

Our Responsibility for the Future



Our Responsibility for the Future

baki



Table of Contents

02 ABOUT THE REPORT

03 MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS

05 ABOUT BAKIOĞLU HOLDING

22 CORPORATE GOVERNANCE AND SUSTAINABILITY

Management Structure of Bakioğlu Holding
Business Ethics, Transparency and Compliance
Internal Audit and Risk Management
Sustainability Management
Our Stakeholders
Corporate Initiatives

39 VALUE FOR THE CLIMATE

Climate Change
Energy and Emission Management
Water Management

48 VALUE FOR NATURE

Circular Economy
Recycling and Waste Management

56 VALUE FOR OUR BUSINESS

Digital Transformation and Automation
Business Continuity
Operational Excellence

66 VALUE FOR PEOPLE

Inclusive Workplace and Diversity
Employee Development
Employee Engagement
Occupational Health and Safety

84 VALUE FOR SOCIETY

Aegean Forest Foundation
Support for Qualified Employment

91 ANNEXES

Performance Tables
GRI Content Index

About the Report

As Bakioglu Holding and Packaging Group Companies, we continue our activities with determination, always striving to do better. The ultimate goal of this journey is to create value for our stakeholders through a sustainable business model. Through our annual

Sustainability Reports, we present our stakeholders with a holistic picture of our activities in this area, as well as the social, economic, and environmental aspects of our activities and our progress towards the United Nations (UN) Sustainable Development Goals.

This Report has been prepared by Bakioglu Holding AŖ in accordance with GRI Standards for the period from January 1st, 2022 to December 31st, 2022.

(Bak Ambalaj San. ve Tic. AŖ, Polibak Plastik Film San. ve Tic. AŖ, Bak Gravür Teknolojisi San. Tic. AŖ, Bareks Plastik Film San. Tic. AŖ ve Bareks Polietilen Film Ekstrüzyon San. ve Tic. AŖ) It represents the activities carried out in Türkiye. Bakcycle, recently included in our packaging group, is

not covered by the report as it is still in the investment phase and has not yet started operations. The sustainability topics and objectives that we have prioritized with input from our internal and external stakeholders, using the reporting principles set out in the GRI guidelines, form the general framework of the report.

You can send us your views and suggestions on our sustainability activities and reporting at sustainability@bakioglu.com.tr.



The data relating to Bareks Plastik Film Tic. San. Tic. AŖ, referred to as Bareks in this report, includes data for its subsidiary Bareks Polietilen Film Tic. AŖ.

Message from the Chair of the Board



Cem BAKIOĞLU

Chair of the Board of Directors of
Bakioğlu Holding

Dear Stakeholders,

Despite the challenges facing our country and the world, we made it through 2022, which we entered with the motto of "pioneering growth with our sustainability approach, exemplary growth with our values, and hopeful growth with our vision." We can very well describe this year as a year in which we overcame the challenges of the pandemic period by working without giving up hope, and a year in which we carried out work that will shape our sector in terms of sustainability as well as our business success.

As each period is defined by its specific conditions, it would not be wrong to define 2022 as a "transition to a new normal." The climate crisis, resource and energy problems, tensions between countries and the consequences of wars, refugee problems, epidemics, the dizzying pace of digitalization, different work

systems, and the process of adapting to all of this have now taken their place in our lives as our new norms. Both our individual and corporate lives are undoubtedly changing and will continue to change in light of these developments.

2022 was a year of new investments. We plan to increase our capacity by approximately 6,000 tonnes/year with the equipment investments we made at Bak Ambalaj at this time. We are also developing 100% recyclable film structures with our new Polibak CPP line, which we have finished building. We increased our capacity by 2,200 tonnes/year with the new line we commissioned at our Bareks plant. We will increase our cylinder production capacity by 10,000 units per year when the line investment we started at Bak Gravür comes online in 2023. In parallel with the investments in our production facilities, we completed investments in new office buildings

in many of our companies during the year, moving our operations to more efficient and comfortable buildings with modern architectural aesthetics.

In response to the global energy crisis and in line with our goal to reduce greenhouse gas emissions from energy consumption, we increased our use of I-REC certified renewable electricity from 50% to 100% during the year. Continuing our commitment to renewable energy, we focused on investments in rooftop and land-based solar power plants. We will expand our SPP system, the first of which we installed last year on the roof of our Bareks Menemen factory, to all of our new factory roofs. We also signed a preliminary protocol for a 13.2 MW land-based SPP facility on behalf of our company Polibak at the end of 2022. If all the bureaucratic processes are completed on time, we plan to have the facility generating electricity by the end of 2023.

Message the from Chair of the Board

We finished forming our recycling company Bakcycle in 2022. This will not only increase Bakioğlu Holding's effectiveness in the packaging ecosystem but also strengthen the environmentally friendly nature of our operations. We also started investing in construction and machinery. We plan to complete our investment in 2023 and commission our plant after a test run. We are excited about the breakthrough we will make with this investment on our circular economy journey.

While our new investments continue at full speed, we are expanding our Group-wide operational excellence efforts in our existing operations. We are continuously increasing our level of efficiency and quality with the projects we are implementing to improve our business processes, develop our

occupational safety practices, which are a constant priority, and increase our digitalization and automation practices, especially with robotic technologies.

We focused our R&D investments on recyclable product portfolios in 2022 and made considerable progress in developing the circular economy and our sustainable products portfolio. We also continued to improve efforts in calculating the carbon footprint of our Group Companies. All of our Packaging Group Companies received "Zero Waste" Certificates during the year, while our Polibak and Bareks companies received "Operation Clean Sweep" Certificates, which certify that plastic granules, particles, and dust are handled with due care and do not enter the sea. Furthermore, we continued to work with initiatives that strengthen

our place in the circular economy, such as CEFLEX and SPC, and our efforts to combat climate change, such as the Aegean Forest Foundation.

The awards we have received as an indicator of our stakeholders' appreciation of our culture and activities in our never-ending journey of corporate development since 1973 motivate us to constantly strive for improvement. We are proud to have been included in the Stevie Awards and Brandon Hall Award programs, in the EBSO 100, ISO 500, and Starts of Exports categories in 2022. Bakioğlu Holding was proud to be selected among the best in the world and to receive the Gold Award in the "People-Oriented Workplace of the Year" category at the Globee Golden Bridge Business and Innovation Awards.

We grew and developed in 2022 through the choices we made with our values and the topics that made us feel our corporate culture even more deeply. We fully believe that our business accomplishments and our growth on our sustainability journey are going to continue at the same pace in the periods ahead.

On behalf of the Boards of Directors, Executive Boards, and General Managers of Bakioğlu Holding and our subsidiaries, I would like to take this opportunity to express our sincere thanks to all our stakeholders, especially our valued colleagues, suppliers, business partners, and customers who are passionate about their work.

Best Regards,

Cem BAKIOĞLU

Chair of the Board of Directors of
Bakioğlu Holding



ABOUT BAKIOĞLU HOLDING

Bakiođlu Holding took its first steps when Bak Ambalaj was founded back in 1973. It grew over the years with a vertical integration structure in the flexible packaging sector becoming a holding company in 1996. Today, Bakiođlu Holding operates in the construction, logistics, and food industries in addition to its core packaging business.

With 49 years of experience, our portfolio of companies includes Türkiye's leading packaging companies such as Bak Ambalaj, Polibak, Bak Gravür, Bareks, as well as Bakiş, which operates in the construction industry, Baksaş, which provides insurance and brokerage services, Baknet, which provides IT and transportation services, and Freshbak, which operates in the food industry. Our Packaging Group is expanding its field of activity with our company Bakcycle, which started its investments in 2021 and was created to operate in the field of recycling, and aims to strengthen its sustainable business model outlook.



Bakcycle

Bakcycle, the latest investment made by Bakioğlu Holding, was established in 2021 as the fifth company to complete the packaging group's vertical integration structure. Investment in Bakcycle Geri Dönüşüm San. ve Tic. AŞ continued during the reporting period. The company will recycle plastic packaging waste and turn it back into granules, thus meeting an important need on the way to a sustainable and circular economy. Bakcycle will perform mechanical recycling in the initial phase and aims to incorporate all the most advanced technologies in the industry, such as optical sorting, hot washing, laser filtration, and deodorization. There is no recycling facility with this equipment in Türkiye, and its counterparts in Europe and the United States are rare. Bakcycle aims to play a pioneering role in Türkiye.

As of the reporting period, Bakioğlu Holding and Packaging Group serves 50 different countries with more than 2,000 employees working in six companies with a total production area of approximately 317,247 m² and generates 59% of its revenue from exports.

As a globally respected group of companies that adds value to its country by striving to do the "best" in all its fields of activity through continuous investment and development, we guide our activities with the mission of remaining "baki" (Everlasting), developing an "integrated packaging industry" from the core, and ensuring that it meets international standards. We are proud to be helping the Turkish package industry stand out amid global competition.



We are growing with determination, believing in the work we are passionate about, and united in always doing better.





“Responsible Packaging” first

Our value chain is based on a vertical integration model in the flexible packaging sector and includes packaging design, material pre-treatment, printing using various techniques, and making value-added packaging products. Social, environmental, and economic sustainability, superior product quality, and innovation are essential elements of our business model at all stages of our value chain. Our latest investment, Bakcycle, not only extends our value chain but also strengthens our responsible packaging approach by supporting the circular economy.

We offer end-to-end packaging solutions with reliable, high value added products that can replace imported products in segments with different structural characteristics, particularly in the food, beverage, chemical, hygiene, pharmaceutical, textile, stationery, and

tobacco industries. With the quality of our products and services, we not only ensure that Türkiye's flexible packaging needs are met with domestic capital and resources, but also support our local economy through our exports to foreign markets, especially the European Union.

Plastic packaging is a product group that has a wide range of applications and plays an important role in improving our quality of life. As one of the leading players in the industry, we believe it is our fundamental duty to ensure that plastic packaging, which is practically indispensable to today's societies due to its post-consumer effects, is produced and presented using healthy, sustainable and safe methods.

Although our food packaging solutions occupy a prominent place in our

product portfolio, we have other solutions that add value to a variety of industries. Our products play a critical role in ensuring food safety, keeping chemical and hygiene products sterile, and protecting the integrity of stationery and textile products. We provide consumers with safe, environmentally friendly, and economic access to products by giving client manufacturing companies the most appropriate packaging compositions and designs.

We adhere to international standards in both our operations and our products, carefully managing our environmental impact, and acting with the awareness of being an ethical and responsible company. We support the circular economy through recycling, renewable energy, and innovative raw materials. We minimize our impact on the climate. In doing so, we pledge to create long-term value for all our stakeholders, especially our customers, shareholders, and employees.

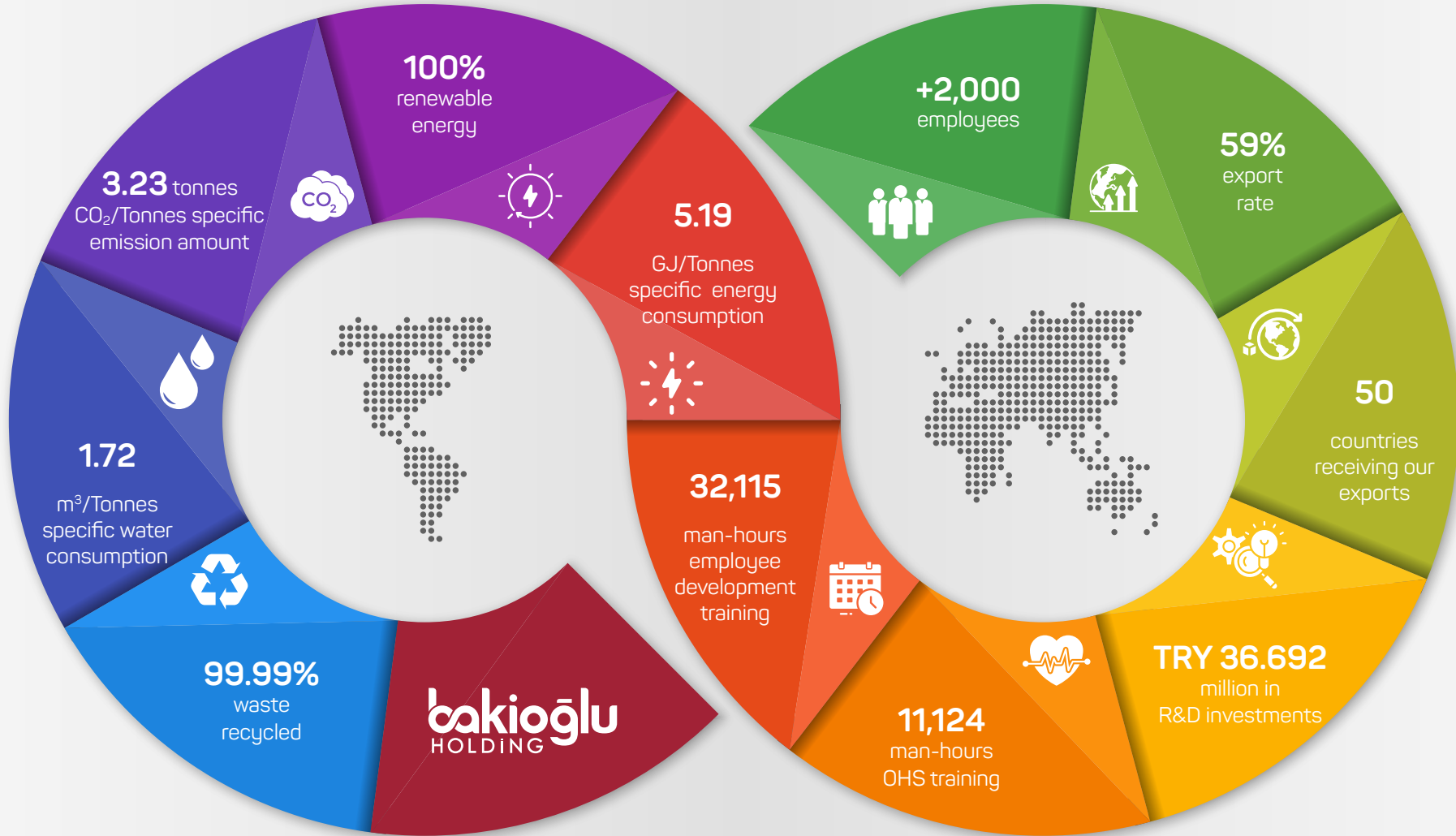
We support sustainable packaging production



We share the Sustainable Packaging Coalition's (SPC) passion for creating “good” packaging designs for people and the environment. As Bakioğlu Holding and Packaging Group Companies, we are fulfilling our responsibility for sustainable packaging production and a sustainable future by joining the SPC!

