to maximize our social contribution by developing projects that combine the two foci.

Positive Impacts	
Supporting Farmers	We create social benefit focused on our farmers through contract farming and purchase guarantee, consultancy provided by our agricultural engineers and financial support to help farmers overcome difficult economic conditions.
Supporting Women Farmers	The Women Stars of Agriculture project aims to make women farmers more visible, while providing financial and training support to farmers.



Women Stars of Agriculture

With the Women Stars of Agriculture project, we encourage women farmers to achieve economic independence, ensure gender equality in the agricultural sector and promote sustainable agricultural practices. By increasing the knowledge and skills of women farmers, we aim to make them stronger and more effective individuals in the agricultural sector. To this end, we organize trainings in cooperation with TABİT and equip women farmers with modern agricultural practices and digital solutions.

The trainings organized under the project focus on areas such as entrepreneurship, ecological literacy, financial literacy and artificial intelligence, enabling women farmers to increase the efficiency of their production processes and use this knowledge in all areas of their lives. As a result of the project, we aim to empower women farmers to become leaders not only in their own businesses but also in their communities thanks to the support we provide to them.

While we worked with 15 women farmers in the first year of the Women Stars of Agriculture project, which we started in 2022, we managed to increase this number to 70 women farmers in 2024. In this way, our ratio of women farmers, which was 5% at the beginning of the project, reached approximately 30%. We exceeded the 3-year purchase tonnage target we set for ourselves in the first days of the project by 27% within 1 year. At the end of 2024, we purchased 7,022 tons of products from a total of 4,520 decares of agricultural land. In this way, we realized a payment of 60,114,000 TRY to our women farmers involved in the project.

Project Objectives

- Increasing knowledge and competencies
- Gaining economic independence
- Strengthening the role of women in the family and society
- Women farmers with high self-confidence

Benefits Provided

- Purchase guarantee
- Online and face-to-face training modules
- 2% support added to the purchase price
- Seed, fertilizer, medicine support
- 24/7 agricultural engineer support
- Harvester support
- Information sharing with training videos



At the beginning of the project, our proportion of women farmers was 5%. This has now increased to approximately 30%



A total of 7,022 tons of products were procured from women farmers, with payments amounting to 60 million TRY

In 2024, the third year of the project, we continued our online trainings and aimed to increase the impact of the project with webinars, live video trainings, face-to-face information meetings and gift programs. **A total of 500 applications were received for the online training sessions held during the year, while 382 women farmers who completed the courses were awarded certificates.**

Online Training Sessions	Focus
Artificial Intelligence	With this training designed for the use of digital solutions in modern agriculture, we enabled women farmers to learn artificial intelligence-based applications to increase agricultural productivity. We focused on topics such as data-driven decision-making, weather forecasts and pest management.
Financial Literacy	With this training, which covers topics such as budgeting, cash flow management, credit utilization and investment planning, we aim to help women farmers make more informed financial decisions.
Ecological Literacy	We supported women farmers to engage in environmentally sensitive production and adopt sustainable agricultural practices. We focused on protecting soil health, efficient use of natural resources and preserving biodiversity.
Entrepreneurship	We provided women farmers with entrepreneurial skills to start their own businesses and create innovative solutions in agriculture. We focused on marketing strategies, customer management and business plan creation.

Webinars

With two special webinars moderated by TABİT Founder and Social Entrepreneur Tülin Akın with the participation of SuperFresh Agricultural Engineers Merve Kılıç and Vaysal Mutlu, we aimed to provide women farmers with fast and effective access to the technical information they need.

In total, 58 women farmers participated in these events, which not only increased their commitment to the project, but also provided an important platform for dialog on how to strengthen SuperFresh partnerships.

Face-to-face Information Meetings

We provided face-to-face trainings on sustainable agriculture, innovative agricultural practices and digital solutions by explaining the Women Stars of Agriculture Project to 20 women farmer managers from 9 women's cooperatives in the Aegean Region and 10 agricultural engineers from the Provincial and District Directorates of Agriculture. In these trainings, we provided detailed information to women farmers on both agricultural practices and the use of technology.

Potato, Sweet Corn and Pea Video Trainings

We have prepared training videos with advice for farmers who will produce Potatoes, Peas and Sweet Corn, including soil preparation, harvest and post-harvest process and SuperFresh values.

With these training videos, we have included farmers' experiences, SuperFresh collaboration and aimed to increase their agricultural know-how.

382
women farmers
were awarded
certificates.



Inspiring the Future with Purpose



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Product Safety, Quality and Responsibility

We see the safety and quality of our products as our most important responsibility towards our customers. Beyond our own production processes, we work with this sense of responsibility in all steps, from the selection of raw materials, to the storage of products, to the selection of appropriate packaging, and to the presentation of products under the right conditions on the shelves that meet consumers.

We see food defense as a complement to our food safety culture. With this understanding, we aim to continuously improve our quality, food safety and management systems, closely monitor technological developments in our sector, and adopt a people-oriented food safety culture that is innovative, respectful of laws and the environment. We transparently share this understanding with all our stakeholders through our [Quality Policy](#).

While managing product safety and quality processes, we aim to accurately determine the expectations of our customers and act in accordance with their feedback. We see customer feedback as an opportunity to improve ourselves; we take measures to eliminate our deficiencies and improve our processes.

Positive Impacts	
Contribution to Product Development of Group Companies	Thanks to the collaborations and R&D studies we carry out with our group companies, we encourage both us and our other group companies to develop new products and create existing products with different ingredients.
Continuous Control with Certification and Certification Processes	Our food safety and quality procedures, as well as internationally recognized certificates and certification audits for our products and processes, help us to raise our standards higher and higher every day.



Quality and Food Safety Certificates

In this process, we are guided by the certificates we hold and the national and international initiatives we are guided by. We produce all of our products in facilities with international food safety and quality management systems, taking into account consumer health and safety.

Our quality standards focus on TS EN 9001: 2015 Quality Management System certification. With a focus on food safety, we adopt the preventive approach of the International Food Safety Management System. By identifying risks to consumer health in advance, we carry out production in accordance with the Hazard Analysis Critical Control Point (HACCP) System and TS EN ISO 22000 Food Safety Management System. We also have TSE Halal Food Certificate for some of our product groups.

Food Safety and Quality Standards

TS EN 9001: 2015 Quality Management System

Hazard Analysis Critical Control Point (HACCP) System

TS EN ISO 22000 Food Safety Management System

BRCGS (Brand Reputation through Compliance Global Standards) approved Food Safety System and FSMA additional module

TSE - Halal Food Certificate

Kosher Certificate

Good Manufacturing Practices (GMP)

Sustainable Palm Oil Standard (RSPO)



We successfully completed **4,168 Kaizen projects, 50 Six Sigma projects and 6 Agile projects.**

In our canned and frozen food business units, we achieved savings of **120 million TRY** while our oil business unit recorded savings of **35 million TRY**

Quality and Food Safety Audits and Improvement Studies

Evaluating our production processes and other value chain steps that will affect these processes in accordance with international standards plays an important role in our understanding of quality and food safety. With this perspective, we conduct audits in accordance with the principles of the Global Food Safety Initiative (GFSI). In 2024, we found 50 nonconformity cases at 3 locations in total in all of the audits we conducted in this context. While all of these nonconformities were evaluated as minor nonconformities, we took many steps to prevent and eliminate them. Thanks to our improvement efforts, we were able to eliminate 95% of nonconformities, and we continue to work on the remaining cases.

We also care that our suppliers are certified according to a food safety certification program recognized by GFSI. Among our first-tier suppliers, 299 suppliers have this certification, and this supplier group represents 81% of our total procurement payments.

Thanks to our audits and improvement efforts, this year, as in previous years, we do not have any products recalled due to any violation notifications.

Quality Trainings

While improving our processes, we support all our employees, especially those working in quality and food safety, with training programs. In total, we provided 8,786 hours of training to 2,505 employees this year.

Operational Excellence

By focusing on operational excellence culture, we are taking firm steps towards our goals of efficiency and continuous improvement in all our facilities. In line with this goal, we adopt an operational excellence culture that combines lean production, problem solving efforts, total efficient maintenance, 6 sigma and agile management tools. In the past years, we have implemented the Kerevitaş Excellence System in our Bursa and Afyon facilities, while we have also included the facilities of our oil business unit in Adana and Istanbul in the system.

Kerevitaş Excellence System is based on respect for people, embracing ideas and team spirit. We carefully evaluate the ideas of our employees in the Kerevitaş Excellence System and put them into practice. **In 2024, we received 552 improvement suggestions from our employees in our production facilities. We successfully completed 4,168 Kaizen projects, 50 Six Sigma Projects, and 6 Agile projects. As a result of these projects, we saved TRY 120 million in our frozen and canned food business unit and TRY 35 million in our oil business unit.**

R&D and Innovation

We combine our innovative perspective with our understanding of innovation and work to adapt to the new world in every aspect of our business. We believe that the innovative steps we take accelerate all our goals. In this context, we consider R&D and innovation as an intersection point that contributes to all our priorities, beyond considering it as a specific material issue.

With our innovative perspective, we work under the leadership of our R&D team in many areas from sustainable packaging to reducing food waste; from new and nutritious products to sustainable agricultural practices. We are also proud to have the first R&D centers registered by the Ministry of Science, Industry and Technology in the food, vegetable oil and margarine sectors.