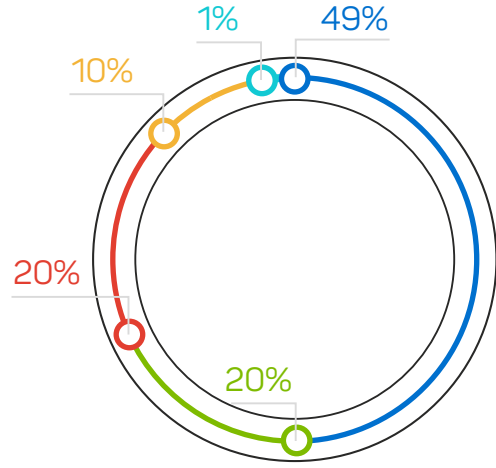


2022 in Figures





Shareholding Structure of Bakiöđlu Holding (%)



Cem Bakiöđlu

Ali Enver Bakiöđlu

Sertaç Bakiöđlu

Meriç Bakiöđlu

Other





Awards we received in 2022

Bakiöđlu Holding, received the **Gold Award** in the **"People-Oriented Workplace of the Year"** category at the 14th **The Globee-Golden Bridge Business and Innovation Awards** international award program for its 360-degree development evaluation system.



Bakiöđlu Holding was awarded **Gold** in the **"Best Employer of the Year - Production"** category and **Silver** in the **"Success in Competency and Skill Development Management"** category at the **7th Stevie Awards for Great Employers**, which received more than 950 entries from 26 countries.



In the **Stevies International Business Awards (IBA)**, which attracted nearly 4,000 entries from 67 countries, we received the **Gold Award** in the **"Best Human Resources Team of the Year"** category and the **Bronze Award** in the **"Success in Human Resources"** category.





Bakioğlu Holding received **one silver** and **two bronze awards** in the **Human Resources, Training and Organizational Development** categories at the **Brandon Hall Group HCM Excellence Awards** program.



We were proud to receive a **Bronze Award** in the **"Achievement in Human Resources"** category from the **"Stevie Awards for Women in Business"** award program, which recognizes female entrepreneurs, managers, and employees worldwide.



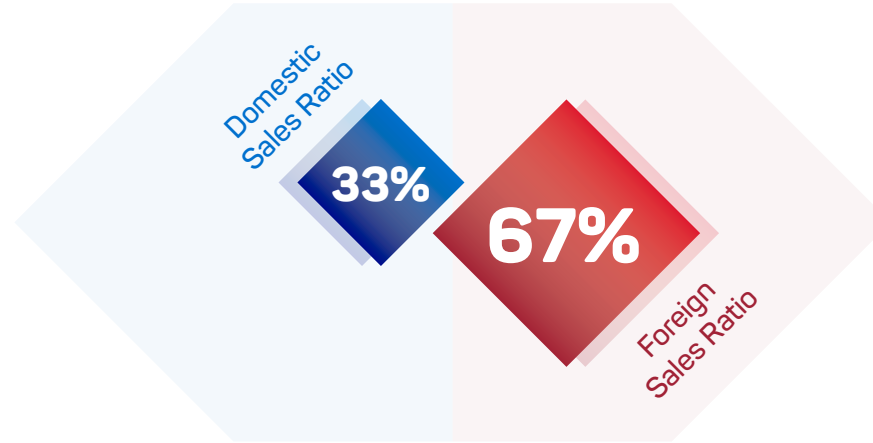
Bak Ambalaj and **Polibak** were ranked among **Türkiye's Top 500 Industrial Companies** this year, and **Polibak** was ranked **13th in the Chemicals and Chemical Products sector** among **"Türkiye's Top 1000 Exporters"** announced by the **Turkish Exporters Assembly**.

The **Bak Ambalaj, Polibak and Bareks** companies were included in the **"100 Largest Industrial Enterprises"** ranking announced every year by the Aegean Region Chamber of Industry (EBSO), and the **Polibak** and **Bak Ambalaj** companies were awarded at the **EBSO Successful Industrial Enterprises** Award Program.



Packaging Group Companies

The first company of Bakioğlu Holding, Bak Ambalaj San. ve Tic. AŞ, was established in Izmir 1973 in Izmir making printed and unprinted bags. The company currently operates in the Izmir Atatürk Organized Industrial Zone on 56,000 m2 with four separate facilities and more than 700 employees, and ranks among the top 500 industrial companies in Türkiye. Bak Ambalaj conducts its activities believing that innovation is the factor that determines the difference between leaders and followers, and manages its projects and activities under one roof at the Bak Ambalaj R&D Center (BAK AGM), which was certified by the Ministry of Industry and Technology of the Republic of Türkiye in August 2017, the first of its kind in the printed flexible packaging sector. Bak Ambalaj produces printed, unprinted, and laminated flexible packaging for various sectors and aims to occupy a permanent place among the leaders of the industry in Europe, while continuously expanding its production portfolio through its investments. Bak Ambalaj is a dynamic company that can respond immediately to global changes. It exports to more than 50 countries on four continents, mainly in Western Europe and America, and is closer to its customers with the country's logistical advantage and warehouses located in Europe and America.



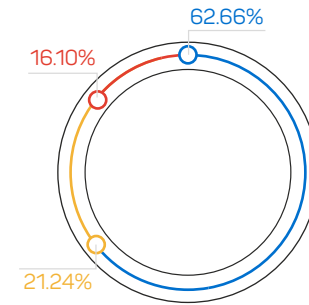
Purchasing Regions

- Türkiye
- Europe
- America
- Middle East
- Africa



bakambalaj

Shareholding Structure of Bak Ambalaj (%)



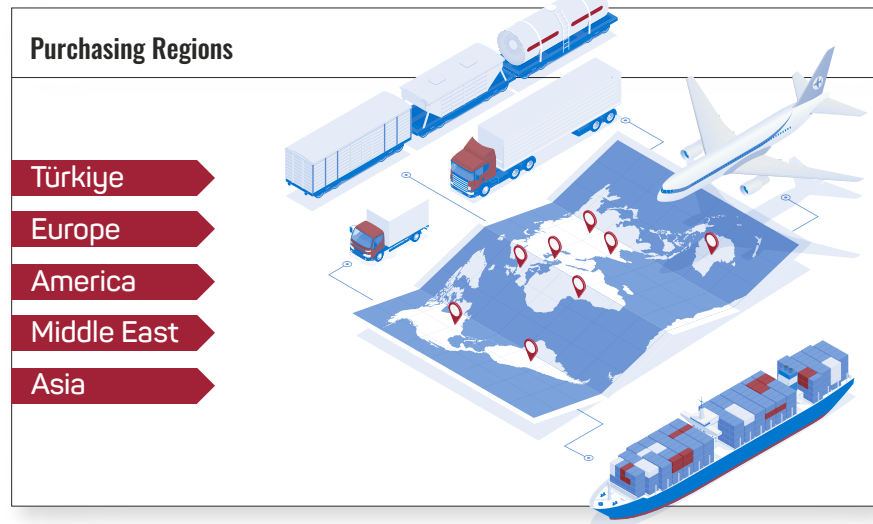
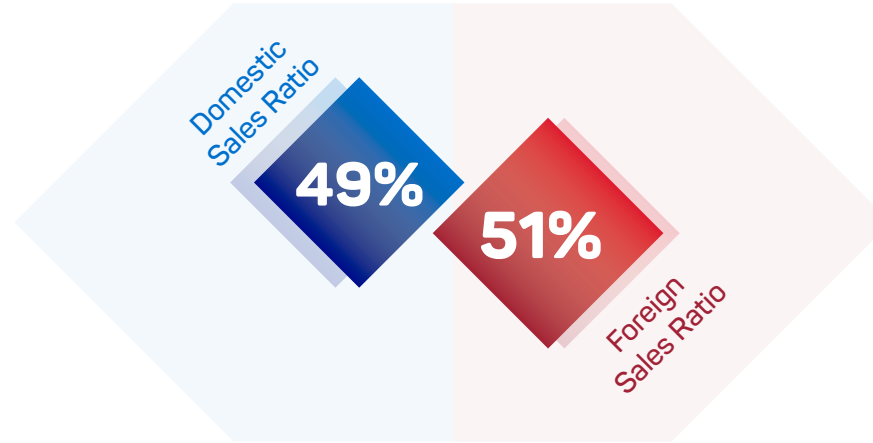
- Bakioğlu Holding AŞ
- Other
- Cem Bakioğlu



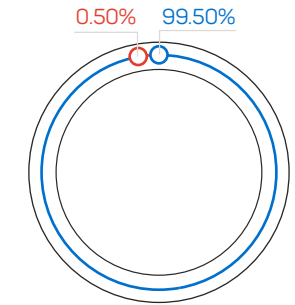
Packaging Group Companies

Polibak Plastik Film AŞ was established in 1993 to produce plastic film, one of the main inputs of flexible packaging, in line with Bakioğlu Holding's goal of vertical integration in the packaging sector. Today, Polibak produces BOPP film in its facilities located on an area of 180,000 m² in the Izmir Atatürk Organized Industrial Zone.

Polibak is one of Türkiye's 500 largest industrial companies and top 1000 exporters. It is one of Türkiye's leading plastic film manufacturers and provides high-quality and solution-oriented services to its customers with its experienced R&D staff.



Shareholding Structure of Polibak(%)

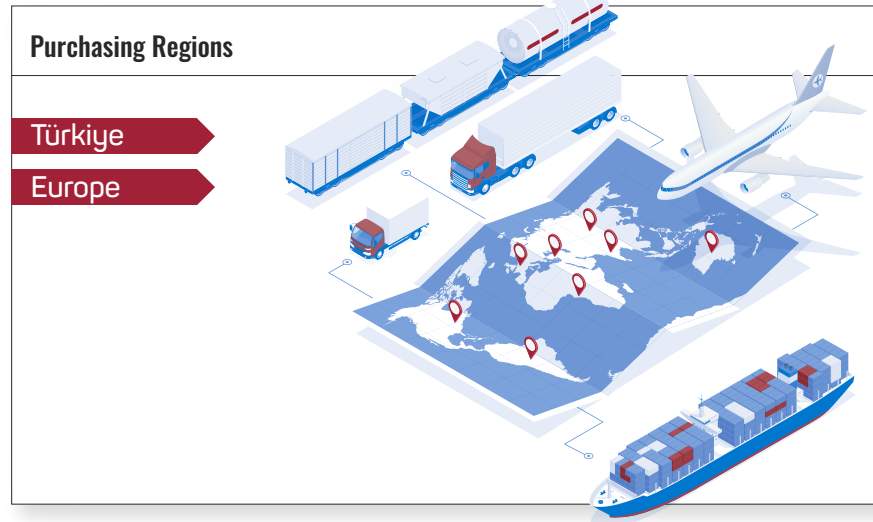


— Bakioğlu Holding AŞ
— Other



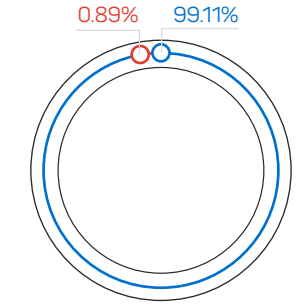
Packaging Group Companies

Bak Gravür Teknolojisi Sanayi Ticaret AŞ provides etching pre-press treatment services and flexo printing plate production. It started its activities in 1998 in association with Bakioğlu-Wetzel under the name "Wetzel AŞ." It was fully incorporated into Bakioğlu Holding in 2021 becoming Enternasyonel Gravür AŞ. The company was renamed Bak Gravür Teknolojisi San. Tic. AŞ in 2017 and is one of Türkiye's leading manufacturers of gravure cylinders and flexographic printing plates. Bak Gravür has been producing rotogravure printing cylinders since 2001 and flexographic printing plates since 2021 at its 8,040 m2 facilities in the Izmir Çiğli Atatürk Organized Industrial Zone. Bak Gravür continues its activities with the aim of becoming the largest and most preferred company in Europe in the production of gravure cylinders and flexo printing plates.



bakgravür

Shareholding Structure of Bak Gravür (%)

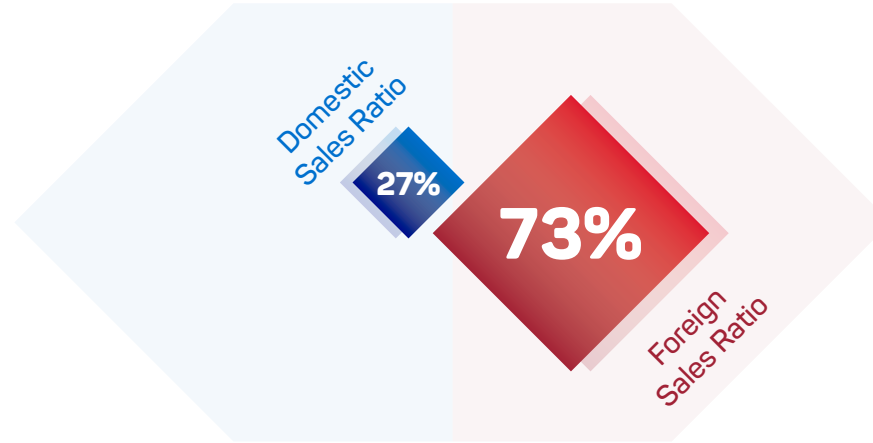


— Bakioğlu Holding AŞ
— Other

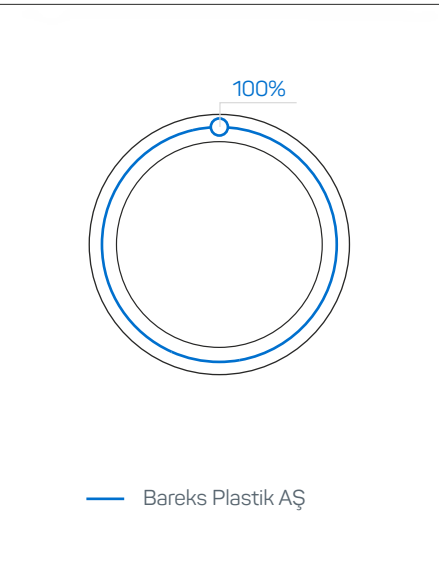


Packaging Group Companies

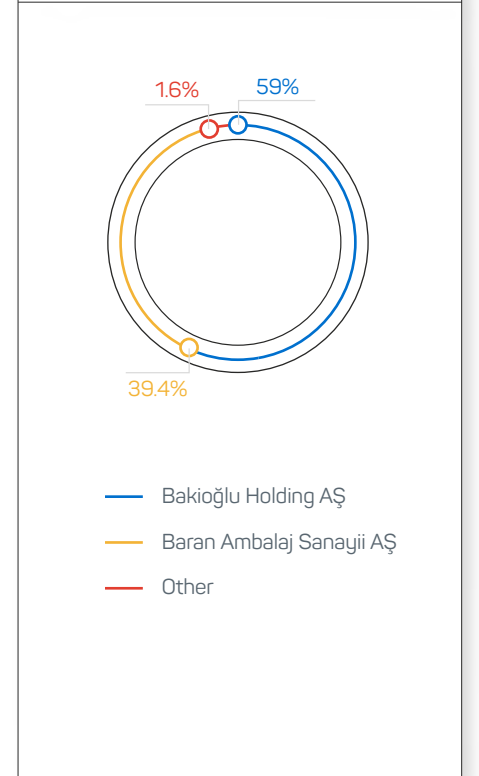
Bareks Plastik Plastik Film San. Tic. AŞ and Bareks Polietilen Film Ekstrüzyon San. ve Tic. AŞ operate under the umbrella of Bareks, which was established in 2002 to produce multi-layer polyethylene films specially designed for printing and lamination suitable for food packaging.