In 2024, we completed 56 projects with a total of 51 R&D employees, while 43 projects are ongoing. This year, we invested 74.6 million TRY to realize our projects. One of our prominent projects this year was the Mainverse project, which will enable floor cleaning and air hygiene in production areas to be controlled by floor robots. The project was initiated with funding from Teydeb 1509 within the scope of EUREKA - XECS (Development of Electrical and Electronic Components) projects. Within the scope of the project, in which 6 organizations from 3 countries are involved and we are the end user, we aim to carry out microbiological sampling processes in production sites with less manpower and in a shorter time with a robotic system.

You can find the details of the projects carried out by our R&D unit in the fields of food waste reduction and circular economy, sustainable agriculture and digitalization in the [Food Waste](#) and [Sustainable Agriculture and Conservation of Natural Resources](#) sections respectively.

In this process, we collaborate with many different organizations to develop our projects. During the year, we collaborated with 140 institutions in total; 25 universities, 6 public institutions, 18 different R&D centers and 92 private companies.

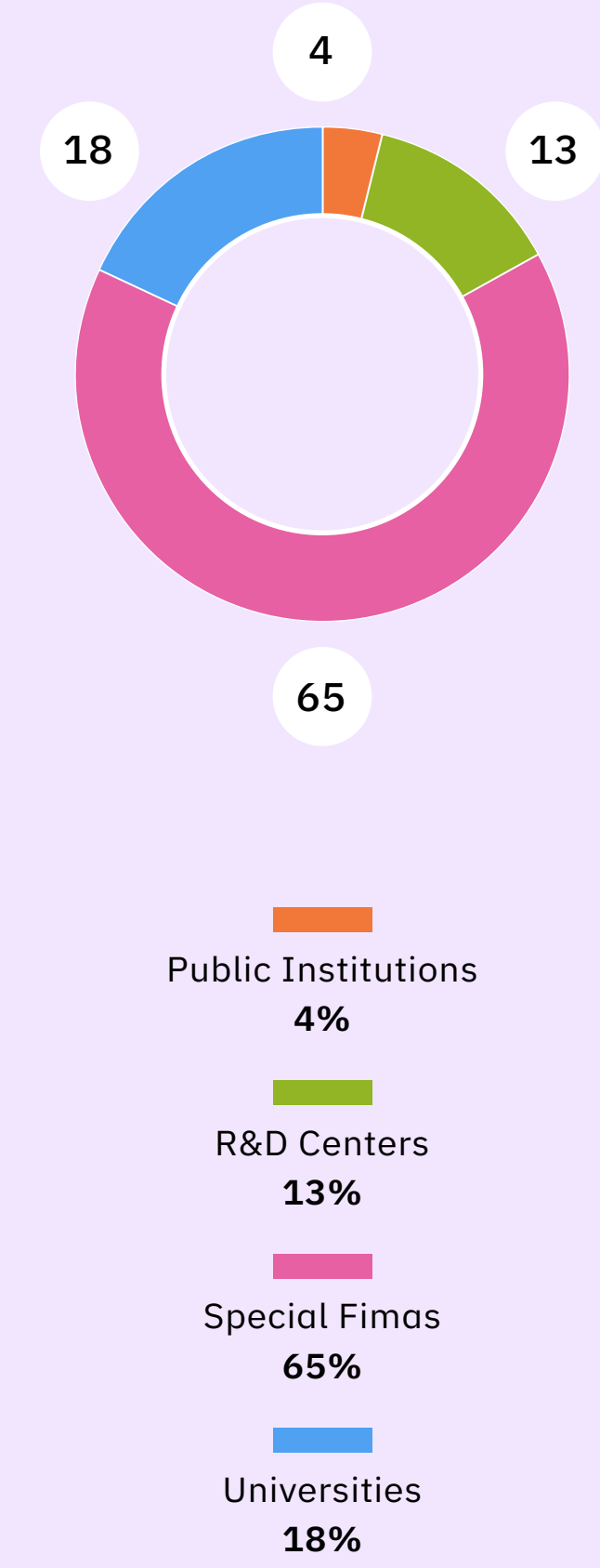
We believe that an innovative business approach will be successful by keeping itself constantly updated. In this process, we provide opportunities for our employees, especially our R&D employees, to receive the trainings they need. This year, 128 employees had the chance to benefit from 41 different R&D and innovation trainings. At the same time, our unit employees increased their knowledge by participating in 15 fairs and 32 seminars and shared Kerevitaş's innovative projects with stakeholders.

With **51** R&D employees, we completed **56** projects while **43** projects are still ongoing.

This year, we invested **74.6 million TRY** to bring our projects to life.



Institutions Cooperating in R&D Studies (%)



New Flavors with Nutritious and Healthy Products



We offer our products to our customers in both retail and out-of-home consumption channels in different categories such as bakery products, frozen vegetable and fruit products, potatoes and croquettes, frozen meat products and canned products with a focus on frozen food and canned food.



In the frozen bakery products group, we offer more than 200 products in 6 subcategories with an average annual production capacity of 22 thousand tons in the main category of bread and snacks.



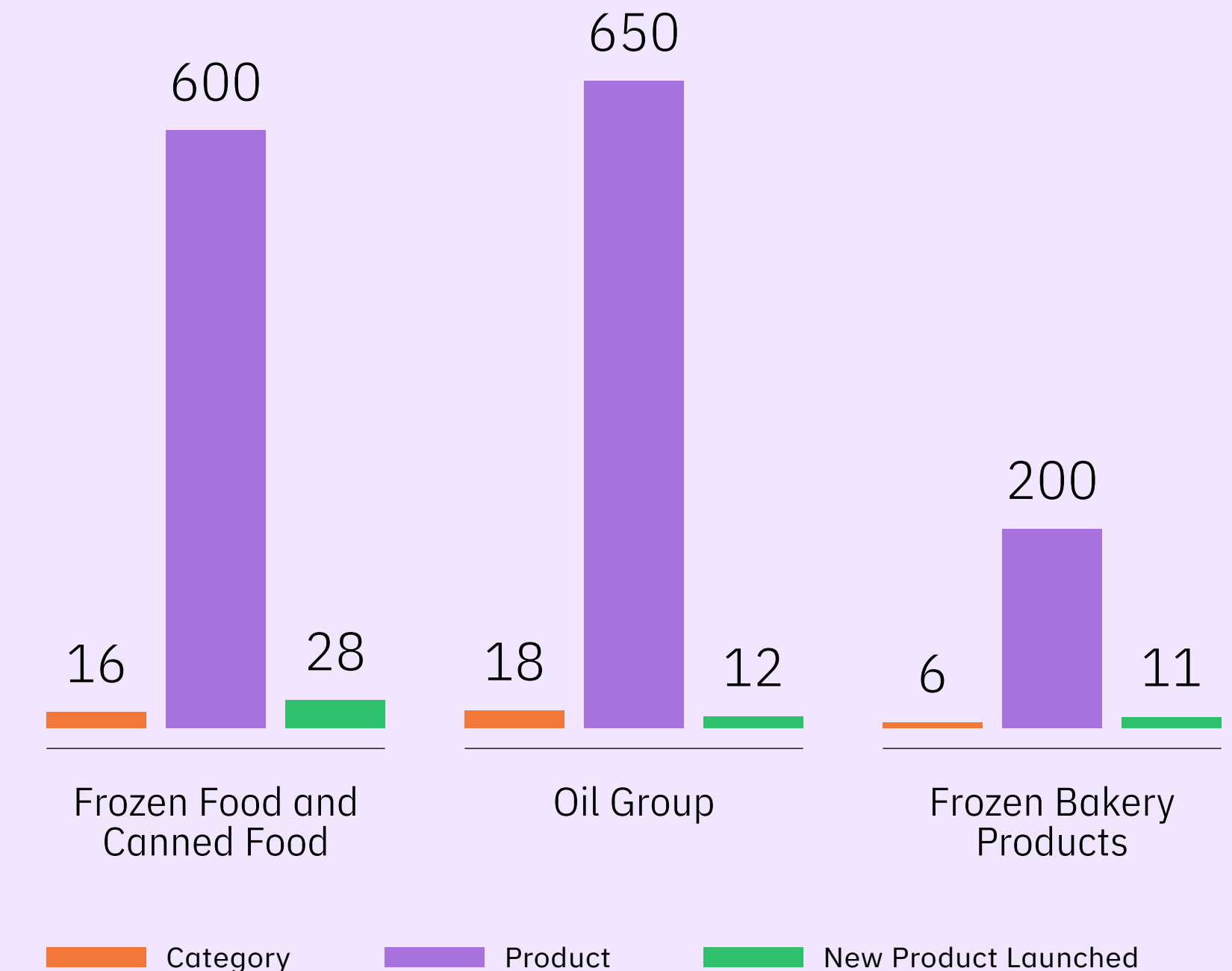
In the oil group, we meet the needs of our customers with our products in the categories of consumer margarine, pastry oils, catering oils, industrial oils, edible oils and cheese spreads.

As the company that introduced fresh frozen food to Türkiye, we are committed to providing our customers with high quality, safe and innovative products in the frozen food, canned food and oil categories.

We offered a total of
1,450
product varieties across
40 different categories
to our customers.



You can find details about our brands and product portfolio on [pages 18-20 of our Annual Report](#).



In 2024, we continued to offer thousands of products in dozens of different categories across all our business units. In total, we offer approximately 1,450 products in 40 different product categories to our customers. **We believe in the relationship between innovation and industry leadership, and in this context, we introduce dozens of new products to consumers every year. During the year, we added a total of 110 new products to our product range.**

In 2024, we launched 28 new products at SuperFresh, our leading brand in the frozen food and canned food main category, generating 20% of our total brand-focused retail turnover from new products.

Products Supporting Healthy Living

We develop products that meet consumer expectations with our quality, safe and innovative products. We work with a pioneering brand approach, taking into account the trends and preferences of both the sector and our customers. With this understanding, while diversifying our product portfolio, we take into account the demands and needs of our customers for balanced nutrition and healthy living habits.

In frozen food, we utilize advanced technology to ensure that our products are of high nutritional value, high quality, delicious and fresh. For the products grown for frozen food, we use seeds that do not contain genetically modified organisms (GMOs), have high productivity and meet the taste and appearance criteria. We ensure that all products that reach ideal maturity are shipped to the factory between the first thirty minutes and eight hours after harvest to preserve their freshness.

We shock the pre-prepared products with the Individual Quick Frozen (IQF) method at -40°C and freeze them at a center temperature of -18°C. Thanks to IQF technology, we ensure that the products do not lose their vitamin and mineral value and preserve their freshness. In this way, we ensure that our products have a long shelf life without the need for additives.

Our product range also includes organic certified products. We have organic certification for our frozen peas and broccoli products. We aim to increase this number in the coming periods.

Dietary choices for vegans center around taking better care of the world's resources and the environment, ethical issues related to animal care, the use of antibiotics and growth stimulants for animal production, the threat of animal-borne diseases, and the health benefits of a plant-based diet. As Kerevitaş, we started our journey in 2017 with our first vegan certified product in line with consumer sensitivities, and today we support vegan diet preferences with our chickpea-based Falafel products under the SuperFresh brand.

With our canned tuna products, we ensure that our consumers have access to fish products; in addition to our classic portfolio, we also offer nutritious meal options with SuperFresh Tuna Mix varieties with Corn, Grain and Beans ready for direct consumption. We support a healthy life with these flavors that provide rich protein support with their tuna content.



Consumer Experience and Transparency

By improving our products and adding new products to our product portfolio, we strive to maximize the consumer experience with our superior quality approach that we adopt from production to supply.

Across all our business units, we visit 19.8 million households with approximately 62 million plates at dining table. We see each of our customers as a source of inspiration, and thanks to the feedback we receive from them, we increase our product range and improve ourselves by making the necessary improvements.

We use many different platforms to receive feedback from our customers. We evaluate the feedback received through Yıldız Holding Customer Communication Center (MIM), one of these platforms, at our Quality Group Directorate Communication Center and ensure that necessary actions are taken quickly. In 2024, we received 2,221 notifications through MIM, all of which we responded to and 1,145 of which we resolved.

In addition to this communication channel, we contact our customers through our Sales Group Directorate, listen to their feedback and resolve these notifications through consumer visits by our sales managers within the following three business days. Through the platforms where we communicate with our consumers, we strive to increase consumer satisfaction and collect feedback, while on the other hand, we strive to create new products that meet the expectations of our customers thanks to all the information and data we collect.

Consumer Communication

The collaborations we have established play an important role in our strategy for product development and communication. In 2024, we continued our partnership with Refika Birgül through new products and communication initiatives. While continuing to raise consumer awareness about frozen food together, we added innovative items to our portfolio, including a large-size pizza and a chicken döner wrap toast developed using Refika Birgül's own recipes.

In order to strengthen communication with our customers and provide transparent information about our products, we carried out communication activities with many of our brands, especially SuperFresh, Bizim Yağ and Teremyağ. We regularly measure the impact of these communication activities on Kerevitaş and their reflections on our customers. With the contribution of market share and through consumer perception and behavior scores, we analyze the extent to which we meet our customers' expectations.

With our SuperFresh brand, we achieved the highest market share successes of the year with a +3.5 point increase in turnover with the "Ton İsteyince SuperFresh" campaign and a +5 point increase in turnover share by emphasizing product diversity with the "Journey of Potato Campaign." "By embracing the growing air fryer usage trend and aiming to make SuperFresh the top choice for consumers in this area, we partnered with Karaca, the leading brand in the small home appliances category. Together, we launched the 'Social Flavors' campaign, which set an example for the entire industry with its concept and approach.

We continued our communication efforts with Bizim Yağ brand through social media channels. We reached over 100 million views and 1 million subscribers with the Hamur Bizim İşimiz YouTube channel, the first and only pastry channel in Türkiye.

In the case of Teremyağ, we brought our "The Secret of Good Food" communication campaign to our consumers through many communication tools, including e-commerce channels.

We started a new collaboration with BlindLook, which produces artificial intelligence-supported solutions for visually impaired individuals. Within the scope of this collaboration, the most watched recipes on Bizim Yağ's "Hamur Bizim İşimiz" channel, which has approximately 1 million subscribers on YouTube, as well as content and cooking methods for SuperFresh products were made accessible to visually impaired users through the BlindLook application. This collaboration aims to facilitate the cooking experience of visually impaired individuals by using artificial intelligence and voice-oriented technologies. Bizim Yağ and SuperFresh were the first brands in their categories to receive the "EyeBrand" (Brand for the Visually Impaired) title, which is awarded by BlindLook to brands that develop innovative and accessible applications for the visually impaired, thanks to their pioneering steps in inclusion.



We won the “Best Branded Content Bronze Award” at The Hammers Awards with our Super Fast Recipes with Refika Birgül project. We also received the Gıda Plus+ award for the most innovative frozen product with the chicken wrap toast product we developed together.



Brand Perception Management in Consumers

We regularly conduct Brand Health Research to measure consumer perception of the brands under Kerevitaş. As in previous years, this year we focused on our three leading brands: SuperFresh, Teremyağ, and Bizim Yağ.

With our SuperFresh brand, the leader in the frozen food category, we further reinforced our clear leadership in consumer perception. We reached our highest score ever in brand desire at 30%, with a gain of +1.7 points, maintaining our position as the most desired brand in the category. While our spontaneous awareness remained at the same level as the previous year, we increased our repeat purchase and most frequently purchased scores by +3 and +1 points, respectively. We also maintained our brand awareness at 100%, as we did last year.


Looking at our leading brands in the margarine category: for Teremyağ, we increased both top-of-mind awareness and spontaneous awareness scores by 1 point each. We maintained our brand awareness score at 99%, the same as last year. We also achieved a +2 point increase in both repeat purchase and most frequently purchased scores. For our Bizim Yağ brand, we maintained our brand awareness score at 99%.

As part of our Brand Health Research, we also ask consumers about areas such as recommendation, product quality, and taste. We evaluate the feedback we receive in these areas with the relevant teams and take necessary actions accordingly.

We successfully maintained the

100%

brand awareness of our SuperFresh brand.







TÜRKİYE'NİN EN SEVİLEN DONDURULMUŞ GIDA MARKASI

MediaCat Lovemarks 2024

SuperFresh was selected as Türkiye's most beloved brand in the 'Frozen Food' category in the 'Türkiye's Lovemarks 2024' survey conducted by MediaCat magazine in collaboration with Ipsos. SuperFresh became the only brand to earn a place in both the minds and hearts of consumers.

We maintained the brand awareness score for our Teremyağ and Bizim Yağ brands at

99%

the same level as last year.



Annex



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Performance Indicators

Environmental Performance Indicators

Energy Consumption (MWh)	2022	2023	2024
Total Energy Consumption	394,898	352,331	366,881
Non-Renewable Energy	394,871	344,313	366,854
Renewable Energy	26.8	26.8	26.8
Natural Gas Consumption	39,893	54,205	63,801
Coal Consumption	161,584	92,587	98,539
LPG Consumption	48	34	61.4
Diesel Consumption	3,451	5,678	5,188.4
Generator	194	767	105.7
Vehicle Fuels (off road)	747	1,429	1,260.2
Vehicle Fuels (on road)	2,510	3,482	3,822.3
Gasoline Consumption	0	248	197
Vehicle Fuels (on road)	0	248	197
Steam Consumption	101,300	102,000	101,271
Electricity Consumption	88,596	97,578	97,796
Amount of Electricity Purchased	88,569	97,551	96,796
Amount of Electricity Generated	26.8	26.8	26.8
Energy Consumption Intensity (MWh/Employee)	270.1	204.8	196.3
Fire Extinguisher (kg)	2022	2023	2024
CO ₂	1,255	5,788	244
Air Emissions (kg)	2022	2023	2024
NOx	97,492	113,465	103,220
SOx	205,201	107,452	41,047

* Since data on Recycled Waste, Plastic Used in Packaging, Plastic Reduced During the Year are reported from 2023, there is no data for 2022.