Shareholding Structure of Bareks Polietilen (%)



Shareholding Structure of Bareks Plastik (%)



Purchasing Regions

- Türkiye
- Europe
- America
- North Africa
- Middle East
- Far East





Other Group Companies

bakiş

Bakiş Yapı İnşaat Sanayi Ticaret AŞ was established in 1995 to provide high-tech contracting services such as turnkey factory construction, industrial plant construction, infrastructure and superstructure construction, and technological assembly.

Bakiş serves various sectors in the field of factory, school and hospital construction today in addition to the Bakiođlu Holding Companies and factory construction.

baksaş

Baksaş Sigorta ve Aracılık Hizmetleri AŞ was established in 1994 to provide insurance services to companies other than Bakiođlu Holding and Group Companies and continues to operate successfully with its quality service approach.

baknet

Baktrans Taşımacılık Ticaret AŞ was established in 1995 to carry out product logistics for Bakiođlu Holding's export-oriented companies and has since added VIP aviation to its range of activities. In 2016, Baktrans merged with Baknet İletişim ve Bilgisayar Ürünleri Pazarlama Sanayi AŞ, which was established in 2000 to provide IT services to companies, and became Baknet Bilgi İşlem ve Taşımacılık Ticaret AŞ. Baknet continues to provide both IT and VIP aviation services without interruption.

freshbak

Freshbak operates in the field of food production and was established in the Izmir Pancar Organized Industrial Zone in 2017 in a closed area of 4,000 m2 on a plot of land measuring 6,200 m2. Operating in the healthy snacks category, Freshbak is the first company in Türkiye to carry out production activities using the Freeze Dry technology, an unprecedented application in the industrial sense.

flexibles

P&B Flexibles BV, the Group company based abroad (Amsterdam), started its activities in 2016 to benefit from cost-effective financing opportunities in Europe in procuring foreign raw materials.



History



1973

The first Group company, Bak Ambalaj, is established.



1993

Polibak Plastik Film AŞ is established.



1994

Baksaş Sigorta ve Aracılık Hizmetleri AŞ joins the group.



1995

Bakiş Yapı İnşaat Sanayi Ticaret AŞ and Baktrans Taşımacılık Ticaret AŞ are established.



1996

Bakiođlu Holding is established.



1998

Bak Gravür Teknolojisi Sanayi Ticaret AŞ begins operating under the name Wetzal AŞ.



2000

Baknet İletişim ve Bilgisayar Ürünleri Pazarlama Sanayi AŞ begins operating in the informatics sector.



2001

Bak Gravür become a wholly owned subsidiary of Bakiođlu Holding and is renamed Enternasyonel Gravür AŞ.



2002

Bareks Plastik AŞ is established and begins production of multilayer polyethylene films.



2015

Bak Ambalaj Dış Ticaret AŞ (Bak International) is established to support the Group's growing export activities and Bak Flexibles BV, based in Amsterdam, is established to support Bak Ambalaj's activities in Europe.



2016

Bak Global Trade BV (now known as P&B; Flexibles) begins operating toward the end of 2016 to take advantage of low-cost financing opportunities in Europe when sourcing raw materials abroad.

Investments are made in freeze-drying technology and the first food company, Freshbak, is established.

Baknet and Baktrans merge under Baknet Bilgi İşlem ve Taşımacılık AŞ.



History

2017

Bareks 6th Blown Film Extrusion line is commissioned, increasing the capacity of Bareks AŞ.

Enternasyonel Gravür Teknolojisi Sanayi Ticaret AŞ changes its title to Bak Gravür Teknolojisi San. Tic. AŞ.

2020

Bak Ambalaj, Polibak, and Bareks are awarded the TSE COVID-19 Safe Production Certificate.

2021

Bakiöđlu Holding and Packaging Group Companies join the Sustainable Packaging Coalition (SPC) and started using I-REC certified renewable electricity in production.

Polibak and Bareks receive the International Sustainability Carbon Certificate (ISCC Plus Certificate).

The solar energy system installed at the Bareks Polyethylene Facility starts producing renewable energy.

Bakcycle Geri Dönüşüm AŞ is established.*

**Bakcycle is not operational yet "*

2022

The first consolidated sustainability report of Bakiöđlu Holding and Packaging Group Companies is published.

Bakiöđlu Group's "Baki with You" Employee Value Proposition, shaped by employee opinions, surveys, and senior management workshops as part of the Employer Branding Project, is launched.

Investments for Bakcycle Geri Dönüşüm San. ve Tic. AŞ begin.

Bak Ambalaj, Polibak, Bak Gravür, and Bareks receive the "Basic Level Zero Waste Certificate."

Bakiöđlu Holding's Digital Transformation Master Plan is published.

Gold Award in the "People-Oriented Workplace of the Year" category at the Globe Awards.

In addition to the Stevie Awards, known as the Oscars of the business world, Bakiöđlu Holding receives awards from the Brandon Hall Award Program for practices that highlight our "Value for People" approach.

"The "Corporate Carbon Footprint Calculation Project" initiated by Bakiöđlu Holding Packaging Group Companies on a voluntary basis, focusing on its responsibility to combat climate change, concludes successfully and the "Carbon Footprint Calculations for 2021" are confirmed for all plants according to the ISO 14064-1: 2018 Standard. Work will continue in 2022 as well.



Our Mission, Vision and Values

Our goal at Bakioğlu Holding is to be “the best” in all our activities. We strive to create value for our country, to be among the most respected

international companies, and to fly the flag of our country and our Group in every corner of the world.

We invest in knowledge, innovation, technology, our human values, and our future. Our “Baki Constitution” guides our developmental journey. We strive to remain “baki” (Everlasting) with our

brand and the values we add. We stride confidently toward our goals with the mission and vision we have adopted, as well as our commitment to our corporate values.

Our mission

Yesterday, today, tomorrow. We strive to remain “baki” with absolute determination.

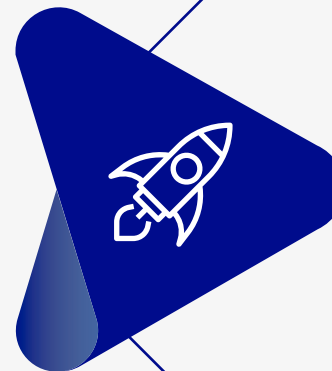
To remain “baki” as a respectable group of companies worldwide, adding value to its country by being the “best” in all its fields of activity through continuous investment and development.



Our Vision

Our goal is 2025. We are progressing with endless faith.

To rank among the “top 5 flexible packaging manufacturers of Europe” in 2025 while preserving our structure as a family business with national capital.





Our Mission, Vision and Values

Our Corporate Values

Our corporate values, which we have established with all our colleagues who work with us toward the same goals with determination and faith in the work we are passionate about, are primarily human value, trust, justice, a focus on quality and solutions, development and improvement, and social responsibility.

We value people.

Our focus is on "people". We regard people as a "value" rather than a "resource." We prioritize people in all our activities.



We establish trust.

We develop relationships based on trust. We do as we say and remain committed to our business, our responsibilities, our values, and each other. We place importance on the integrity of words and actions and build trust.



Justice is fundamental to us.

We act within an accountable, transparent, and fair corporate culture. We care about equal opportunities and adopt "fair approaches" in our business and human relations.





Our Mission, Vision and Values

Our Corporate Values

We act with a focus on quality and solution.

We take constructive steps in all that we do. We care about quality and adopt solution-oriented approaches for the satisfaction and trust of our customers and our employees. With this approach, we create "value" in all our initiatives, both nationally and internationally, with our goal of becoming a global company.



It is our job to develop and improve.

We are aware that sustainability is achieved through development, change, and innovation. We invest not only in technology, production, and facilities but also in people, and we strengthen corporate memory by sharing knowledge: "We improve as we develop."



We possess an awareness of social responsibility.

We are mindful of the developments in our country and the environment, and we play our part. We are mindful of our nation, our cultural values, family, and the environment.





CORPORATE GOVERNANCE AND SUSTAINABILITY

Management Structure of Bakioglu Holding

Business Ethics, Transparency and Compliance

Risk Management and Internal Audit

Sustainability Management

Our Stakeholders

Corporate Initiatives

Bakioglu Holding's corporate governance approach is designed to ensure that the Group Companies are managed effectively and in accordance with internationally recognized principles, and that the synergy between the Group companies serves the goal of creating value for all our stakeholders. We continuously improve our governance tools so we can respond to the sustainable value expectations of our stakeholders and enhance our performance in an ever-changing competitive environment. In our corporate governance model, we uphold the principles of strict adherence to superior business ethics, transparency, accountability, and full compliance with legal regulations.



Management Structure of Bakioğlu Holding

As the highest strategic decision-making body of Bakioğlu Holding, the Board of Directors is responsible for monitoring the Group's objectives, risks and opportunities, and for determining and managing

its strategic direction. It consists of a total of four members, including the Chair and Deputy Chair. The resolutions of Bakioğlu Holding's Board of Directors are also binding on its subsidiaries. Our Executive Board

is subordinate to the Board of Directors and has six members. Two members of the Board of Directors also serve on the Executive Board as Cochairs.

Board of Directors of Bakioğlu Holding

Cem Bakioğlu	Chair of the Board of Directors
Enver Bakioğlu	Deputy Chair of the Board of Directors
Meriç Bakioğlu	Member of the Board of Directors
Sertaç Bakioğlu	Member of the Board of Directors

Executive Board of Bakioğlu Holding

Enver Bakioğlu	Cochair of the Executive Board
Sertaç Bakioğlu	Cochair of the Executive Board
Özge Engin	Head of the Financial Affairs and Reporting Group
Özgür Güneri	Head of the Human Values and Corporate Development Group
Mustafa Kocakoç	Head of the Operations Group
Ufuk Tezer	Head of the Finance and Treasury Group



Business Ethics, Transparency, and Legal Compliance

At Bakiöđlu Group, we follow the principles of superior business ethics in all our activities and transactions, act in accordance with the laws and regulations, and establish transparent and accountable communication with our stakeholders. We accept the Bakiöđlu Group Corporate Culture Guide and Ethical Principles as the compass of our activities. We organize corporate culture training including business ethics, anti-bribery, and anti-corruption

to raise employee awareness and increase their knowledge.

Every new employee who joins Bakiöđlu Group Companies receives training on ethical principles, anti-bribery, and anti-corruption as part of the corporate culture training. We gave 67 managers face-to-face training on Corporate Culture, Mission,

Vision, Values, and Ethical Principles in 2022. In addition, every new sales representative is given Corporate Culture training on Ethical Principles is provided via LMS. A total of 310 of our employees received 323 man-hours of corporate culture and ethical principles training in 2022.



Our Ethical Principles document is available here.



The unchanging core principles of our community culture and governance:

- ∞ Working as a team focused on getting results
- ∞ Trust
- ∞ Continuous improvement
- ∞ Relentlessness
- ∞ Focusing on long-term solutions
- ∞ Sharing
- ∞ Solidarity
- ∞ Perseverance
- ∞ Open communication
- ∞ Commitment to the business as a whole
- ∞ Integrity
- ∞ Reliability
- ∞ Availability
- ∞ Social responsibility



Business Ethics, Transparency, and Legal Compliance

We work in accordance with the laws and regulations of the Republic of Türkiye and other countries where we are active in all our companies and operations. We keep our records and reports in accordance with the principles of completeness, accuracy and transparency, reflecting all our transactions truthfully. During the audits conducted by public institutions, private audit companies, or our in-house audit teams, we establish communication based on clear, accurate and open sharing of information through our transparent and cooperative approach.

At Bakioğlu Holding, we have a zero tolerance policy against abuse, discrimination and nonconformity, as well as violations of the ethical principles adopted by our company

and we enforce this through the “Ethics Committee and Ethics Line Regulation,” which we implemented in 2021. Practices regarding our Ethics Committee and Ethics Line Regulation, which we established for all our employees who would like to report a situation or receive advice if they have any suspicion regarding ethics and corruption and/or witness behavior or practice contrary to the rules, are monitored by Bakioğlu Holding’s Audit Department, which takes action when deemed necessary. Our employees can contact the Ethics Line, which is managed by a third party service provider, via e-mail or by calling the telephone line specifically allocated to these matters at any time during the day. Our stakeholders can also contact the Ethics Line in the same way and voice their complaints.



All reports received by the Ethics Line, which came into effect in April 2022, were reported to the appropriate departments by KPMG, the independent auditor, in accordance with the Ethics Line and Ethics Committee Regulations. A preliminary review of all incoming reports is conducted by the Audit Department.

All reports are shared with the Ethics Committee along with the preliminary investigation reports. The actions taken are followed up by the Ethics Committee. The reports submitted to the Ethics Line in 2022 were evaluated and no violations of the Code of Ethics were found.



Risk Management and Internal Audit

Risks in all processes are managed by the relevant departments at Bakioğlu Group. Risks are controlled and managed through the internal control activities carried out regularly and continuously by the relevant departments.

The risk-based audit activities conducted by Bakioğlu Holding Audit

Directorate for detecting acts such as bribery, corruption or abuse of power also regularly address the risk of compliance of Bakioğlu Holding and Packaging Group Companies with the Ethical Principles.

The audit reviews conducted at Bakioğlu Holding and the Packaging Group Companies assess the

companies' financial, operational and information technologies risks and check whether processes comply with the legal legislation and the company's internal regulations. The Audit Reports are shared with Bakioğlu Holding's Board of Directors and monitored regularly. In addition to internal audits, statutory external audit reviews are also conducted for Bakioğlu Holding's

and companies' activities.

Risk management includes social, economic, and environmental risks. The Sustainability Committee and Sustainability Board monitor sustainability risks.

In accordance with corporate governance principles, legal compliance is carefully monitored and emphasis is placed on conducting activities in full compliance with laws and regulations. No lawsuits or legal sanctions were filed against the Company for non-compliance with laws and regulations, including non-compliance with product and service delivery terms, bribery, corruption or similar violations of business ethics, violation of customer confidentiality, or violation of fair competition rules during the reporting period.





Sustainability Management

Bakioğlu Holding and Group Companies follow a sustainability management approach based on the principle of valuing people, the environment, our business, and society. We formulated our sustainability strategy to create sustainable value in light of our mission, vision, and corporate values, and we implement it through a participatory organizational structure established at Bakioğlu Holding and Group Companies.

We made efforts in the previous reporting period to establish a Sustainability Management Organization to manage sustainability at Bakioğlu Holding and Group Companies following the principles of



stakeholder participation, transparency, and accountability. As a result of this work, we established a body based on delegation of authority and responsibility in sustainability management, starting from the Board of Directors and extending to the

business units. The top decision-making body for sustainability throughout the Group is the Board of Directors of Bakioğlu Holding.

While determining the main strategic orientation of Bakioğlu Holding and

Group Companies, the Board takes sustainability risks and opportunities into account and evaluates the company's priorities and established corporate policies.

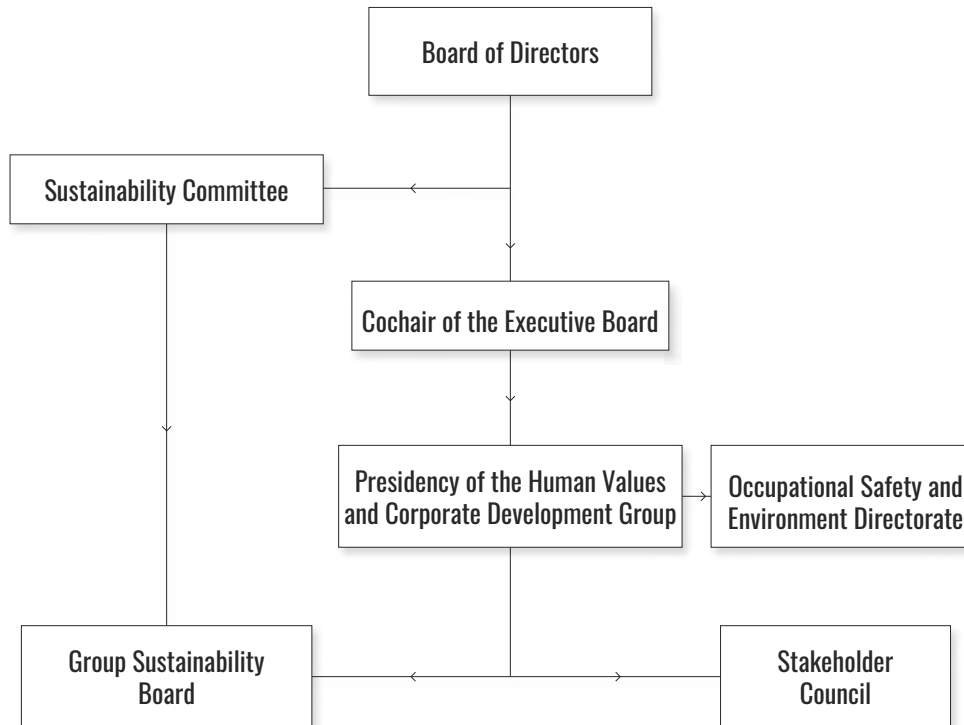
Bakioğlu Holding's Sustainability Committee is organized as a subcommittee created to ensure that the work carried out under the supervision of the Board of Directors is carried out efficiently. The Sustainability Committee has a total of four members: Bakioğlu Holding Executive Cochairs, Head of the Human Values and Corporate Development Group, and the Audit Director.



Sustainability Management



Sustainability Management Organization



Sustainability Working Groups

Climate and Environment Working Group



Human Values Working Group



Occupational Health and Safety Working Group



Business Continuity Working Group



Circular Economy Working Group



Value Chain Working Group



Business Ethics Working Group





Sustainability Management

The Sustainability Committee is in charge of monitoring and making decisions for improving the sustainability performance of Bakioğlu Holding and Group Companies. Accordingly, the committee oversees the harmony among sustainability priorities, the company's strategy and business goals, monitors the progress achieved with respect to sustainability goals, determines the sustainability responsibilities of the company's senior management, and supervises the performance, and evaluates sustainability policies, strategies, and work programs. The Sustainability Committee submits its findings to the Board of Directors each quarter and presents the annual work report and findings to the General Assembly.

The Group Sustainability Board is the strategic decision-making body for

the sustainability activities carried out in the Group Companies. The Group Sustainability Board answers to the Board of Directors, the Sustainability Committee, and the Executive Cochairs to determine and implement the company's strategies for the sustainability priorities identified in the social, economic, environmental, and governance areas.

The Sustainability Board's responsibilities include determining and reviewing sustainability priorities, establishing corporate policies for sustainability priorities, evaluating risks and opportunities, and setting short, medium and long term sustainability goals.

Seven sustainability working groups operate under the Sustainability Board: the Climate and Environment Working

Group, the Human Values Working Group, the Occupational Health and Safety Working Group, the Business Continuity Working Group, the Circular Economy Working Group, the Value Chain Working Group, and the Business Ethics Working Group. The Working Groups are in charge of conducting the Bakioğlu Group's sustainability management organization field studies.

The Working Groups' responsibilities include carrying out studies to transform the strategies determined in line with the sustainability priorities into goals and action plans, monitoring the performance achieved, and laying the groundwork for good practices to be implemented within the Group Companies.





Sustainability Management

We plan to establish a Stakeholder Council within the sustainability governance organization to provide external stakeholders with the opportunity to participate directly in the decision-making processes by presenting their expectations of Bakioğlu Holding and Group Companies in the social, economic, environmental and governance fields, as well as their opinions and recommendations on sustainability practices. The Council will operate as a voluntary advisory body and will consist of a minimum of three members, representing suppliers, non-governmental organizations, customers, industry representatives, and similar external stakeholder groups. The Stakeholder Council is expected to present its opinions and recommendations on the Group's strategic orientation, practices, and possible areas of development considering its sustainability priorities.

The main principles to be followed in the sustainability management of Bakioğlu Holding and the Group Companies have been determined within the framework of the Bakioğlu Group's Sustainability Management Policy and brought to the attention of stakeholders. This policy is binding on the executives and employees of Bakioğlu Holding and Group Companies. The Presidency of the Human Values and Corporate Development Group is responsible for monitoring the policy's implementation. It reports its findings to the Sustainability Board and the Board of Directors Sustainability Committee. Bakioğlu Group's Climate and Environment Policy complements the Sustainability Management Policy.

Sustainability in the Value Chain



We do not limit sustainability management to Bakioğlu Holding and the Group Companies. We established the Sustainability in the Value Chain Working Group to improve the monitoring of Group Companies' practices and performance in sustainability issues across the value chain, in particular supplier working conditions, supplier audits, supplier development, and the management of social and environmental risks associated with preferences for supply products and services. Through the activities of this Working Group, we aim to assess the social, environmental, governance and economic risks and opportunities associated with products and services throughout our value chain, and to integrate these findings into our corporate strategies.

Bakioğlu Group's Sustainability Management Policy is binding on the suppliers and business partners of all Group Companies. Companies are thus expected to carry out practices that ensure that the principles in the sustainability policy are spread throughout the value chain.



Our Sustainability Priorities

With the studies we conducted in the past period, we identified the key issues that form the basis of our sustainability management strategy. Based on these priorities, which focus on the impacts resulting from the activities of the Group's companies, we conducted studies on the development of Bakioğlu Holding's sustainability management and tools as well as performance reporting.

While determining the priorities, we first established a broad set comprising topics of significance for the packaging sector. We established this set of topics by taking into account industrial practices and competitors' practices, as well as reporting framework contents such as WEF Global Risk

Reports, GRI and SASB. We evaluated the set of subjects comprising 49 sustainability issues as part of our study.

During the study, we evaluated the priority of 17 UN Sustainability Development Goals in terms of the sustainability perspective of the Bakioğlu Group. We also prioritized the Bakioğlu Group's external stakeholders for the sustainability efforts.

We conducted a survey on the issues identified and included the members of the Sustainability Working Group, Bakioğlu Holding, Bak Ambalaj, Poibak, Bak Gravür, Bareks company managers and employees, and external stakeholders. We reached a total of

45 working group members, Bakioğlu Holding and Group company managers, 718 Group employees, and 39 external stakeholders through the survey.

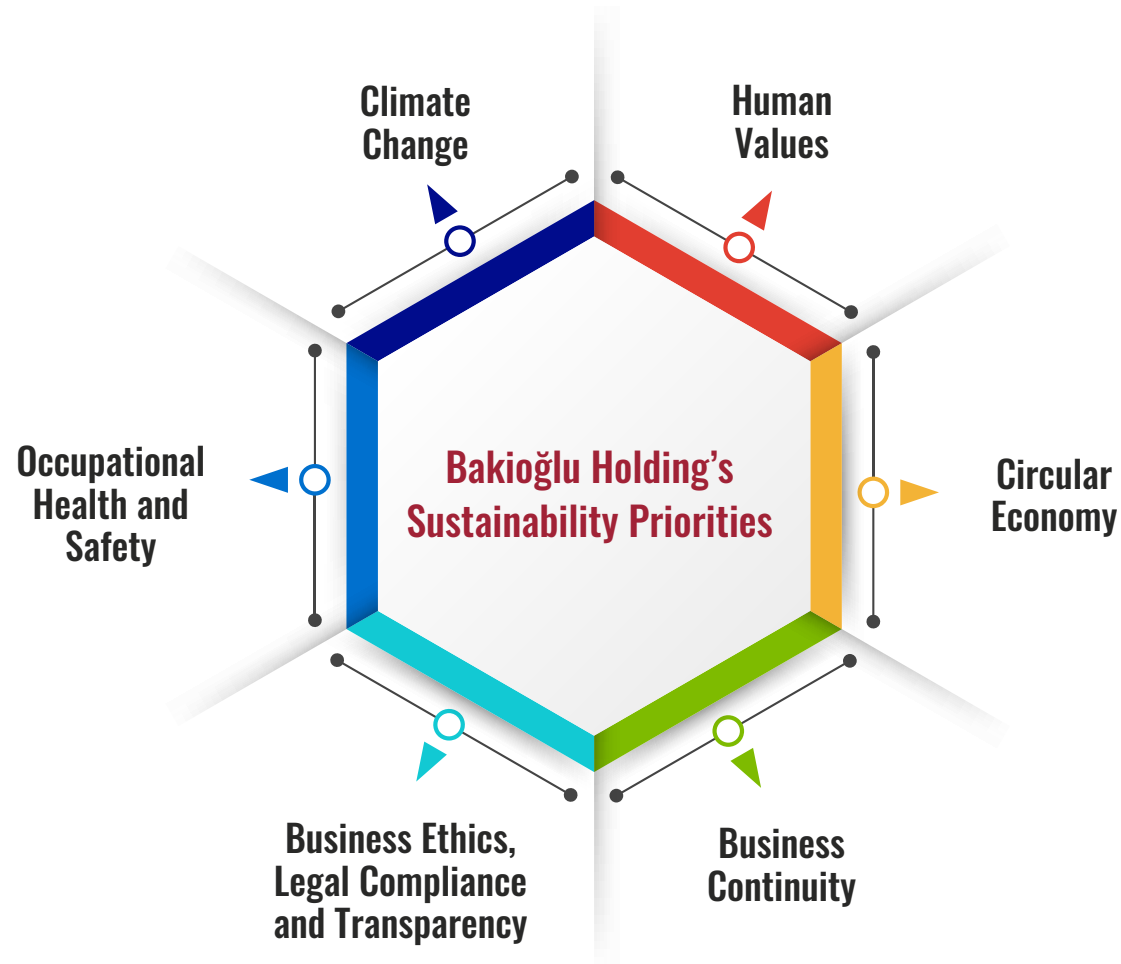
We evaluated the survey results on the basis of each company with teams comprised of executives in charge of the business units of Bakioğlu Holding and related Group Companies. We held a training session where we discussed sustainability management and reporting before the study. We consolidated and finalized the results obtained from the meetings.

We considered our corporate strategies and values, stakeholders' expectations, industrial requirements, corporate engagements, Sustainability

Development Goals, and global sustainability trends when finalizing the sustainability priorities. We identified six priority issues, namely Climate Change, Human Values, Business Continuity, Occupational Health and Safety, Circular Economy, Business Ethics, Transparency and Legal Compliance, and related sub-topics. The priority issues identified for Bakioğlu Holding reflect Bakioğlu Group's general sustainability priorities and are binding on all Group Companies as well.



Our Sustainability Priorities





Our Sustainability Priorities

Climate Change

- Climate Change
- Energy Management
- Emission Management
- Logistics Optimization



Circular Economy

- Circular Economy
- Packaging Optimization and Environmentally Friendly Design
- Recycling, Recovery, Biodegradability
- Hazardous Substance Management
- Product Life Cycle
- Waste Management – Product, Packaging and Industrial Wastes



Human Values

- Employee Development
- Equal Opportunity, Diversity and Inclusion
- Access to Qualified Workforce
- New Working Models
- Skill Management



Business Continuity

- Business Continuity
- Emergency Preparedness
- Natural Disasters
- Extreme Weather Conditions
- Supply Continuity
- Digital Transformation



Occupational Health and Safety

- Occupational Health and Safety
- Epidemics



Business Ethics, Legal Compliance and Transparency

- Business Ethics and Transparency
- Legal Compliance
- Changing Legislation and Regulations





Our Sustainability Priorities

Sustainable Development Goals We Contribute To

The Sustainability Development Goals is a call to action from the United Nations for governments, companies, and non-governmental organizations to work collaboratively and take action against global challenges for a sustainable future. At Bakiöđlu Holding and Group companies, we support the United Nations Sustainable Development Goals (SDGs). We consider the SDGs associated with sustainability priorities to be a part of the sustainability management program as well. We contribute directly to the six goals through the activities carried out by our Bakiöđlu Holding and Group Companies.





Our Stakeholders

Stakeholder engagement is one of the fundamental principles that we pay attention to in all aspects of Bakioğlu Holding's sustainability model, starting with identifying material issues. Accordingly, as Bakioğlu Holding, we adopt an attitude based on mutual trust, open communication, and cooperation in our relations with

stakeholders. We use a variety of communication tools to find out our stakeholders' opinions, expectations, suggestions, and complaints and incorporate them into our decision-making processes. The communication and feedback tools we use and the frequency with which we use them vary depending on the type of

stakeholder group and communication structure. The Sustainability Committee evaluates the feedback we receive from our internal and external stakeholders.

We believe that cooperation is important in achieving common goals in line with sustainable

development. We support the efforts of non-governmental organizations, sustainability initiatives, or industrial organizations operating on a local, national or international scale, as well as the initiatives organized by public institutions.