Greenhouse Gas Emissions from Operations (tons CO ₂ e)	2022	2023	2024
Total Greenhouse Gas Emissions (Scope 1+2)	107,919	110,744	114,270
Scope 1	51,640	46,605	49,276
Scope 2	56,279	64,139	64,994
Scope 3	2,333,544	2,362,844	2,010,939
Category 1 - Purchased Goods & Services	2,277,408	2,151,108	1,934,994
Category 4 - Upstream Transportation & Distribution	14,726	63,793	30,197
Category 5 - Waste Generation	29,632	135,641	29,316
Category 6 - Business Travel	70	1.3	299
Category 7 - Transportation of Employees	585	431	639
Category 9 - Downstream Transportation & Distribution	11,007	11,869	15,494
Category 11 - After Sales Consumption	117	-	-
Water Consumption (tons)	2022	2023	2024
Total Water Withdrawn	2,193,335	2,478,479	2,558,224
Amount of Water Withdrawn from the Mains	24,049	61,641	86,096
Amount of Water Withdrawn from Underground	2,169,286	2,416,838	2,472,128
Amount of Water Withdrawn from Fresh/Clean Water Areas	0	0	0
Amount of Recycled/Reclaimed Water	34,165	21,067	15,124
Waste Water	1,681,409	2,162,639	1,995,950
Water Consumption Intensity (tons/employee)	1,404.7	1,438.9	1,368.7
Waste Generation (tons)	2022*	2023	2024
Total Waste	53,707	9,552	12,794.15
Hazardous Waste	190	228	249
Non-Hazardous Waste	53,516	9,324	12,544.84
Amount of Waste Recycled	-	-	11,141.62
Packaging Waste	2,402	2,498	2,282
Amount of Plastic Used in Packaging	-	-	3,518
Amount of Plastic Reduction During the Year	-	-	1,72

Social Performance Indicators



Number of Employees	2022	2023	2024
Total Employees	1,462	1,720	1,869
Woman	421	521	602
Male	1,041	1,199	1,267
Number of Employees by Category	2022	2023	2024
White Collar Employee	450	524	543
Woman	100	131	144
Male	350	393	399
Blue Collar Employee	1,012	1,196	1,326
Woman	321	390	458
Male	691	806	868
Distribution of Employees by Age	2022	2023	2024
Under 30	205	322	371
Woman	61	322	124
Male	144	228	247
30-50 Years	1,106	1,260	1,326
Woman	307	372	410
Male	799	888	916
Over 50 Years	150	138	172
Woman	51	55	68
Male	99	83	104

Employees by Duration of Employment	2022	2023	2024
0-5 Year	503	796	834
Woman	137	226	293
Male	366	570	541
5-10 Years	473	550	522
Woman	154	192	183
Male	319	358	339
Over 10 Years	486	420	513
Woman	130	115	126
Male	356	305	387
Number of Managers	2022	2023	2024
Total Manager	73	95	99
Woman	15	23	27
Male	58	72	72
Number of Senior Managers	2022	2023	2024
Total Senior Manager	21	18	21
Woman	4	4	5
Male	17	14	16
Number of Members of the Board of Directors and Executive Committee	2022	2023	2024
Total Members	8	8	6
Woman	1	2	2
Male	7	6	4

Distribution of Senior Management by Age	2022	2023	2024
Total	21	31	20
Under 30	0	0	0
30-50 Years	15	28	17
Over 50 Years	6	3	3
Subcontracted Workers	2022	2023	2024
Total	317	452	452
Woman	96	142	170
Male	221	310	282
Disabled Employees	2022	2023	2024
Total	54	61	53
Woman	7	15	6
Male	47	46	47
Employees Quitting by Gender	2022	2023	2024
Total	339	609	659
Woman	130	184	216
Male	209	425	443
Employees Quitting by Age	2022	2023	2024
Under 30	131	197	305
Woman	43	45	98
Male	88	152	207
30-50 Years	183	346	325
Woman	78	127	109
Male	105	219	216
Over 50 Years	22	66	29
Woman	9	12	9
Male	13	54	20

* Since data on Maternity Leave is reported as of 2023, there is no data for 2022.

Employee Turnover Rate (%)	2022	2023	2024
Total	23	35.4	23.7
Employee Trainings	2022	2023	2024
Total Training Hours	32,498	23,302	34,188
Training per Employee (hours/employee)	22.23	13.55	18.29
Maternity Leave	2022*	2023	2024
Number of Employees on Maternity Leave	-	50	50
Woman	-	10	19
Male	-	40	31
Total Number of Employees Returning to Work After the End of Maternity Leave	-	43	48
Woman	-	4	10
Male	-	39	38
Unionized Employees Covered by Collective Labor Agreements	2022	2023	2024
Total	1,007	1,199	1,326
OHS Performance	2022	2023	2024
Number of Accidents	35	99	94
Number of Accidents with Lost Time	32	75	72
Number of Days Lost due to Accidents	542	1,293	1,095
Working Hours	3,828,217	3,775,779	3,844,214
Accident Rate	1.83	5.24	4.89
Lost Time Accident Rate	1.67	3.97	3.75
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0

OHS Performance - Subcontractors	2022*	2023	2024
Number of Accidents	5	24	13
Number of Accidents with Lost Time	-	18	9
Number of Days Lost due to Accidents	-	531	7,588
Working Hours	-	952,336	1,090,198
Accident Rate	-	5.04	2.38
Lost Time Accident Rate	-	3.78	1.65
Number of Fatal Accidents	0	0	1
Number of Occupational Diseases	0	0	0
OHS Trainings	2022	2023	2024
Total OHS Training Hours	14,741	14,329	19,718 
OHS Training per Employee (hours/employee)	10.08	8.33	10.55 
OHS Trainings - Subcontractors	2022**	2023	2024
Total OHS Training Hours	14,741	14,329	3,389
OHS Training per Employee (hours/employee)	10.08	8.33	7.50

* Data on Lost Time Accidents, Lost Days due to Accidents, Working Hours, Accident Rate, Lost Time Accident Rate for subcontractors are reported as of 2023, therefore there is no data for 2022.






















** Since OHS Trainings data for subcontractors are reported as of 2023, there is no data for 2022.

Awards

Award	Project	Category
Brandverse Awards - Gold	Responsible Production from Soil to Table	Social Responsibility and Sustainability - Responsible Production and Consumption
Digital Communication Awards - Bronze	Tadına Doyum Olmaz with Refika Birgül - SuperFresh & ŞOK Markets Cooperation	Small Budget Campaign of The Year
Digital Communication Awards - Bronze	Women Stars of Agriculture	Sustainability Communication
Golden Compass - Single Award	A SuperFresh Journey with Refika Birgül	Digital Communication - Integrated Communication Campaign
Stevie Awards - Gold	Tadına Doyum Olmaz with Refika Birgül - SuperFresh & ŞOK Markets Cooperation	Small Budget Campaign of The Year
Stevie Awards - Bronze	A SuperFresh Journey with Refika Birgül	Branded Content Campaign of The Year
Stevie Awards - Silver	Women Stars of Agriculture	Achievement in Corporate Social Responsibility
Stevie Awards for Women in Business - Bronze	Women Stars of Agriculture	Achievement in Developing and Promoting Women
Hammers Awards - Bronze	Super Fast Recipes with Refika	Best Branded Content Team
Best of Sales Network (BoSA) - 1st place	Women Stars of Agriculture	A Better World
Fast Company Türkiye - Türkiye Agriculture Awards - 1st place	Zero Food Loss from Soil to Table	Good Agricultural Practices
YouGov Innovative Products of the Year	SuperFresh Mac & Cheese Balls	Practical Food
YouGov Innovative Products of the Year	SuperFresh Kumpir Balls	Practical Food
MMA Smarties x Warc - Business Impact Index 2023 - 2nd place	-	*Top Food Brands Europe 2nd *Top Brands Europe 12th
SIAL Innovation Award	SuperFresh Kumpir Balls	Innovative Product
Food+	Wrap Toast in collaboration with Refika Birgül	Most Innovative Frozen Food Product of the Year
Sustainable Food Awards	Drip Irrigation	Supply Chain
Social Benefit Awards	Women Stars of Agriculture	Woman
Yıldız Technical University	SuperFresh	Star of the Frozen Food Category
Smarties MEA	Women Stars of Agriculture	Purpose Driven Marketing main topic, "Diversity & Inclusion" category
Fast Company 50 Most Innovative Companies List	Women Stars of Agriculture	
Istanbul Marketing Awards	Women Stars of Agriculture	Gender Equality

Memberships and Associations

Corporate Memberships

<p>Kitchen Products and Margarine Manufacturers Association</p> 	<p>Emirdağ Chamber of Commerce and Industry</p> 	<p>Türkiye Food Innovation Platform</p> 	<p>Plant Based Foods Association</p> 	<p>Istanbul Commodity Exchange (TIB)</p> 	<p>Food Industry Employers of Türkiye</p> 
<p>Advertisers Association</p> 	<p>Union of Chambers and Commodity Exchanges of Türkiye</p> 	<p>Adana Chamber of Industry</p> 	<p>Vegetable Oil Industry Association Economic</p> 	<p>Association of Sugar Products Industrialists</p> 	<p>Association for Oil Science and Technology</p> 
<p>Out-of-Home Consumption Suppliers Association</p> 	<p>Bursa Chamber of Commerce and Industry</p> 	<p>Adana Chamber of Commerce</p> 	<p>Istanbul Chamber of Industry (İSO)</p> 	<p>TMMOB Chamber of Mechanical Engineers</p> 	<p>Sustainability Academy</p> 
<p>Sub-association of Seed Industrialists and Producers</p> 	<p>Istanbul Chamber of Commerce (İTO)</p> 	<p>Adana Commodity Exchange</p> 			

Stakeholder Relations and Communication

Stakeholder Group	Importance for Kerevitaş	Communication Process and Tools	Strategy Integration and Our Response
	Information on the importance of the relevant supplier group in our company's value chain and operations is provided below.	In addition to traditional communication methods, we conducted one-on-one interviews with our stakeholders within the scope of the double materiality analysis we conducted this year and learned their sustainability-oriented expectations.	While our stakeholders prioritize the following issues, the steps we have taken to meet the expectations regarding the relevant issues are also included in our report under the same headings.
Suppliers	For the continuity of our business, we act in a transparent communication with all our suppliers, including the farmers who provide our raw materials, whom we consider as business partners.	Inspections Surveys Sustainability Report At least once a year	Talent Attraction, Development and Retention Employee Health, Safety and Welfare Product Safety, Quality and Responsibility
Public Institutions and Regulatory Authorities	Thanks to the communication we establish with public institutions and local administrations that are related to our activities in our country, we exchange ideas and work to act in cooperation from compliance with legal regulations to social responsibility projects.	Institutional and public meetings Workshops Meetings Surveys Sustainability Report Annual Report At least once a year	Water Consumption and Efficient Use Sustainable Packaging Product Safety, Quality and Responsibility
Customers	We strive to ensure that our customers, one of our most prioritized stakeholder groups, access healthy, high quality and safe products. By staying in contact with them on all platforms, we get their opinions about our products and ensure that they consume our products safely with transparent information.	Online communication channels Product catalogs Customer visits Information emails Meetings Surveys Sustainability Report Continuous	Employee Health, Safety and Welfare Talent Attraction, Development and Retention Diversity, Inclusion and Equality