Stakeholder Group	Method and Frequency of Communication
Customers	Emails (instant)
	Corporate websites and social media (continuous)
	Meetings (instant)
	Fairs (periodical)
	Sustainability Report (annual)
	Company Policies (continual)
Employees	Intranet (continuous)
	SMS and email (instant)
	Notice boards and internal communication bulletins (monthly)
	Social media (continuous)
	Employee events and training (periodical)
	Meetings (instant)
	Sustainability Report (annual)
	Company Policies (continual)

Stakeholder Group	Method and Frequency of Communication
Suppliers and subcontractors	Corporate websites and social media (continuous)
	Face-to-face and online meetings (instant)
	Emails (instant)
	Sustainability Report (annual)
Shareholders and investors	Company Policies (continual)
	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	General Assembly (annual)
Industry associations	Sustainability Report (annual)
	Company Policies (continual)
	Memberships (continuous)
	Meetings (instant)
	Events and sponsorships (instant)
Industry associations	Emails, online and face-to-face meetings (instant)
	Sustainability Report (annual)



Our Stakeholders

Stakeholder Group	Method and Frequency of Communication
Universities and research institutions	Emails (instant)
	University events (periodical)
	Online meetings and university fairs (continuous)
	Summits (periodical)
	R&D projects (periodical)
Non-governmental organizations	Online or face-to-face meetings (instant)
	Events, donations and sponsorships (instant)
Group companies	Emails and SMS (instant)
	Intranet (continuous)
	Notice boards (continuous)
	Sustainability Report (annual)
	Company Policies (continual)
Regulatory institutions	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	Sustainability Report (annual)
	Company Policies (continual)
Local governments	Projects (periodical)
	Emails (instant)
	Corporate web sites (continuous)
	Face-to-face meetings (instant)
	Activity Report (annual)
	Sustainability Report (annual)

Stakeholder Group	Method and Frequency of Communication
Banks and finance institutions	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	Sustainability Report (annual)
	Company Policies (continual)
International organizations	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	Sustainability Report (annual)
Independent audit and rating agencies	Company Policies (continual)
	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	Sustainability Report (annual)
Society	Company Policies (continual)
	Social media and press (continuous)
Media	Online and face-to-face meetings (instant)
	Emails (instant)
	Sustainability Report (annual)
Competitors	Social media and press (continuous)
	Corporate web sites (continuous)
	Activity Report (annual)
	Sustainability Report (annual)
	Company Policies (continual)



Corporate Initiatives



CDP (Carbon Disclosure Project) is the only independent international institution that globally reports how companies manage climate change risks. By disclosing greenhouse gas emissions and climate change strategies to the public and investors through the CDP, companies and governments can improve performance by setting carbon emission reduction goals. Bak Ambalaj and Polibak have been reporting to CDP for supply chain research since 2010. Bak Ambalaj and Polibak were assessed in climate change research in 2022 and awarded a C grade.

CEFLEX is a joint venture of a consortium of European companies and associations representing the entire value chain of flexible packaging to improve the performance of flexible packaging in the circular economy. Bringing together organizations from different fields of expertise involved in flexible packaging production processes, the initiative aims to improve the performance of flexible packaging in the circular economy, increase resource efficiency, and reduce waste. Bak Ambalaj played an important role in CEFLEX as the first stakeholder from Türkiye. Bak Ambalaj, Polibak, and Bareks are CEFLEX members and are engaged in significant initiatives to contribute to the circular economy.



The Sustainable Packaging Coalition (SPC) is a US-based organization that has been working in cooperation with public institutions, educational organizations, and businesses in the packaging industry to increase the sustainability of packaging since 2004. Our Packaging Group Companies provide sustainable packaging solutions as stakeholders of the Sustainable Packaging Coalition.



Corporate Initiatives



Sedex (Supplier Ethics Data Sharing System) is one of the world's leading ethical trade membership organizations working with businesses to improve working conditions in their global supply chains. It provides an online platform, tools and services to help businesses operate responsibly and sustainably, protect their employees, and ensure ethical sourcing. Bak Ambalaj Polibak and Bareks share information with their customers via Sedex.

Being one of the leading representatives of the Turkish Flexible Packaging Industry, FASD aims to create the right environment and conditions to improve the flexible packaging industry in Türkiye as a whole and to position the manufacturers in the industry among the leading suppliers of the global market. All our Packaging Group Companies are FASD members.



Representing more than 85 flexible packaging manufacturers operating in the fields of plastic, aluminum and paper, Flexible Packaging Europe (FPE) aims to promote the flexible packaging industry and represent the industry's interests at the highest level in Europe. As a member of the association, Bak Ambalaj also plays an active role in the executive committee.

Established to create a sustainable recycling system for the economic and regular recycling of packaging waste in Türkiye, the Çevko Foundation adopts an integrated waste management approach. It carries out studies to create the necessary system for reclaiming metal, plastic, composite, and paper/cardboard packing waste cleanly and healthily. As a member of ÇEVKO, Bak Ambalaj contributes to integrated waste management.





VALUE FOR THE CLIMATE

Climate Change

Energy and Emission Management

Water Management

Climate change is one of the most serious global problems recognized today and directly affects the environment and human health, as well as social life and the global economy. Changes in weather conditions, in particular, pose vital risks to our planet and all living things. As the effects of these risks become more visible, studies by the United Nations, governments and civil society initiatives are increasingly emphasizing the need for collective action to prevent climate change and limit its negative impacts.



In view of this situation, Bakiöđlu Holding and Packaging Group Companies consider climate change to be a significant risk for the future of our planet and the common good of humanity, and they adopt responsible approaches to prevent the effects caused by their activities.

Bakiöđlu Holding and Packaging Group Companies take into account the mission of supporting the fight against climate change when determining their management approach, practices, and future goals.

We, therefore, seek to understand how our operations, products, and services affect climate change and to minimize these impacts wherever possible. It is with this understanding that we set our strategies and goals, manage climate risks from a holistic standpoint, and mitigate climate impacts through practices and projects that we develop with prevention in mind.

Climate and Environmental Management

Climate and environmental management activities are carried out on the basis of shared responsibility, starting from Bakiöđlu Holding and extending to the Group Companies. The Climate and Environment Working Group reports to the Group Sustainability Board under the umbrella of the Sustainability Committee and

works to improve the practices and performance of Group Companies in climate and environmental matters, particularly the climate, energy efficiency, emissions management, biodiversity, and logistics optimization in line with the strategies and goals of Bakiöđlu Holding and Group Companies.

We intend to fully comply with existing legal regulations in our climate and environmental management activities, in line with our corporate governance principles. Beyond the legal regulations, Bakiöđlu Group's Climate and Environmental Policy establishes the basic principles and conditions to be followed by





Climate and Environmental Management

the Group Companies in climate and environmental management. We also closely monitor local and global climate and environmental agendas and we adapt to innovative working conditions by participating in the work of national and international sectoral or public initiatives. We are committed to continuously improving our performance by implementing internationally recognized principles and best practices.

Our corporate culture values management by objectives. This is why we begin by setting specific,

measurable and realistic goals for managing our climate and environmental impacts. By including these goals in the performance evaluation criteria for our employees and managers, we encourage not only the creation of performance but also the efforts of our employees to make that performance possible.

We conduct our environmental and climate management activities in accordance with international standards such as ISO 14001 Environmental Management System Standard, ISO 50001 Energy

Management System Standard, ISO 14064 Greenhouse Gas Emissions Calculation Standard, and the GHG Protocol Standard. We use independent audits to ensure that our systems meet these standards and that our results are accurate.

We consider protecting the climate and the environment to be the duty and responsibility of all employees. We organize training on climate and environmental management for our employees under the umbrella of the Bak Academy to raise and maintain this awareness. To this end, we

organized a total of 2,388 man-hours of training in 2022 on climate and environmental management topics, including Environmental Awareness, ADR, Disaster Awareness, and Climate Change attended by our employees. In addition to environmental management activities, we also allocate resources to investment studies for improvement and ensure that these studies are fully implemented. We allocated TRY 2.8 million for environmental activities and investment expenses in 2022 as part of this.



Climate and Environmental Management

The Bakiöđlu Group also established mechanisms to evaluate the suggestions of employees and managers to reduce climate and environmental impacts, and encouraged effective work and suggestions with material or financial rewards. We intend to implement the recommendations and incentive system in 2023 to centralize the current system and make it more systematic.

Bakiöđlu Group aims to spread its responsible approach to climate and the environment across the value chain. It monitors its impacts in this area not only in its own operations but also across the supply chain. We expect our suppliers to adopt climate and environmental policies identical

to ours and encourage them to implement similar practices in their own operations. We conduct inspections to monitor the suppliers' environment protection practices and ensure that action is taken when areas for improvement are identified.

When evaluating the areas physically affected by our operations in terms of biodiversity, we can report that there are no critical areas that form habitats for endangered or threatened species or species endemic to Türkiye.

Bakiöđlu Holding's Study on Identifying Climate Risks



At Bakiöđlu Group, we follow climate and environment-related matters with an approach focused on risks and opportunities. Accordingly, we conduct scenario analyses, particularly for acute risks, and use the results to inform our corporate strategies. We map all the positive or negative impacts created by our activities on the climate and the environment and calculate the level of impact.

During the reporting period, we conducted a study with the participation of all Bakiöđlu Holding and Packaging Group Companies to more systematically identify and analyze climate risks and opportunities as part of the 2021 CDP assessment process. With this study, we reviewed the responses we developed for high risks according to the impact level calculation, such as energy and raw material cost increase, energy continuity, and extreme weather events. At the same time, we identified the actions we can take in areas that present opportunities for us, including the use of efficient transportation, efficient production and distribution processes, recycling, low-emission energy use, and the development of new technologies. We will continue assessing our climate risks and opportunities in the coming year and work on our portfolio to enhance our current efforts.



Energy and Emission Management

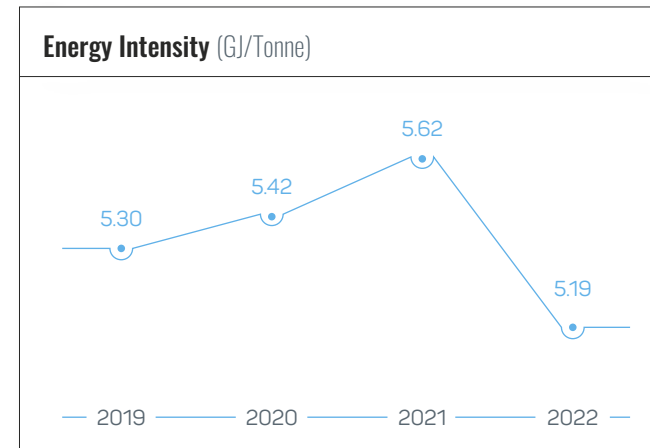
In parallel with the growing importance of climate change, limiting energy consumption and the resulting greenhouse gas emissions are key responsibilities for all companies, especially those in energy-intensive sectors. For companies operating in the EU countries, the EU Green Deal Program makes this responsibility a factor that directly affects commercial activities. Bakioğlu Group acts bearing in mind the critical role of energy and emission management in the fight against climate change. Furthermore, although there are no legal regulations binding our Group companies yet, we see that carbon restrictions and taxation practices are likely to emerge in the near future for activities in both

the Turkish and EU markets, and we are taking the necessary measures today to take advantage of the market environment that will be created by such practices.

Our primary energy management strategy is to maximize efficiency and minimize our greenhouse gas emissions by sourcing our primary energy source, electricity, from our own renewable sources whenever possible and the remainder from I-REC certified renewable energy producers. From an operational continuity perspective, we install reliable and efficient energy management systems and conduct regular maintenance and improvement work. We take measures

to prevent energy losses and leaks and create emergency plans in case of power cuts. As a result, our energy intensity changed by 7.7% year-on-year to 5.19 GJ/tonne in 2022.

Minimizing the damage to the environment by reducing greenhouse gas emissions is one of the most important contributions we can make for a sustainable future. Reducing the carbon footprint we leave in nature is among our priority goals.





Energy and Emission Management

We monitor the greenhouse gas emissions resulting from our activities and work to reduce our operational greenhouse gas intensity. We consider reducing our carbon footprint to be a fundamental goal and are taking action to achieve it. Accordingly, we take an inventory of all important, direct and indirect sources of greenhouse gas emissions, and calculate and record the amount of greenhouse gas emissions at least annually within the framework of international standards such as ISO 14064 and the GHG Protocol. The emissions intensity of our operations in 2022 was down 3.27% on the previous year at 3.23 metric tons of CO₂/Tonne.

We intend to encourage practices and investments for reducing climate change risks by using such tools as “internal carbon pricing” and “carbon neutralization” in our operations in the period ahead in line with our Climate and Environment Policy. The aim of our targeted efforts to reduce greenhouse gas emissions is to establish science-based target systematics in support of the 1.5° Approach.

Efficiency studies in Group Companies play an important role in reducing energy consumption and greenhouse gas emissions. The Packaging Group Companies reduced greenhouse gases



through energy efficiency projects during the reporting period.

Polibak achieved annual energy savings of 323,490 kWh in the reporting period with the project implemented in the chiller, cooling tower, and pump room of the water

cooling systems of the BOPP3 line. A similar project in the BOPP4 line resulted in annual energy savings of 393,272 kWh. Both projects were assessed by the Ministry of Energy and deemed eligible for incentives under the Efficiency Improvement Project.



Energy and Emission Management

Bak Gravür continued its energy efficiency efforts in 2022 with practices such as replacing the chillers used in the production line with new units equipped with higher energy class and more efficient pumps, increasing pump efficiency with the newly developed automation system, and switching to LED lamps in lighting applications, saving 261,031 kWh compared to 2021.

Bareks continued to convert to LED and photocell lighting during the year. In addition, we also commissioned the VRV system to ensure efficient use during working hours.

Our efforts to optimize shipping and routes help reduce the environmental impact of our logistics operations for product shipping. For example, Bak Gravür achieved significant logistical efficiencies during the reporting period by making full shipments twice a week to Samsun, where it makes continuous deliveries, and by optimizing shipments made with its own vehicles in the immediate vicinity of Izmir.

Polibak mainly uses trucks instead of semi-articulated trucks for our domestic market shipments outside Izmir. While 71% of domestic shipments were made by trucks in 2021, this rate increased to 77% in 2022. Similarly, 91.41% of export shipments were loaded on full vehicles instead of partial

loads. When shipping to Izmir and its surroundings, we reduce carbon emissions by taking into account the delivery points along the route.

In addition to greenhouse gas emissions, we carefully monitor and take measures to prevent the emission of flue gases that directly affect air quality. Accredited organizations regularly measure the emissions from production plants so we can keep emissions within permitted limits.





Energy and Emission Management

Renewable Energy

Renewable energy sources play an important role in meeting energy needs with low emission methods, reducing dependence on foreign energy supply, and ensuring energy security. As Bakioğlu Group, we encourage our Group Companies to meet their energy needs from renewable sources. To this end, we encourage investments that will enable the companies to generate their own electricity needs from solar energy and we encourage purchasing the electricity we need from service providers that generate electricity with renewable sources and hold the I-REC International Renewable Energy Certificate Standard (IRECS). We achieved significant performance improvements in both practices.

The solar power generation systems that we commissioned at the Bareks PE facility in 2021 were also operational during the reporting period. We began regularly washing and spot cleaning the solar panels during the reporting period to increase the efficiency of these systems. As a result, we achieved production efficiency rates of up to 7 percent during the summer months. We generated a total of 1,285,717 GJ of electricity from solar energy at the Bareks plant in 2022, reducing CO₂ emissions by 833.4 tonnes. We are working to install a solar power system at the Polibak plant in 2023.

We continued the practice that we began in the second half of last year of purchasing I-REC certified electricity during this reporting period too and met all our energy needs from renewable sources during a full reporting period for the first time. We used 612,553 GJ of renewable energy in total during the year.

Polibak Plastik Film San. Ve Tic. AŞ used a four-year green loan of €1.4 million under a syndicated loan to finance the SPP project to be built on the roof of the newly established BOPP film production facility. In addition, a three-year World Bank loan of €5 million was secured through the

Development and Investment Bank of Türkiye.

Bakcycle Geri Dönüşüm San. ve Tic. AŞ obtained a four-year green loan of €10 million under a syndicated loan to finance investments in construction, SPP, rainwater collection, optical separators, crushing-washing, extrusion, wastewater treatment, mechanical and electrical infrastructure.