Stakeholder Group	Importance for Kerevitaş	Communication Process and Tools	Strategy Integration and Our Response
Non-Governmental Organization (NGO)	We cooperate with many different NGOs focused on our sector. We engage with civil society actors to develop sustainable solutions to social problems, from good practice examples and information exchange to joint projects	Project collaborations Congresses Conferences Seminars Surveys Sustainability Report Continuous	Food Waste Sustainable Agriculture and Conservation of Natural Resources Sustainable Supply Chain
Cooperation Made Institutions & Universities	We cooperate with many universities in our R&D and innovation activities, which is one of our focal points. In order to reach young talents, we participate in events at universities to explain Kerevitaş and listen to their expectations.	Joint projects Conferences Surveys Sustainability Report Continuous	Adaptation to Climate Change Business Ethics and Transparency Water Management and Security
Investors	Within the scope of our corporate strategy and sustainability priorities, we attach great importance to explaining our performance and the value we create to our investors. We take care to present Kerevitaş in the most transparent manner through financial and non-financial indicators.	Information meetings Annual report Surveys Sustainability Report BIST Sustainability Index Every Quarter	Business Ethics and Transparency Adaptation to Climate Change Product Safety, Quality and Responsibility
Employees	We listen to our employees, who are the most important players in our success, and strive to create a happy working environment for them. At the same time, we are inspired by them to come up with new ideas and carry Kerevitaş to the top together.	Internal information emails Meetings Workshops Climate Surveys Sustainability Report Continuous	Employee Health, Safety and Welfare Talent Attraction, Development and Retention Diversity, Inclusion and Equality

Reporting Principles

General Reporting Principles

These reporting principles (the “Principles”) provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the Besler 2024 Sustainability Report (“2024 Sustainability Report”) of Besler Gıda ve Kimya Sanayi ve Ticaret A.Ş. (“Company” or “Besler”).	These indicators include social indicators and environmental indicators. It is the responsibility of the Company’s management to ensure that appropriate procedures are in place to prepare the indicators set out below in line with, in all material respects, the Principles.	The information contained in these principles covers the FY24 fiscal year ending December 31, 2024 (January 1 - December 31, 2024) and Besler’s operations in Turkey as detailed in the “Key Definitions and Scope of Reporting” section. The information does not include contractors and subcontractors data of the Company.	In preparing this guidance document, consideration has been given to the following principles: <ul style="list-style-type: none">• Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and• In reporting information - emphasizing the principles of comparability / consistency of information with other data, including the previous year, and intelligibility / transparency principles that provide clarity to users.
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Key Definitions and Reporting Scope

For the purpose of this report, the Company makes the following definitions:

Type	Indicator	Scope
ENVIRONMENTAL	Total Energy Consumption (MWh)	It refers to the total renewable and non-renewable energy consumed by the Company during the reporting period. Includes Natural Gas, Coal, LPG, Diesel - Generator, Diesel-Off Road vehicles, Diesel-On Road vehicles, Gasoline-On Road vehicles and Electricity consumption.
	Natural Gas Consumption (m³)	It refers to the total natural gas consumption used in the operational activities of the Company during the reporting period, which is monitored from the invoices received from service providers (12 months).
	Total Electricity Consumption (kMh)	It refers to the total electricity consumption of the Company during the reporting period, which is monitored from the invoices received from service providers (12 months) and can be mapped with financial reporting systems. The consumption amount includes the usage for industrial operations and domestic use.
	Steam (tonnes)	It refers to the total steam consumption followed by invoices used by the Company in operational activities during the reporting period.
	Coal (tonnes)	It refers to the total coal consumption used in the operational processes stored at the Company's site during the reporting period.
	Steam Consumption (tonnes)	It represents the total steam consumption released and measured from the Company's production activities during the reporting period.
	LPG Consumption (kg)	It refers to the total LPG consumption tracked by invoices used by the Company in operational activities during the reporting period.
	Generator - Diesel Consumption (lt)	It refers to the total diesel consumption of the Company's generators during the reporting period, which is tracked by invoices.
	Vehicle Fuels - Diesel Consumption (Off road) (lt)	It refers to the total diesel consumption used in the vehicles accepted in the off-road class of the Company in the reporting period.
	Vehicle Fuels - Diesel Consumption (On Road) (lt)	It refers to the total diesel consumption of the Company's vehicles during the reporting period, which is tracked by invoices obtained from service providers.

Type	Indicator	Scope
ENVIRONMENTAL	Vehicle Fuels - Gasoline Consumption (On Road) (lt)	It refers to the total gasoline consumption of the Company's vehicles during the reporting period, which is monitored by invoices obtained from service providers.
	CO ₂ Fire Extinguisher (kg)	It refers to the consumption of fire extinguishers supplied by the Company from service providers during the reporting period.
	Energy Consumption Intensity (MWh/Number of Employees)	It refers to the ratio of the Company’s total energy consumption in the reporting period to the total number of employees as of 31.12.2024.
	Total Greenhouse Gas Emissions (tonnesCO ₂ e)	It refers to the sum of the Company's Scope 1 Greenhouse Gas Emissions and Scope 2 Greenhouse Gas Emissions in the reporting period.
	Scope 1 – Greenhouse Gas Emission (tonnesCO ₂ e)	It refers to carbon emissions evaluated as Scope 1 after the consumption of Natural Gas, Coal, LPG, Diesel - Generator, Diesel-Off Road vehicles, Diesel-On Road Vehicles, CO ₂ Fire extinguisher resources, which are generated as a result of the Company’s fixed and mobile energy consumption during the reporting period. The Company calculates greenhouse gas emissions according to the standard “TS EN ISO 14064-1:2018 Greenhouse Gases - Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level”.
	Scope 2 - Greenhouse Gas Emission (tonnesCO ₂ e)	It refers to carbon emissions, which are considered as Scope 2 after energy consumption and production, resulting from the Company’s indirect energy consumption during the reporting period. The Company calculates greenhouse gas emissions in accordance with the standard “TS EN ISO 14064-1:2018 Greenhouse Gases - Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level”.
	Total Waste Amount (tonnes)	It refers to the total amount of hazardous waste and non-hazardous waste generated by the Company during the reporting period.
	Amount of Hazardous Waste (tonnes)	It refers to the amount of hazardous waste generated by the Company during the reporting period, which is monitored through MOTAT (Mobile Waste Tracking System) on the Ministry of Environment portal (Integrated Environmental Information System).
	Amount of Non-Hazardous Waste (tonnes)	It refers to the amount of non-hazardous waste generated by the Company during the reporting period, which is monitored from the Ministry of Environment portal (Integrated Environmental Information System) and invoices received from licensed waste treatment facilities.
	Packaging Waste (tonnes)	It refers to the total packaging waste classified as non-hazardous waste of the Group during the reporting period.
	Total Amount of Water Used (m ³)	It refers to the total water consumption of the Company during the reporting period, which is monitored monthly by meters and invoices and can be mapped with financial reporting systems.
	Amount of Water Withdrawn from the Mains (m ³)	It refers to the total amount of water withdrawn from the network for operational and non-operational general use during the reporting period, which is received by the Water and Sewerage Administrations of the Company's locations and monitored by invoices (12 months).
	Amount of Water Withdrawn from Underground (m ³)	It refers to the Company's total water consumption in operational processes and non-operational general use, which can be mapped with reporting systems, which is monitored monthly with meters from the Company's wells and tracked with invoices received by location-based water and sewerage administrations.

Amount of Recycled/Reclaimed Water (m ³)	It refers to the amount of recovered water obtained by subtracting the amount of water discharged from the amount of water passing through the reactors, which the Company monitors daily with flow meters during the reporting period.
Water Consumption Intensity (m ³ /Number of Employees)	It refers to the ratio of the Company's total water consumption, which is monitored monthly by meters and invoices and can be mapped with reporting systems, to the total number of employees of the Company as of 31.12.2024.
Amount of Waste Water(m ³)	It refers to the total amount of wastewater generated after the Company's water treatment process and monitored by meters during the reporting period.

Type	Indicator	Scope
SOCIAL	Number of Employees by Gender (#)	It refers to the breakdown by gender of the total number of employees who are monitored by the Company's Human Resources data module and whose employment notifications are made to the Social Security Institution as of December 31, 2024.
	Number of Employees by Category (#)	It refers to the number of white-collar and blue-collar employees who are monitored by the Group's Human Resources data module and whose employment notifications are made to the Social Security Institution as of 31.12.2024.
	Total Number of Managers (#)	It refers to the number of employees who are classified as Managers and who have been notified to the Social Security Institution as of 31.12.2024, which is monitored by the Company's Human Resources data module.
	Total Number of Senior Managers (#)	It refers to the number of employees with the title of Director, Manager Above Manager, classified as senior management, for whom the Social Security Institution has been notified of employment as of 31.12.2024, which is monitored by the Company's Human Resources data module.
	Total Number of Members of the Board of Directors and Executive Committee by Gender (#)	It refers to the gender breakdown of the number of employees in the Company's Board of Directors and the Executive Committee with the titles of board members and directors as of December 31, 2024.
	Number of Employees in Senior Management Bodies by Age (#)	It refers to the total number of employees with the titles of Chairman of the Board of Directors, Deputy Chairman of the Board of Directors, Member of the Board of Directors, Manager, Group Manager, Director, classified as senior management bodies in the categories of under 30, between 30-50 and over 50 years of age as of 31.12.2024, monitored by the Company's Human Resources data module.
	Number of Employees on Maternity Leave (#)	It refers to the number of male and female employees of the Group who took child leave within the periods specified in the regulation within the scope of the Regulation on Part-Time Work to be Performed After Maternity Leave or Unpaid Leave in the reporting period.
	Total Number of Employees Returning to Work After Maternity/Paternity Leave (#)	It refers to the number of male and female employees who returned to work after going on maternity leave or unpaid leave during the reporting period within the scope of the Regulation on Part-Time Work to be Performed After Maternity Leave or Unpaid Leave, within the periods specified in the regulation.
	Total Number of Employees with Disabilities by Gender (#)	It refers to the breakdown by gender of the total number of the Company’s employees who fall within the definition of disabled in the Law No. 5378 on Disabled Persons in the reporting period.
	Number of Employees Who Resigned by Gender and Age (#)	It refers to the number of people declared to the Social Security Institution of the Company in the reporting period with the Declaration of Leaving Work within the reporting year, by gender and in the categories under the age of 30, between the ages of 30 and 50, and over the age of 50.
	Number of Employees by Gender and Duration of Employment (#)	It refers to the number of total number of employees who have been notified to the Social Security Institution as of 31.12.2024, tracked by the Company’s Human Resources data module, by gender and by the categories of 0-5 years, 5-10 years and 10 years or more of employment.
	Total Training Hours (hours)	It refers to the internal, external and compulsory trainings given to the Company's own employees during the reporting period. (Trainings given to subcontracted employees are not included).
	Number of Employees Covered by Collective Bargaining Agreement/Unionized Employees (#)	It refers to the number of employees with unionized or collective bargaining agreements as of 31.12.2024, whose employment notifications were made to the Social Security Institution and who were monitored by the Company’s Human Resources data module.
	Total Number of Accidents (#)	It refers to the number of accidents that occurred during the reporting period during the activities defined by the occupational safety laws and regulations of the Company's employees, which are monitored through notifications made to the Social Security Institution.
	Total Number of Days Lost due to Accidents (#)	It refers to the number of lost days in the reporting period due to an injury sustained by a Company employee during activities defined by occupational safety laws and regulations, which prevents him/her from coming to work the next shift or the next working day, and which is monitored through notifications made to the Social Security Institution.

Type	Indicator	Scope
SOCIAL	Total Working Hours (hours)	It refers to the total working hours of the Company's employees during the reporting period, which were monitored and measured by the card reading system.
	Total Accident Rate	It refers to the ratio of the number of injury incidents that occurred during the reporting period during the activities defined by the occupational safety laws and regulations of the Company employee and prevented him/her from coming to the workplace for 3 working days, which is monitored through notifications made to the Social Security Institution, multiplied by 200,000, to the total number of working hours in the reporting period.
	Lost Time Injury Rate	It refers to the ratio of the number of accidents that occurred during the reporting period during the activities defined by the occupational safety laws and regulations of the Company's employees and prevented them from coming to the workplace on the next shift or the next working day, causing lost days due to injury, which is monitored through notifications made to the Social Security Institution, multiplied by 200,000, to the total working hours in the reporting period.
	Total Number of Fatalities (#)	It refers to the number of fatal incidents of the Company's employees during the reporting period, which fall within the definition of "fatal work accidents" within the scope of the Occupational Health and Safety Law No. 6331, and which are monitored through notifications made to the Social Security Institution.
	Total Number of Occupational Diseases (#)	It refers to the number of occupational diseases of the Company's employees during the reporting period, which fall within the definition of "occupational disease" within the scope of the Occupational Health and Safety Law No. 6331, and which are monitored through notifications made to the Social Security Institution.
	Total OHS Training Hours (#)	It refers to the total number of internal, external and compulsory training hours evaluated within the scope of OHS Trainings provided by the Company to its own employees during the reporting period.
	Average OHS Training Hours per Employee (#)	It refers to the ratio of the number of Company employees to total OHS training hours during the reporting period.

Data Preparation

1. Environmental Indicators

Total Energy Consumption (MWh)

Within the scope of the Company’s direct energy consumption, primary fuel sources consisting of Natural Gas, Steam, Coal, LPG, Diesel - Generator, Diesel - Off Road Vehicles, Diesel - On Road Vehicles, Gasoline - On Road Vehicles, and Electricity consumption are reported.

Besler, energy conversions were performed using the following calculations.

Energy consumption items were converted from kilocalories to MWh using the following calculations:

Energy Source	Activity Data Unit	Lower Heating Value	Unit
Natural Gas	Thousand m³	8,250,000	Kcal
Coal	1 ton	6,100,000	Kcal
LPG	1 ton	10,900,000	Kcal
Diesel- Generator and Company Vehicles (On Road & Off Road)	1 ton	10,200,000	Kcal
Gasoline (On Road)	1 ton	10,400,000	Kcal
Electricity	1 MWh	859,845	Kcal

Based on the unit conversion of 1 kcal = 0.00000116222 MWh, the values of consumption values in MWh were calculated using the calorific values and density values in the communiqué published by the Ministry of Energy and Natural Resources*.

* Regulation on Increasing Efficiency in the Use of Energy Resources and Energy (Issue: 28097) <https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm>

Energy Consumption Intensity

Besler’s energy consumption intensity is calculated using the formula below:
Total Energy Consumption (MWh) / Total Number of Employees

The total employee count of the Company reflects the number of employees as of December 31, 2024.

Scope 1 Greenhouse Gas Emissions (tonnesCO₂e)

Besler Scope 1 greenhouse gas emissions include energy consumption arising from fixed combustion, transportation and leakage activities with the principle of operational control in accordance with ISO 14064-1. Scope 1 Greenhouse Gas Emissions are calculated following the Greenhouse Gas Protocol methodology and the emission factors used are based on IPCC Guidelines for 2006 National Greenhouse Gas Inventories, Global Warming Potential values (100 years) from the IPCC 6th Assessment Report** and Defra GHG Conversion Factors***. GHGs included in the calculation include emissions from fuel consumption activities and Emissions Management includes CO₂, CH₄ and N₂O gases.

Formula: Emission Amount (tonnesCO₂e) = Activity Data (MWh) × Emission factor (CO₂-CH₄-N₂O) (Kg/Tj)

Inventory Source	CO ₂ Emission Factor (Kg/Tj)	CH ₄ Emis-sion Factor (Kg/Tj)	N ₂ O Emis-sion Factor (Kg/Tj)	Emission Factor Unit
Natural Gas	56,100	1.0	0.1	tonnesCO ₂ e
Coal	101,000	10.0	1.5	tonnesCO ₂ e
Diesel Generator	74,100	3.0	0.6	tonnesCO ₂ e
Diesel Off-Road (Moving Combustion)	74,100	4.2	28.6	tonnesCO ₂ e
Diesel On Road (Moving Combustion)	74,100	3.9	3.9	tonnesCO ₂ e
Gasoline On Road (Moving Combustion)	69,300	33.0	3.2	tonnesCO ₂ e
CO ₂ Fire Extinguisher (kg)	1	-	-	tonnesCO ₂ e

Scope 2 Greenhouse Gas Emissions (tonnesCO₂e)

Besler Scope 2 greenhouse gas emissions include energy consumption arising from indirect combustion activities with the principle of operational control in accordance with ISO 14064-1. Scope 2 Greenhouse Gas Emissions In the calculations made by following the Greenhouse Gas Protocol methodology, the emission used is calculated according to the Emission Factors Information Form of Ministry of Energy and Natural Resources, Turkey Electricity Generation and Electricity Consumption Point Emission Factors: ETBK-EVÇED-FRM-042 Rev.001*, and Defra GHG Conversion Factors** sources are taken as reference. GHGs included in the calculation include emissions from fuel and electricity consumption activities and Emission Management includes CO₂, CH₄ and N₂O gases.

Inventory Source	CO ₂ Emission Factor	Emission Factor Unit	Emission Factor Unit
Electricity	0,442	TCO ₂ /MWh	TCO ₂ e/MWh
Steam	0,2587	kgCO ₂ e/kWh	t-CO ₂ e

Water Consumption Intensity (m³/Number of Employees)

Besler water intensity is calculated by the following formula:
Water Intensity = Total Water Consumption / Total Number of Employees

Packaging Waste (tons)

All non-hazardous waste generated by the Company is tracked as packaging waste.

2. Social Indicators

Total Number of Managers

Represents the number of Besler employees with the title of “Manager”.

Total Number of Senior Managers

Besler employees with the title of “Director, Manager Above” are included.

Number of Employees in Senior Management Bodies

Represents the total number of employees of Besler with the title of “Chairman of the Board of Directors, Deputy Chairman of the Board of Directors, Board Member, Manager, Group Manager, Director”.

Total Number of Members of the Board of Directors and Executive Committee

“Members of the Board of Directors” of Besler are included.

Total Working Hours

The total working hours of all Besler employees are measured by a card reading system.

Total Number of Accidents

The number of accidents for Besler includes all accidents that meet the definition of work accidents without the requirement of lost days.

Total Accident Rate

Besler total accident rate is calculated with the formula below:
Number of accidents x 200,000 / Total working hours

Lost Time Injury Rate

Besler lost time injury rate is calculated with the formula below:
Number of injury resulting in lost days x 200,000 / Total working hours

Average OHS Training Hours per Employee

It is obtained by dividing the total number of occupational health and safety training hours given by Besler by the total number of employees.
Average OHS Training Hours per Employee = Total OHS Training Hours / Total Number of Employees

Restatement of Opinion

The measuring and reporting of sustainability-related data inevitably involves a degree of estimation. Restatements are considered where there is a change in the data of greater than 5 percent at the Company level.