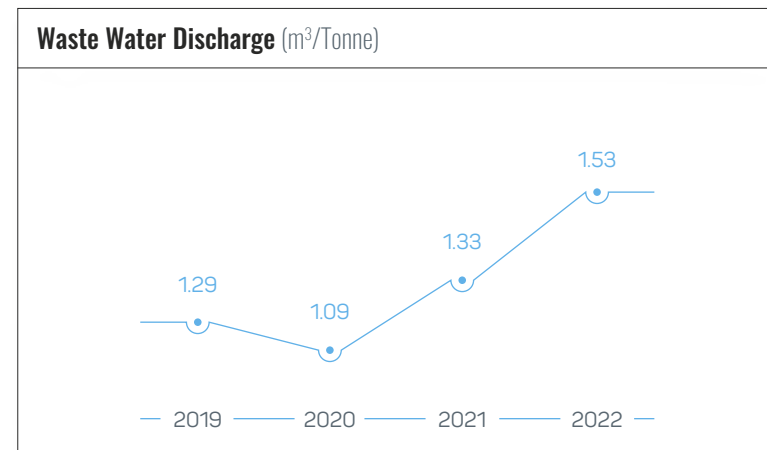
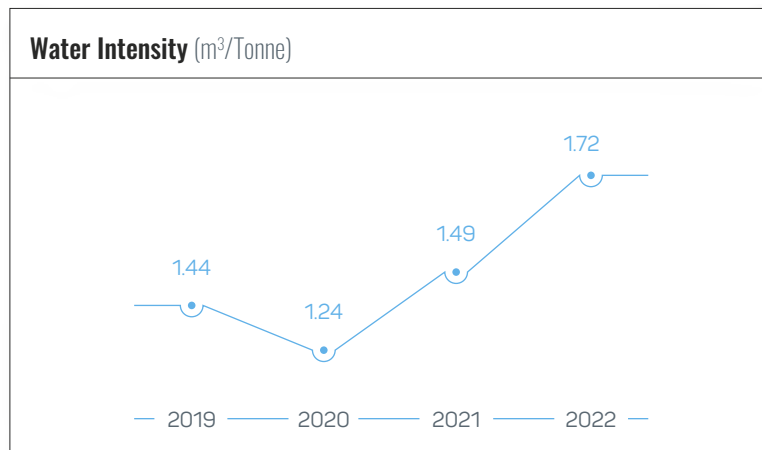


Water Management

We attach great importance to the responsible consumption of water, which is a vital resource. Limiting our water consumption per production, creating a minimum level of wastewater, and effectively managing the wastewater we generate constitute the basic elements of our circular economy approach.

We continued the downward trend in water intensity in 2022 as well. Our water intensity, which we have reduced almost by half since 2017, was measured at 1,72 m³/Tonne TL in the reporting period.

The wastewater resulting from the production processes is discharged into wastewater channels in accordance with legal requirements. We used 310,132 m³ of water, all of it municipal, in 2022 and discharged 277,142 m³ of wastewater created as a result of the activities of the Group Companies. With the technologies we use in our wastewater treatment processes, we try to prevent the granules (microplastics) used in the plastics industry production processes, environmentally harmful particles, and dust from entering rivers, seas, and oceans.





VALUE FOR NATURE

Circular Economy

Recycling and Waste Management

Acknowledged as one of the most serious problems faced by the planet today, climate change directly affects the environment and human health, as well as social life and the global economy. Changes in weather conditions, in particular, pose vital risks to our planet and all living things. As the effects of these risks become more visible, studies by the United Nations, governments, and civil society initiatives are increasingly emphasizing the need for collective action to prevent climate change and limit its negative impacts.



Circular Economy

Circular economy practices offer significant benefits in terms of resource efficiency and controlling the environmental impacts of consumption. They provide economic opportunities while tackling major environmental challenges such as climate, biodiversity, and air pollution. Keeping resources in circulation more than once means less energy, fewer greenhouse gas emissions, and less waste. It is also economically more efficient, using fewer primary materials.

Yet, the creation of a circular economy model depends directly on the cooperation of many actors in the value chain, especially producers. One of the most important responsibilities

of plastics producers is to design the processes for manufacturing and using plastic materials by considering their environmental impact. The plastics value chain will achieve a more efficient structure in the near future, both in environmental and economic terms, with industry players cooperating more and adopting common practices. One important indicator of this expectation is our Bakcycle investment, which we have implemented to transform plastic waste into new material through recycling. However, the starting point is to create value-added products by using more environmentally friendly raw materials more efficiently, starting with the raw material processes before recycling.

At this point, we consider it a sectoral duty to offer recyclable packaging alternatives made of bio-based materials and to carry out studies to produce packaging with lower weight and volume. We are carrying out research and investment activities in this vein. We select the raw materials we use in production from recyclable, environmentally friendly raw materials. All our Group Companies adopt a circular economy approach in line with this and make use of opportunities to use recycled, reclaimed, and bio-based raw materials with a lower environmental impact than their counterparts.

Bakioğlu Holding's Circular Economy Working Group was established under the Sustainability Committee and works to improve the practices and performance of Packaging Group Companies in the areas of packaging optimization and eco-friendly design, recycling, recovery, managing hazardous materials and waste, and the circular economy in line with the UN Sustainable Development Goals.



Circular Economy

Circular Economy and R&D Management

At the Packaging Group Companies, we focus our R&D and innovation efforts on developing products, services and processes that meet the needs and demands of our customers, including products and services with reduced environmental impact, using bio-based, recycled, and environmentally certified raw materials.

The R&D units of the Group Companies continued their efforts to develop innovative and environmentally friendly product options demanded by the market during the reporting period. We invested a total of TRY 36,692 million in R&D in our Group companies in 2022 and carried out 39 R&D projects with 43 R&D employees.

Bak Ambalaj continued to run projects during the reporting period on 100% recyclable, reusable, waste reduced, bio-based and 100% compostable packaging that will contribute to the circular economy. The Development and Characterization of Biodegradable PLA Films with Antioxidant and Antimicrobial Properties Using Banana Peel Waste, initiated last year,

continued in collaboration with the university. Furthermore, we developed projects for high-barrier, thermal adhesion packing structures suitable for different types of packing with high or low levels of toughness containing either 100% paper or in various ratios. We launched the Papborn brand as part of this.

2022 was a year in which Bak Ambalaj specialized in reducing waste in composite structures and transitioning to recyclable mono-structured packaging in stages such as printing, laminating, slitting, SUP, valves and managing the implementation process in the customer's packaging machinery. The material approval process was intensified to shift the sourcing process to the domestic market or through multiple channels. Furthermore, Bak Ambalaj worked on the design of flexible packaging suitable for multiple reuse during the reporting period and made its first demo productions.





Circular Economy

Bak Ambalaj shared its experience from R&D activities in support of the circular economy with the industry through various organizations during the year. Bak Ambalaj shared its experience on "Success Criteria and Challenges in Today's and Tomorrow's Recyclable Packaging Formats" at Inno-Talk Europe and "Sustainable Flexible Packaging Solutions for Sustainable Food" at the Sustainable Food Congress organized by the Food Engineering Department of Celal Bayar University with industry representatives and academics. Bak Ambalaj also published an article titled "The Importance of Recyclable Packaging Structuring in the Flexible

Packaging Sector" in Packworld magazine. Furthermore, the results of the TUBITAK University-Industry Cooperation Project carried out with Izmir University of Economics in 2022 were completed and Bak Ambalaj took its place as an industry consultant at the International Eurasian Conference On Science, Engineering and Technology Conference, organized for the fourth time this year.

Polibak focused on sustainable packaging design and new product development in 2022. It developed ultra-high barrier films to extend the shelf life of food products. In addition, work continues on film designs

where the entire package is made of polypropylene (mono structure). All waste and inferior-quality products within the plant are re-granulated and used as raw materials. Raw material

packaging is not considered waste and we prolong its life cycle by giving it to companies licensed to process plastic waste.





Circular Economy

We have initiated product life cycle analysis studies. We are currently discussing topics related to our raw material suppliers. We are planning to conduct joint studies in this area with the support of our global customers.

Sabancı University Nanotechnology Research and Application Center (SUNUM) and Sabancı University Nanotechnology Research and Application Center (SUNUM) worked on projects in 2022 focusing on developing products suitable for the circular economy and took the first steps for these projects. Furthermore, investments began being made in the Cast PP line in 2022 to be useful in the creation of monostructure and monomaterial structures.

Polibak carried out production using bio-based raw materials obtained from waste oils covered by the ISCC Certificate. It purchased 61 tonnes of bio-based raw materials in 2022. The activities carried out on the product packaging side include using process waste that cannot be used in production to make recyclable plastic caps and plugs, reusing waste raw material pallets with revision, reducing the amount of wood used in product packaging, and initiating work on collecting the plastic caps used in product packaging from customers abroad. As part of product-related packaging optimization, we are continuing to work with customers to design mono-structure and mono-material packaging structures. ILC (In

Line Coating) metalized products with UHB (Ultra High Barrier) properties, which were previously unavailable and replaced by various polymeric packaging materials, have been added to Polibak's product portfolio. The CPP (Cast Poly Propylene) film production line project for mono structures is continuing.

Bareks Plastik continued its projects for the use of bio-based renewable raw materials without petroleum products and the production of bio-based PE film, which started in 2020, in 2022 by increasing their number and production tonnage. As a result of these efforts, Bareks Plastik has been entitled since 2021 to hold the ISCC Plus (International Sustainability and Carbon Certification) Certificate, which provides





Circular Economy

for a system of mass equivalence and traceability throughout the supply chain and production processes by using raw materials obtained from

bio-based renewable resources. The certificate continued to be valid in 2022 with audits being carried out every year.

During the year, Bareks Plastik continued to develop projects based on the use of recycled raw materials and the production of PE films with PCR (Post Consumer Recycled Material) content, increasing the number of projects and their tonnage. Concerning these projects, Bareks Plastik intends to obtain the RecyClass Certificate in 2023, which will verify the percentage of recycled content and traceability system in PCR containing film codes produced with raw materials supplied by PCR (Post Consumer Recycled Material) producers with an EUCertPlast Certificate.

The supply problems experienced by several raw materials during the

pandemic period highlighted the importance of substituting these materials with other products to maintain business continuity. Bareks Plastik evaluated and approved 10 new raw materials during the reporting period and developed 149 new/ equivalent formulations. Another focus of R&D activities in 2022 was the production of trial orders on the MDO PE film production line suitable for 100% recyclable structures and the start of commercialization for some customers. We began work on bio-based products and practices that contribute to packaging recycling in 2019-2020. These practices continued in 2022 with production and sales tonnages up compared to 2021.





Recycling and Waste Management

At Bakiöđlu Holding, we consider the entire value chain when planning and implementing waste management. We strive for an applicable, efficient waste management process that reduces and sorts waste at its source, makes use of recovery and reuse options first, and minimizes the amount of waste to

be disposed. As a result, none of our Group companies uses landfill disposal in its waste management practices.

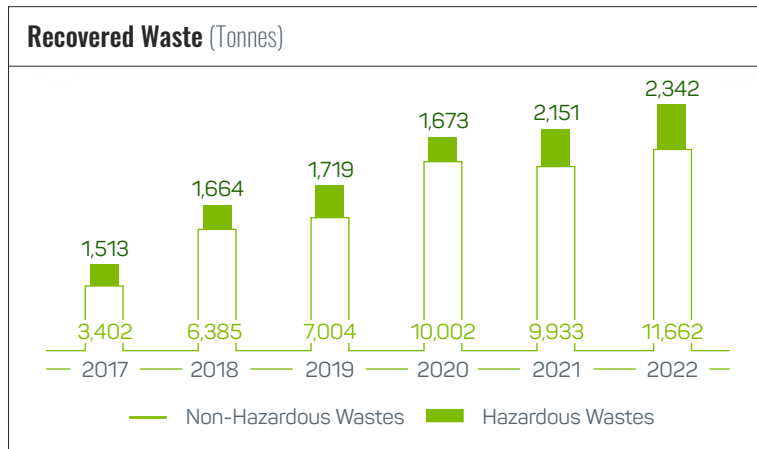
Our companies generated a total of 14,146 tonnes of waste in 2022, including 2,506 tonnes of hazardous waste and 11,640 tonnes of non-

hazardous waste. Our primary goal in our operations is to prevent the generation of waste, and we recycle the waste that cannot be prevented. For the past 4 years, we have recovered 99.99% of the waste generated by the operations of all our Group Companies. We recycled 14,146 tonnes of waste in 2022.

Basic Level Zero Waste Certificates by the Ministry of Environment, Urbanization and Climate Change in recognition of these efforts. Plastic waste and scraps resulting from production activities at the Bareks and Polibak plants are converted into granules and reused in production activities.

We effectively manage the industrial wastes generated at our plants in accordance with the Industrial Waste Management Plans we have drawn up. We created a zero-waste infrastructure at all our plants and were awarded

Polibak procures wooden pallets from certified sources through the PRS system for use in its plants. The system promotes the reuse of packaging and helps reduce packaging waste and our carbon footprint.





Recycling and Waste Management

Bak Ambalaj Chemical Recycling

Bak Ambalaj's solvent recovery facilities recover the vapors of the solvents used in the process and reuse the recovered solvents in the process thereby reducing chemical use. This practice reduces pollutants released into the air.

Bak Ambalaj Use of Recycled Film

Bak Ambalaj continued the practice of using in-house recycled film in production during the reporting period. In addition to calculating the recyclability rates of the resulting products using the CEFLEX methodology, the company started to share with its customers the percentage of recycled material in each product.

Bareks Waste and Scrap Recovery

Most of the waste and scrap generated in Bareks' processes is recycled into granules and reused in production. We have developed new codes for products that use high proportions of recycled granules and presented them to Bareks customers.

Polibak and Bak Gravür Environmentally Friendly Pallet Practices

Polibak procures wooden pallets from certified sources through its PRS system. The system helps reduce our carbon footprint and packaging wastes, while encouraging reuse. Polibak uses fewer forest products by reclaiming and reusing the wooden pallets used to ship products from its customers, and by using plastic headers instead of wooden ones in export operations. We used 40,560 plastic headers in exports in 2022, saving 3,001 trees from being cut down. We saved 11,000 trees in 2022 by using plastic headers in the recycling cycle instead of chipboard headers in domestic shipments.

Bak Gravür completed the pilot studies for using plastic pallets in 2022. We intend to significantly increase the reuse rate by replacing wood material with this practice, which is expected to become commonplace in 2023.



VALUE FOR OUR BUSINESS

Digital Transformation and Automation

Business Continuity

Operational Excellence

As Bakioglu Packaging Group Companies, we serve a wide range of customers with different expectations and qualifications, ranging from medium-sized local companies to multinational organizations with our powerful technological infrastructure and experience. While we offer our products and services in product groups with precise reliability requirements, such as food, hygiene, stationery and textiles, where sterility is important, our main focus is to help consumers use our customers' products safely. As such, we are working to maximize the quality of our services by improving our business processes and products, and by conducting compliance studies with national and international standards.