* Türkiye Elektrik Üretimi Ve Elektrik Tüketim Noktası Emisyon Faktörleri Bilgi Formu: ETKB-EVÇED-FRM-042 Rev.001 ([https://enerji.gov.tr//Media/Dizin/EVCED/tr/%C3%87evreVe%C4%B0klim/%C4%B0klDe%C4%9Fi%C5%9Fikli%C4%9Fi/EmisyonFaktorleri/BilgiFormu.pdf](https://enerji.gov.tr//Media/Dizin/EVCED/tr/%C3%87evreVe%C4%B0kl%C4%B0klDe%C4%9Fi%C5%9Fikli%C4%9Fi/EmisyonFaktorleri/BilgiFormu.pdf))
** UK Government GHG Conversion Factors for Company Reporting, Conversion factors 2022: full set (<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>)

Independent Assurance Report



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We have been engaged by the Board of Directors of Besler Gıda ve Kimya Sanayi ve Ticaret A.Ş and its subsidiaries (“Besler” veya “Company”) to perform a limited assurance engagement in respect of the Selected Sustainability Information (the “Selected Information”) stated in the Besler Sustainability Report 2024 (the “Sustainability Report 2024”) for the year ended 31 December 2024 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2024, which is subject to our limited assurance work, set out in the pages 71 and 74 of the Sustainability Report 2024 with the sign “✔” is summarized below:

Environmental Performance Indicators

- Total Energy Consumption (MWh)
- Total Electricity Consumption (KWh)
- Steam Consumption (Tonnes)
- Natural Gas Consumption (m³)
- Coal Consumption (Tonnes)
- Diesel Consumption - Off Road Vehicles (lt)
- LPG Consumption (kg)
- Generator - Diesel Consumption (lt)
- Diesel Consumption - On Road Vehicles (lt)
- Gasoline Consumption – On Road Vehicles (lt)
- CO2 Fire Extinguisher (kg)
- Energy Intensity (MWh/Number of Employees)
- Total Greenhouse Gas Emissions (Scope 1-2) (TonCO₂e)
- Scope 1 Greenhouse Gas Emissions (TonCO₂e)
- Scope 2 Greenhouse Gas Emissions (TonCO₂e)
- Total Waste Amount (Tonnes)
- Hazardous Waste Amount (Tonnes)
- Non-Hazardous Waste Amount (Tonnes)
- Amount of Recycled Waste (Tonnes)
- Amount of Plastic Reduction During the Year (Tonnes)
- Amount of Plastic used in Packaging (Tonnes)

- Packaging Waste (Tonnes)
- Total Water Consumption (m³)
- Total Mains Water (m³)
- Amount of Water Drawn from Underground (m³)
- Amount of Recycled/Recovered Water (m³)
- Water Intensity (m³/Number of Employees)
- Amount of Wastewater (m³)

Social Indicators

- Social Performance Indicators
- Number of Employees by Gender (#)
- Number of Employees by Category (#)
- Number of Managers by Gender (#)
- Number of Board and Executive Committee Members by Gender (#)
- Number of Employees with Senior Manager Titles by Gender (#)
- Number of Employees in Senior Management by Age (#)
- Number of Employees on Parental Leave (#)
- Number of Employees Returning to Work After Parental Leave (#)
- Number of Employees with Disabilities by Gender (#)
- Number of Employees Who Resigned by Gender and Age (#)
- Number of Employees by Gender and Duration of Employment (#)
- Total Training Hours (Hour)
- Number of Collective Bargaining Agreements/ Unionized Employees (#)
- Number of Accident (#)
- Number of Lost Days due to Accident (#)
- Total Working Hours (Hour)
- Total Accident Rate
- Lost Time Injury Rate
- Number of Fatalities (#)
- Number of Occupational Diseases (#)
- Total OHS Training Hours (Hour)
- OHS Training Hours per Employee (Hour)

Our assurance report has been prepared only for the Selected Information marked with “✔” in the 2024 Sustainability Report, and no action has been taken based on previous periods or other information other than the Selected Information marked with “✔” in the 2024 Sustainability Report, and therefore no results have been reported.

Criteria

The criteria used by the Company to prepare the Selected Information is set out in section “Sustainability Report 2024 – Reporting Principles” (the “Reporting Principles”) on pages 79 and 84 of the Sustainability Report 2024.

The Company’s Responsibility

The Company is responsible for the content of the Sustainability Report 2024 and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non- financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures to megawatt-hour (MWh) and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work has not included examination of the derivation of those factors and other third-party information.

Our Independence and Quality Management

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

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

Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information', and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 and ISAE 3410. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

- Given the circumstances of the engagement, in performing the procedures listed above we:
- Made inquiries of the persons responsible for the Selected Information;
 - Understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
 - Evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation;
 - Performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company and;
 - Undertook analytical procedures over the reported data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company' Selected Information for the year ended 31 December 2024, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist the Board of Directors in reporting Company's performance and activities related to the Selected Information. We permit the disclosure of this report within the Sustainability Report 2024 for the year ended 31 December 2024, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Besler Gıda A.Ş. as a body and Besler Gıda A.Ş. our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.



Orhan Öztürk,
SMMM Independent Auditor

Istanbul, 15 September 2025



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GRI Content Index

Declaration of Use	Kerevitaş Gıda Sanayi ve Ticaret A.Ş. has reported in accordance with GRI Standards for the period January 1 - December 31, 2024.
GRI 1 Used	GRI 1: Fundamentals 2021

GRI Standard	Notifications		Place of Notification
General Notifications			
GRI 2: General Notifications 2021	2-1	Organizational Details	<ul style="list-style-type: none">• About the Report, page 3• About us, page 7
	2-2	Companies Included in Reporting	<ul style="list-style-type: none">• About the Report, page 3
	2-3	Reporting Period, Frequency and Contact Person	<ul style="list-style-type: none">• About the Report, page 3
	2-4	Restatement of Knowledge	<ul style="list-style-type: none">• There is no revised declaration for the previous period report.
	2-5	External Audit	<ul style="list-style-type: none">• Independent Assurance Report, page 85
	2-6	Operations, Value Chain and Other Business Relationships	<ul style="list-style-type: none">• About us, page 8-11
	2-7	Employees	<ul style="list-style-type: none">• Performance Indicators, page 71-74
	2-8	Other Workers	<ul style="list-style-type: none">• Performance Indicators, page 71-74
	2-9	Management Structure and Formation	<ul style="list-style-type: none">• Corporate Governance, page 15-16
	2-10	Election and Nomination of Members of the Highest Governance Body	<ul style="list-style-type: none">• Kerevitaş 2024 Annual Report, 2024 Corporate Governance Principles Compliance Report, page 56
	2-11	Chairperson of the Highest Governance Body	<ul style="list-style-type: none">• Kerevitaş 2024 Annual Report, Board of Directors, page 56
	2-12	The Role of the Highest Governance Body in Managing the Organization's Impact	<ul style="list-style-type: none">• Kerevitaş 2024 Annual Report, 2024 Corporate Governance Principles Compliance Report, pages 56-58
	2-13	Delegation of Responsibilities for Managing the Organization’s Impact	<ul style="list-style-type: none">• Kerevitaş 2024 Annual Report, 2024 Corporate Governance Principles Compliance Report, pages 56-58
	2-14	The Role of the Highest Governance Body in Sustainability Reporting	<ul style="list-style-type: none">• Corporate Governance, page 15-16• Our Sustainability Approach, page 33
	2-15	Conflict of Interest	<ul style="list-style-type: none">• Corporate Governance, page 15-16• Kerevitaş 2024 Annual Report, page 57
	2-16	Communicating Critical Issues	<ul style="list-style-type: none">• Corporate Governance, page 15-16
	2-17	Competencies of the Highest Governance Body	<ul style="list-style-type: none">• Kerevitaş 2024 Annual Report, pages 13-15

GRI Standard	Notifications		Place of Notification
GRI 2: General Notifications 2021	2-18	Assessing the Performance of the Highest Governance Body	• Kerevitaş 2024 Annual Report , pages 56-58
	2-19	Remuneration Policies	• Wage Policy
	2-20	Wage Determination Process	• Wage Policy
	2-21	Annual Fee Rates	• Wage Policy
	2-22	Senior Management Statement on Sustainable Development Strategy	• CEO Message, page 4-5
	2-23	Policy Commitments	• Corporate Governance, page 15-16
	2-24	Integration of Policy Commitments within the Organization	• Corporate Governance, page 15-16
	2-25	Processes to Remediate Nega-tive Impacts	• Corporate Governance, page 15-16
	2-26	Mechanisms for Seeking Advice and Raising Concerns	• Corporate Governance, page 15-16
	2-27	Compliance with Laws and Regulations	• There is no non-compliance with laws and regulations.
	2-28	Member Institutions	• Memberships and Associations, page 76
	2-29	Stakeholder Engagement Approach	• Our Sustainability Approach, page 28
	2-30	Collective Labor Agreements	• Performance Indicators, page 71-74
GRI 3: Material Issues 2021	3-1	Process of Identifying Material Issues	• Our Sustainability Approach, page 28-30
	3-2	Material Issues List	• Our Sustainability Approach, page 28-30
Governance, Risk and Compliance			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• About us, page 12-13
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed	• About us, page 12-13
	201-2	Financial Consequences and Other Risks and Opportunities Arising from Climate Change	• Our Sustainability Approach, page 24-25
	201-3	Defined Benefit Plan Liabilities and Other Pension Plans	• Employees, page 52
	201-4	Financial Assistance from the Government	• About us, page 12-13
GRI 203: Indirect Economic Impacts 2016	203-1	Supported Infrastructure Investments and Services	• Society, page 59-61
	203-2	Significant Indirect Economic Impacts	• Society, page 59-61