Digital Transformation and Automation

We believe that adapting to changing circumstances is important for sustainable development. To that end, we closely follow developments with respect to digitalization and industry 4.0, and we reconstruct our business processes in line with current needs.

We reviewed Bakioğlu Holding's digital transformation efforts and came up with a 5-year "Digital Transformation Master Plan." In line with this plan, we took our robotic process automation work throughout the group a step further and began work on smart automation. These efforts increased operational efficiency by consolidating processes with software robots, intelligent workflow applications and intelligent integration applications. We took the step of monitoring energy efficiency in real time in the IoT studies we began in the previous

period. We developed customer portals to increase the exchange of information with our customers, allowing our customers to obtain instant information about their orders, stock status, and the location of their shipments, and we updated our CRM (Customer Relations Management) environments to increase sustainability in customer relations. We rebuilt our information systems room and the equipment in it with a structure that has intelligent monitoring and management, consumes less energy,

and is environmentally friendly in line with our goal of having sustainable systems. This work entailed moving some services to the cloud to avoid idle capacity and reduce our carbon footprint through optimal resource management.

We replaced the active devices in our network with highly secure, energy-efficient devices with smart management to increase system security and reliability, and we switched to a cloud-based backup

structure in addition to the emergency center. This has improved information security and reduced environmental impact.

With the Robotic Process Automation Hackathon Series we organized during the year, we set up workshops to find out what managers thought on a unit basis. We shared our experience on robotics applications in process management with a presentation called "The Age of Robots in the Business World" at CreaTECH + VIII and Youthall Engineering Career Summit events organized by the Izmir Institute of Technology Innovation Community.





Business Continuity

At Bakioğlu Holding and Group Companies, we take the necessary measures to ensure the continuity, service, and quality of our operations. Being prepared for disasters and emergencies is one of our priorities here. Under the contingency plans we prepared based on the risk analyses we made, we organize raw material suppliers from different locations for each raw material and we carry out our production in three different areas. Likewise, we conduct our shipping operations out of three different warehouses.

Disaster and Emergency Management

Maintaining our preparedness for various natural disasters and emergencies, particularly earthquakes, is an important element of our business continuity practices. All Group Companies have contingency plans and procedures in place that adopt a broad crisis perspective.

We conduct emergency drills day and night for each shift in the Group Companies to maintain the level of preparedness for emergencies. Drill scenarios are selected according to the scenarios in the emergency plan, such as earthquake, fire, explosion, and chemical spill. We publish the experiences and lessons learned at the end of the drills in drill reports and

follow up the actions taken. We monitor the emergency response teams' level of knowledge and their equipment and provide them with regular training. In addition, all employees receive hands-on firefighting training from specialized organizations.

In 2022
653
 man-hours
 of Disaster and Emergency
 Training was given.





Business Continuity

Supply Continuity

Establishing a reliable supply chain is critical to maintaining our business continuity. To ensure this, we require our suppliers to adopt the same working principles as we do, and we maintain this through our employment contracts and inspection activities. As part of this, we take steps to reduce the environmental impact of logistics, production, transportation, storage, operation, treatment and maintenance activities in the supply chain, and we always favor the best alternatives for a low-carbon economy when choosing products and practices.

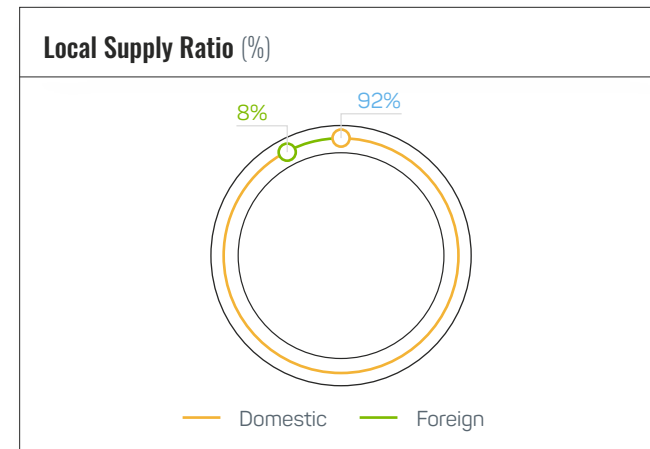
In addition to controlling environmental impacts, we require our suppliers to be sensitive to social issues such as health and safety, confidentiality, and business ethics, and we monitor this through contracts and supplier surveys. We expect all the suppliers we work with to be as sensitive to these issues as we are, and we conduct training activities to raise supplier awareness.

We inform our suppliers and work with them on corrective actions for any non-conformities identified during supplier environmental inspections. Bakioğlu Holding carries out supplier

inspections centrally. A total of 142 suppliers passed our environmental inspections in 2022.

Another important element of supply continuity is local purchasing activities. In doing this, we not only minimize the

risks arising from sources of supply but also support the local economy. Local suppliers in 2022 accounted for 48.27% of our purchases in terms of spending and 92.70% in terms of number of suppliers.





Operational Excellence and Quality

Operational Excellence

We follow the principle of continuous improvement in our operational excellence efforts. We address operational excellence through strategic planning and business development, Total Productive Management (TPM), and project development.

We adopt a proactive and preventive approach to protect and improve production integrity and the quality of systems. The most fundamental management approach we have adopted in this context is the Total Productive Management (TPM) methodology. The goal of the Total Productive Management/Maintenance (TPM) system is to effectively utilize machinery, equipment, people and supporting processes to maximize business performance, increase reliability, speed and flexibility, and prevent unexpected breakdowns and delays in production processes.





Operational Excellence and Quality

TPM

We have developed TPM Excellence and TPM Continuity road maps as part of the Total Productive Management (TPM) program initiated in all Packaging Group companies as part of our Production Excellence approach. Our understanding of TPM is to maximize business performance, increase reliability, speed and flexibility, and prevent unexpected failures and delays in production processes by systematically resetting failure, error and accident modes.

We have initiated the activities of Kobetsu Kaizen, Autonomous Maintenance, Planned Maintenance, Quality Maintenance, Training and Skills Development, and Health, Safety and Environment committees.

We have structured our "coordination committees," consisting of the committee chairmen of each of our Group Companies, to design our processes based on Bakioğlu Holding with a common spirit and to benefit

as much as possible from the Group's synergy. We continue on our way by planning Early Management, Office TPM and Supply Chain Management committees.





Operational Excellence and Quality

We continue our work by increasing the number of kaizens initiated from the highest losses affecting OEE, Fire, Cycle Cost parameters. We have completed studies on OEE Measurement Standardization, Kaizen Tracking System, Loss Cost Management, Kaizen Validation to strengthen the data infrastructure. We are advancing our efforts to digitize Mobile PM, MII and the Operational Excellence Portal according to our planned schedule.

We support our companies' mutual learning processes by listening to best practices from local kaizen team leaders in all our Group Companies at our quarterly Kaizen Sharing Events to create a lasting culture that ensures sustainable, loss-free growth.

We continue to support events such as ISO Academy, MMO Kaizen Shares, etc. as a participant and speaker to share the knowledge we have gained in the industry and spread the culture of continuous improvement.

We are continuing our efforts with the vision of Bakioğlu Holding Group of Companies to reach the level of "World Class Production" and its mission to make a positive contribution to the company's PQCDSEH indicators by implementing systems and tools suitable for Bakioğlu Holding Group of Companies with the relevant process owners.





Operational Excellence and Quality

Strategic Planning and Business Development

We created five-year strategy road maps in 2021 as part of the studies we launched aiming to clarify the claim of our Packaging Group based on our Group vision, reveal the strategy maps of our Packaging Group companies with a common mind, develop our focus and strategy implementation competence in the management team

with the macro integration of strategy at the Packaging Group level, and implement strategy in a sustainable way. We manage the periodic review activities carried out as part of strategy studies and the processes of updating our strategies every year with our business model focused on the results of the fifth year.

We measure and report on operational management KPIs with the support of analytical applications, and we implement investment approval digitalization projects as part of the project to make investment approval processes paperless in order to make our processes visible and measurable.

We decided to implement the SAP Transportation Management program as part of the Transportation Management Digitalization project in line with our digital transformation plan.





Operational Excellence and Quality

Project Development

The main focus of the projects implemented in 2022 was to increase operational efficiency by improving employee ergonomics. To this end, we worked on alternative layout scenarios at the existing Polibak plant to improve internal product flow, minimize material transportation, create space for new production facilities, and strengthen inventory management in existing areas. We launched a central warehouse project to manage the inventory of consumables, raw materials, finished and semi-finished products, and we conducted conceptual needs and capacity analyses. We studied the sub-process of trimming waste bobbins and removing metalized edge waste at Polibak to increase the operational

efficiency of the recycling process and to improve the occupational safety/ergonomic working conditions of the employees involved.

We have initiated autonomous AGV transportation projects at Bak Ambalaj and Bareks to reduce and standardize material transportation for the factory. These projects aim to increase productivity by making internal transportation autonomous.

We have initiated a project to automate the packaging of finished goods at Bareks. The aim of this project is to increase productivity by reducing operator workload in the packaging process and to contribute to occupational safety by eliminating non-ergonomic operations.

We implemented warehouse projects at Bak Ambalaj to increase the storage capacity of finished and semi-finished goods at two different locations. In addition to increasing storage capacity, these projects also improved the quality of products/semi-finished goods by improving storage conditions, disciplining the inventory management process, and improving occupational safety conditions.

In our quest for operational excellence, we also collaborate with universities to achieve value-added results in academic-industry cooperation. As part of this, we developed a software-based machine learning system for predicting customer demand and raw material demand at Bak Ambalaj in a joint project with Bilkent University

Industrial Engineering. The project-based collaborative effort with Bilkent University will be continued to maintain the mutual benefits of this cooperation.

Our companies reinforce their commitment to business processes and product quality with internationally recognized standards and certifications using a Total Quality Approach from production to logistics. Compliance with system standards is continuously monitored and certified through regular external statutory audits.



Operational Excellence and Quality

Quality

	ISO 9001	ISO 14001	ISO 45001	ISO 50001	I-REC	ISO 14064	ISO 27001	ISO 22000	ISCC Plus	BRCGS	AIB Int	Helal 22	ISO 10002
Polibak	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓
Bak Gravür	✓	✓	✓		✓	✓							
Bareks Plastik	✓	✓	✓		✓	✓	✓		✓	✓			
Bareks Polietilen	✓	✓	✓			✓				✓			
Bak Ambalaj	✓	✓	✓		✓	✓	✓	✓		✓		✓	

Polibak maintained its continuity of compliance by passing the audit again in 2022 for the ISCC Plus Certificate, which it was entitled to receive by fulfilling the relevant requirements in 2021. The company plans to maintain its continuity in the following years. Within the scope of the ISCC, products containing

bio-renewable raw materials are manufactured in accordance with the requirements of our customers. We are still holding negotiations with our global customers for the supply and use of PCR raw materials. Polibak also passed the OCS (Operation Clean Sweep) Inspection during the year to check

the system established for environmental awareness and production efficiency in production processes. In addition, Polibak passed the SMETA 6.1.4 PILLAR & URSA audits based on "Ethical Principles, Social Responsibility, Occupational Health and Safety and Environment" with zero non-conformities.



VALUE FOR PEOPLE

Inclusive Workplace and Diversity

Employee Development

Employee Engagement

Occupational Health and Safety

The success we have achieved in the development process we have carried out over the years, in each new project we have implemented, in the level of quality we have achieved, and in our ability to continuously improve our market presence, is due to the work and dedication of our employees. For this reason, we consider our employees to be the driving force behind our future success; we define our employees as "human value" more than just "human resources." Accordingly, we provide our employees with a peaceful work environment worthy of human dignity, where diversity and inclusion are respected and development is supported.



We launched the Employer Branding Project during the last reporting period to further emphasize our "Human Values" vision in the functioning and organization of the company and to develop our practices in this regard. Our intention here is to enhance our existing human values, nurture and retain talent within the Group, and attract new talent to our Group.

As part of the project, we also revised our organizational structure, transforming our Human Resources Group Presidency into the Human Values and Corporate Development Group Presidency. This change was the result of not only emphasizing our understanding of human values, but also steering our corporate culture and our view of our employees in this direction.

As part of the Employer Branding Project, we began to implement the development program we had proposed by redesigning our Employee Value Proposition using the Great Place to Work research methodology and focus group studies conducted with the voluntary participation of our employees.

The 360 performance assessment and our people-oriented perspective have been recognized and appreciated in many international channels where talent management practices are followed. Our human values practices received nine different awards from many award programs in 2022, demonstrating our innovative approach and success.





Inclusive Workplace and Diversity

An important element of our employer brand promise is to see inclusion and diversity as a value in Bakioğlu Group Companies and to create an equal, fair, and safe corporate culture where all our employees feel valued and can express their differences.

No discrimination based on ethnic origin, religion, language, race, age, gender, sexual orientation, physical disability, or cultural differences is permitted in Bakioğlu Holding and Group Companies. Company policies and procedures safeguard inclusion and diversity and all processes are

developed with this in mind. We have established systematic and impartial channels for employees who believe they have been subjected to such behavior. We did not receive any requests or complaints from our employees or stakeholders regarding discriminatory behavior during the reporting period.