GRI Standard	Notifications		Place of Notification
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Sustainable Supply Chain			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Supply Chain, page 57-58
GRI 204: Procurement Practices 2016	204-1	Ratio of Payments to Local Suppliers	• Supply Chain, page 57-58
GRI 308: Environmental Assessment of Suppliers 2016	308-1	New Suppliers Audited Using Environmental Criteria	• Supply Chain, page 57-58
	308-2	Negative Environmental Impacts in the Supply Chain and Measures Taken	• Supply Chain, page 57-58
GRI 414: Social Assessment of Suppliers 2016	414-1	New Suppliers Audited Using Social Criteria	• Supply Chain, page 57-58
	414-2	Negative Social Impacts in the Supply Chain and Measures Taken	• Supply Chain, page 57-58

Business Ethics and Transparency			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Corporate Governance, page 15-16
GRI 205: Anti-Corruption 2016	205-1	Operations Assessed for Corruption-Related Risks	• Corporate Governance, page 15-16
	205-2	Communication and Training on Anti-Corruption Policies and Procedures	• Corporate Governance, page 15-16
	205-3	Confirmed Corruption Inci-dents and Measures Taken	• Corporate Governance, page 15-16
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal Actions for Anti-Competitive Behavior, Trust and Monopoly Practices	• During the reporting period, there were no law-suits filed regarding anti-competitive behavior, an-titrust or monopoly activities.
GRI 207: Tax 2019	207-1	Tax Approach	• Kerevitaş 2024 Annual Report , pages 101-103
	207-2	Tax Governance, Control and Risk Management	• Corporate Governance, page 15-16
	207-3	Stakeholder Engagement and Management of Tax Concerns	• About us, page 12-13 • Our Sustainability Approach, page 77-78
	207-4	Country-by-Country Reporting	• About us, page 12-13
GRI 406: Prevention of Discrimination 2016	406-1	Discrimination Cases and Corrective Measures Taken	• There were no disclosures during the reporting period.
GRI 407: Right to Organize and Collective Bargaining 2016	407-1	Operations and Suppliers where Freedom of Association and the Right to Collective Bargaining may be at Risk	• Performance Indicators, page 71-74
GRI 408: Child Labor 2016	408-1	Operations and Suppliers at Significant Risk for Child Labor Incidents	• Kerevitaş Ethical Principles
GRI 409: Forced and Compulsory Labor 2016	409-1	Operations and Suppliers at Significant Risk of Forced or Compulsory Labor Incidents	• Kerevitaş Ethical Principles

GRI Standard	Notifications		Place of Notification
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Sustainable Packaging			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Sustainable Packaging, page 42-43
GRI 301: Materials 2016	301-1	Amount of Material Used	• Sustainable Packaging, page 42-43
	301-2	Recycled Material	• Sustainable Packaging, page 42-43
	301-3	Recycled Products and Related Packaging Materials	• Sustainable Packaging, page 42-43

Adaptation to Climate Change			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Adaptation to Climate Change, page 35-38
GRI 302: Energy 2016	302-1	Energy Consumption within the Organization	• Adaptation to Climate Change, page 35-38
	302-2	Energy Consumption Outside the Organization	• Adaptation to Climate Change, page 35-38
	302-3	Energy Intensity	• Adaptation to Climate Change, page 35-38
	302-4	Energy Consumption Reduction	• Adaptation to Climate Change, page 35-38
GRI 305: Emissions 2016	305-1	Direct (Scope 1) Carbon Emissions	• Adaptation to Climate Change, page 35-38
	305-2	Indirect (Scope 2) Carbon Emissions	• Adaptation to Climate Change, page 35-38
	305-3	Other Indirect (Scope 3) Carbon Emissions	• Adaptation to Climate Change, page 35-38
	305-4	Carbon Emissions Intensity	• Adaptation to Climate Change, page 35-38
	305-5	Carbon Emission Reduction	• Adaptation to Climate Change, page 35-38
GRI 306: Waste 2020	306-1	Waste Generation and Significant Waste-Related Impacts	• Adaptation to Climate Change, page 35-38
	306-2	Management of Significant Waste-Related Impacts	• Adaptation to Climate Change, page 35-38
	306-3	Waste Generation	• Performance Indicators, page 71
	306-4	Wastes Sent to Disposal	• Performance Indicators, page 71
	306-5	Waste prevented from being sent to disposal	• Performance Indicators, page 71

GRI Standard	Notifications		Place of Notification
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Water Management and Security			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Water Management and Security, page 40-41
GRI 303: Water and Wastewater 2018	303-1	Interactions on Shared Water Resources	• Water Management and Security, page 40-41
	303-2	Management of Impacts Related to Water Discharge	• Water Management and Security, page 40-41
	303-3	Water Withdrawal	• Water Management and Security, page 40-41
	303-4	Water Drainage	• Water Management and Security, page 40-41
	303-5	Water Consumption	• Water Management and Security, page 40-41

Sustainable Agriculture and Conservation of Natural Resources			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Sustainable Agriculture and Conservation of Natural Resources, page 46-47
GRI 304: Biodiversity 2016	304-1	Operational Sites in Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	• Sustainable Agriculture and Conservation of Natural Resources, page 46-47
	304-2	Significant Impacts of Activities, Products and Services on Biodiversity	• Sustainable Agriculture and Conservation of Natural Resources, page 46-47
	304-3	Protected or Restored Habitats	• Sustainable Agriculture and Conservation of Natural Resources, page 46-47

Talent Attraction, Development and Retention			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Our employees, page 52
GRI 401: Employment 2016	401-1	New Hires and Employee Turnover Rate	• Performance Indicators, page 72-74
	401-2	Benefits Provided to Full-Time Employees Not Provided to Temporary or Part-Time Employees	• Our employees, page 50-56
	401-3	Parental Leave	• Performance Indicators, page 73
GRI 402: Labor/Governance Relations 2016	402-1	Minimum Notification Periods for Operational Changes	• Our employees, page 50-56
GRI 404: Education and Training 2016	404-1	Average Annual Training Hours per Employee	• Our employees, page 50-56
	404-2	Employee Skills Development Programs and Transition Assistance Programs	• Our employees, page 50-56
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Evaluations	• Our employees, page 50-56

GRI Standard	Notifications		Place of Notification
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Employee Health, Safety and Welfare			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Employee Health, Safety and Welfare, page 55-56
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	• Employee Health, Safety and Welfare, page 55-56
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	• Employee Health, Safety and Welfare, page 55-56
	403-3	Occupational Health Services	• Employee Health, Safety and Welfare, page 55-56
	403-4	Worker Participation, Consultation and Communication on Occupational Health and Safety	• Employee Health, Safety and Welfare, page 55-56
	403-5	Worker Training on Occupational Health and Safety	• Employee Health, Safety and Welfare, page 55-56
	403-6	Promotion of Worker Health	• Employee Health, Safety and Welfare, page 55-56
	403-7	Preventing and Mitigating Occupational Health and Safety Impacts Directly Linked to Labor Relations	• Employee Health, Safety and Welfare, page 55-56
	403-8	Workers within the scope of Occupational Health and Safety Management System	• Employee Health, Safety and Welfare, page 55-56
	403-9	Work Injury	• Performance Indicators, page 73-74
	403-10	Work Related Illness	• Performance Indicators, page 73-74

Diversity, Equality and Inclusion			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Our Employees, pages 50-51
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	• Our Employees, pages 50-51
	405-2	Ratio of Basic Salaries and Wages of Women to Men	• Our Employees, pages 50-51

Community Development			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Supply Chain, page 57-58 • Society, page 59-61
GRI 413: Local Communities 2016	413-1	Engagement with Local Communities, Impact Assessments and Development Programs	• Supply Chain, page 57-58 • Society, page 59-61
	413-2	Significant Actual and Potential Adverse Impacts on Local Communities	• Supply Chain, page 57-58 • Society, page 59-61

GRI Standard	Notifications		Place of Notification
Product Safety, Quality and Responsibility			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• New Flavors with Nutritious and Healthy Products, page 66-67 • Food and Product Safety, page 63-64
GRI 416: Customer Health and Safety	416-1	Assessing the Health and Safety Impacts of Product and Service Categories	• New Flavors with Nutritious and Healthy Products, page 66-67 • Food and Product Safety, page 63-64
	416-2	Non-Compliance Cases Related to Health and Safety Impacts of Products and Services	• New Flavors with Nutritious and Healthy Products, page 66-67 • Food and Product Safety, page 63-64
GRI 417: Marketing and Labeling	417-1	Product and Service Information and Labeling	• Customer Experience and Transparency, page 68-69
	417-2	Product and Service Information and Labeling Non-Compliance Cases	• Customer Experience and Transparency, page 68-69
	417-3	Cases of Non-Compliance Related to Marketing Communications	• Customer Experience and Transparency, page 68-69
GRI 418: Customer Privacy 2016	418-1	Substantiated Complaints of Breach of Customer Privacy and Loss of Customer Data	• Customer Experience and Transparency, page 68-69
Food Waste			
GRI 3: Material Issues 2021	3-3	Management of Material Issues	• Food Waste, page 44-45



For more detailed information about Kerevitaş Sustainability Report and to send your comments and suggestions:

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