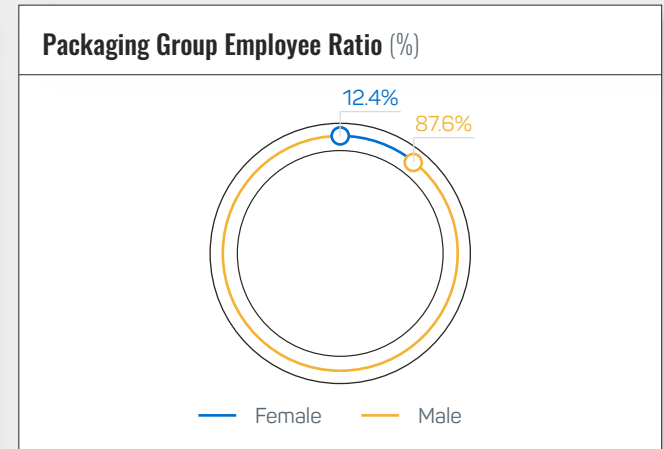
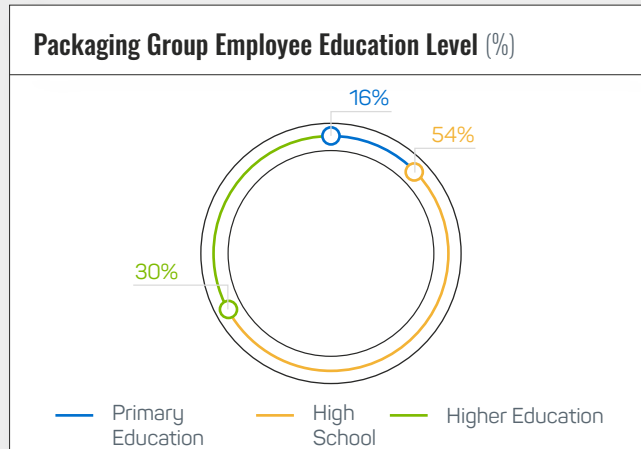
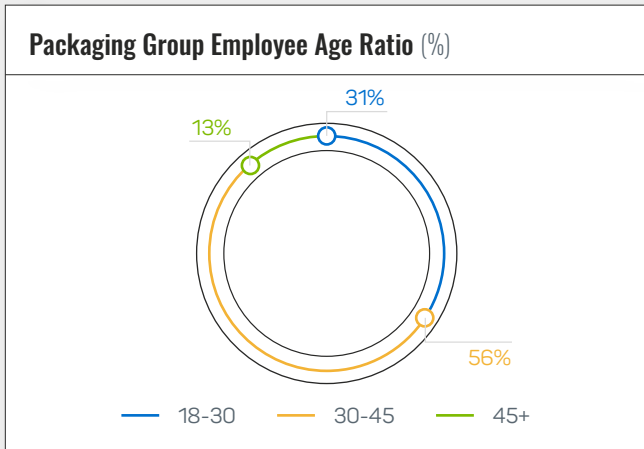
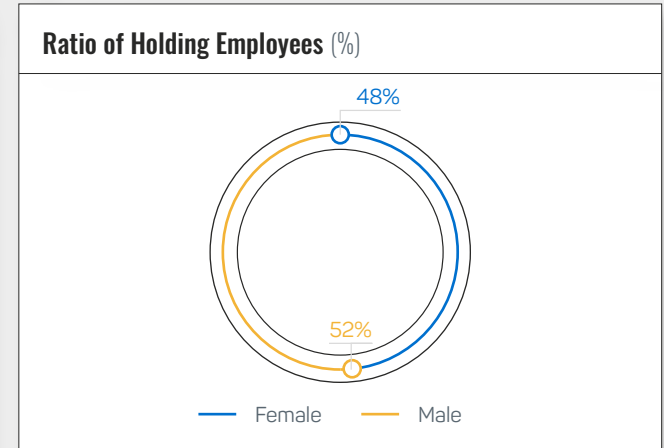
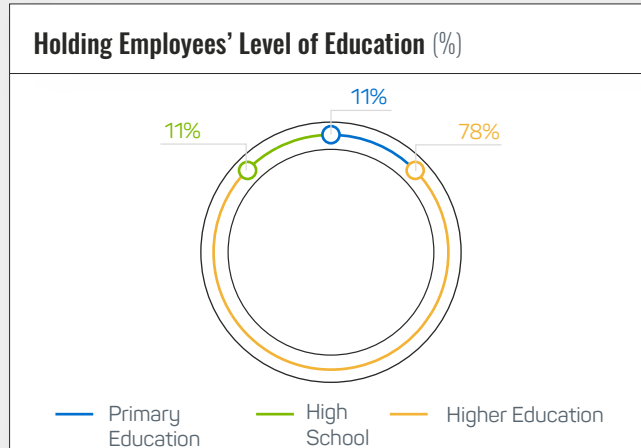
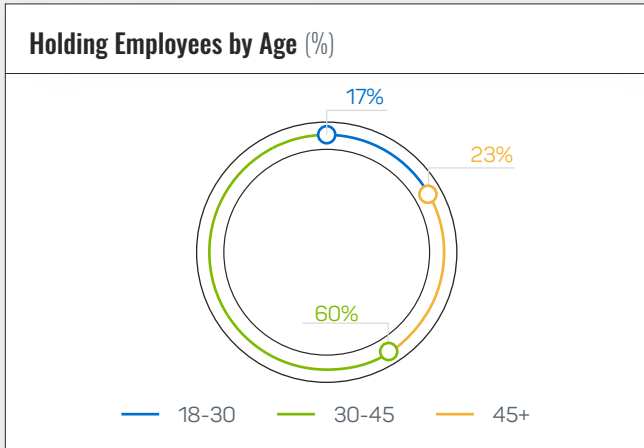
The biggest unresolved social issue in today's global business world is the underemployment of women and the lack of equal opportunity in the workplace. At Bakioğlu Holding and Group Companies, we approach

this problem with great sensitivity. We are working to empower our female employees not only in terms of quantity, but also in terms of seniority and quality within the general demographic. Women account for 58% of employees at Bakioğlu Holding, the majority of whom are office employees, and 12.4% of employees in the Packaging Group Companies, most of whom are field employees. While 53.3% of middle and senior managers in the holding company are women, this figure is 44.4% in the Packaging Group companies. We create equal opportunities for our

women employees in all engineering and white-collar job positions. The average percentage of female engineers working at Bakioğlu Group Companies during the reporting period was 56%. This ratio is 78% in our BAREKS company.

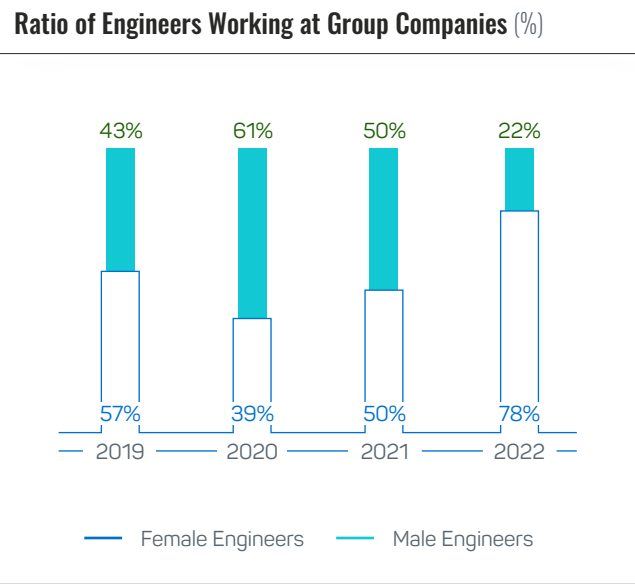


Inclusive Workplace and Diversity





Inclusive Workplace and Diversity



We implement practices that facilitate the working lives of our female employees during pregnancy and after giving birth to prevent women from leaving the workforce due to childbirth, which is one of the main reasons why women leave the workforce. Six female employees went on parental leave during the reporting period, while seven female employees, including those who left in the previous period, returned to work.

Support for the employment of disabled individuals is another element of our approach to inclusiveness and diversity. For this reason, we create the physical conditions in the working environment to make it easy for disabled persons to participate in working life and we provide accessibility with voice commands using the appropriate hardware and software. Bakioğlu Holding and its Group Companies employed 44 people with disabilities during the reporting period.



Employee Development

We conduct training activities to create a common corporate culture and leadership language and to equip our employees with the skills of the future in line with the Group's strategies and our employer brand promise. We provide our colleagues with the knowledge, skills, and development opportunities they need through the training we organize under the umbrella of the BAK Academy, which we established to implement our investment in employee development in an institutional and systematic framework. We identify training needs then plan and implement training in accordance with corporate and individual goals.



BAK Academy pursues the following goals, in accordance with the Values of the Group, Bakiöđlu Leadership Constitution (Unity, Love, Determination, Faith Principles), and its competencies nourished by all:



- ∞ Focusing on continuous development within the framework of our corporate climate, which is dominated by universal values such as justice, accountability, and transparency,
- ∞ Focusing on all of our employees on the assumption that they have high potential and performance,
- ∞ Developing our skills for our potential future needs,
- ∞ Creating a behavioral and technical competence development systematic,
- ∞ Following progress digitally,
- ∞ Supporting the development of our key employees to retain them,
- ∞ Training the "Top Managers" of the future in both professional and leadership areas,
- ∞ Being able to attract professionals with high performance and potential to our companies,
- ∞ Carrying out an effective "Human Values Planning" throughout the group,
- ∞ Being sustainable to support organizational growth and change.



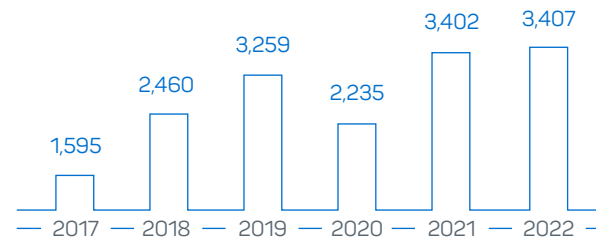
Employee Development

Bak Academy provides training in different areas, namely, basic, professional, technical and personal development. A total of 3,407 employees in the holding company and Group Companies received 32,115 man-hours of training in 2022.

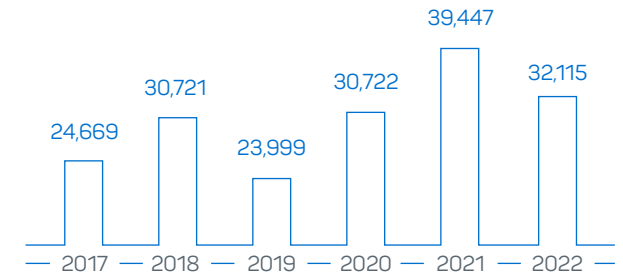
BAK Academy Training Programs:

- ∞ Core Competency Development Program
- ∞ Development in Professional Life Program
- ∞ Executive Development Program
- ∞ Foreign Language Contribution Program
- ∞ Sales Development Program
- ∞ Financial Affairs Development Contribution Program
- ∞ Human Values Development Program
- ∞ Foreman Development Program
- ∞ Technical Internal Trainer Development Program
- ∞ 360 Degree Development Evaluation Interviews
- ∞ Digital Video Learning Platform

Number of Employees Trained



Employee Training (man-hours)





Employee Development

Many programs have been established to improve the skills of employees within the Group. Twenty-nine employees completed the Executive Development Program in 2022 and 35 employees completed the Professional Life Development Program. As a result of these efforts, the ratio of managers promoted from within the Group has reached 62%.

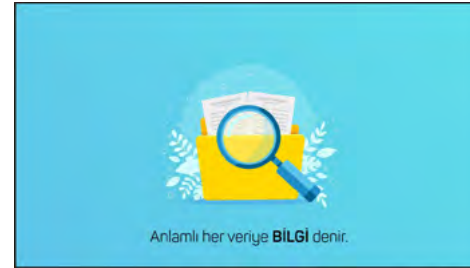
The 10th Bak Academy Development Summit, which has been held since 2013 and organized around a theme for the past five years, was held under the theme "Transforming Leadership in a Changing World" and was attended by approximately 430 people.

Effective Baki Employee, Relationship Management, Develop Improve Training

Ninety employees attended our "Effective Baki Employee," "Relationship Management," and "Develop & Enhance" training courses, which were designed as part of our basic training regime.

Digital Training

The digital training system, the transition to which was accelerated due to the pandemic, is now active. In addition to behavioral development trainings such as Stress Management and Child Psychology, mandatory digital training series such as Product Safety, Quality and Hygiene, Environmental Awareness, KVKK, ISMS, ADR were made available to all employees through Bakiođlu's online training management system.





Employee Development

Optional (Catalog) Training on Demand

Catalog training, which employees select based on their development needs, continued this year with approximately 65 topics in various subject areas.



Internal Technical Training

The "Technical Academy Project," initiated as part of the "Technical Skills Development" for the development of our field teams, continued with various activities in the Packaging Group Companies. Nearly 100 subject matter experts across the Group took part in this project, one of the aims of which is to transfer corporate memory in a sustainable and standardized manner. More than 50 internal training courses were created across the Group this year with the support of subject matter experts.





Employee Development

360 Development Assessment Process



A total of 196 colleagues participated this year in our 360 Development Assessment Process, which we created as part of our New Employer Brand program. We created the 360 Development Assessment Process with a human and developmental approach and an innovative perspective. It distinguished itself in five different international award programs in 2022, where more than 500 jury members from different countries assessed participants. Our 360-Degree Developmental Assessment process received a total of nine awards (three gold, two silver, four bronze) in various areas such as Best Human Resources Team of the Year, Best Employer of the Year for its people-centric approach, Best Competency Development of the Year, and Learning and Organizational Development Achievement in award programs such as Globee-Golden Bridge Awards, Stevies International Business Awards, The Stevie for Great Employers, and The Brandon Hall Group HCM Excellence Awards.



Internal Mentoring Program



We have launched a new program called "BAK to Development with Mentor" to enable all leaders under the umbrella of Bakiöđlu Holding and Group Companies to learn from each other and develop by transferring knowledge, skills, and experience outside of hierarchical channels. This program, which we implemented with the motto "Are you ready to learn and teach?", is an internal mentoring project in which more experienced managers mentor newly appointed managers on a one-on-one basis and support them in developing their leadership skills, creating a common leadership language, and adapting to the corporate culture. Twenty-one mentees and 18 mentor candidates were accepted into the program in 2022. Our mentees had a total of six development meetings with their mentors, who were matched across companies and departments within the program.





Employee Development

Bakioğlu Holding's Remuneration and Performance Management System



The remuneration practices of Bakioğlu Holding and its Group Companies are governed by the remuneration policy established by the Board of Directors. When determining the salary level, the conditions of the respective role are taken into consideration and not the personal qualifications. Therefore, the principle of equal pay for equal work is followed. This process takes into account macroeconomic indicators and the company's projections for the future, as well as salary market research and assessments made by independent consulting firms. In addition to base salary practices, our performance management system is used to drive business performance, which is the natural outcome of our employees' performance.

The primary objective of our performance management system is to create value by increasing the productivity and profitability of the company and to recognize and encourage the efforts of our employees who contribute positively to this endeavor by sharing the value created with them.

The Performance Management System at Bakioğlu Group aims to develop, guide, and manage those employees who will ensure the vision is achieved in accordance with the company's culture and values. Thus, each employee realizes how they will contribute to different facets of the vision.

The Performance Management System has four main aspects:

- ∞ Financial Goals: Goals regarding financial performance
- ∞ Business Process Goals: Goals regarding operations, productivity, and quality
- ∞ Customer Goals: Goals regarding customer satisfaction
- ∞ People-Related and Cultural Goals: Goals regarding the development of the company and its employees

These four aspects include social, environmental and economic objectives, which are also included in the sustainability priorities. As a result, the sustainability performance of our managers and employees is evaluated as part of this system and plays a role in performance-based incentives, depending on their role in the company.



Employee Engagement

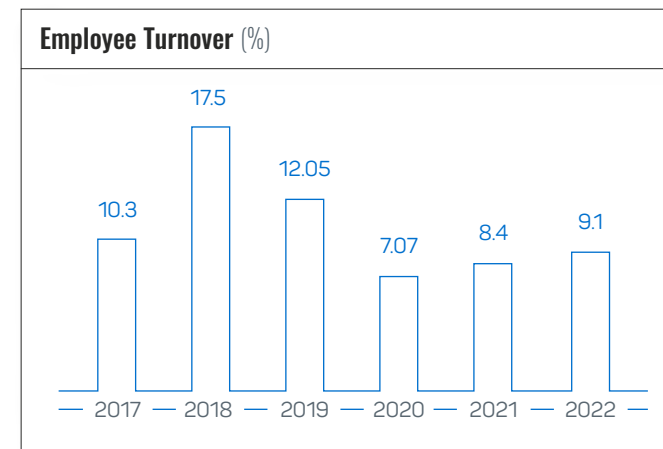
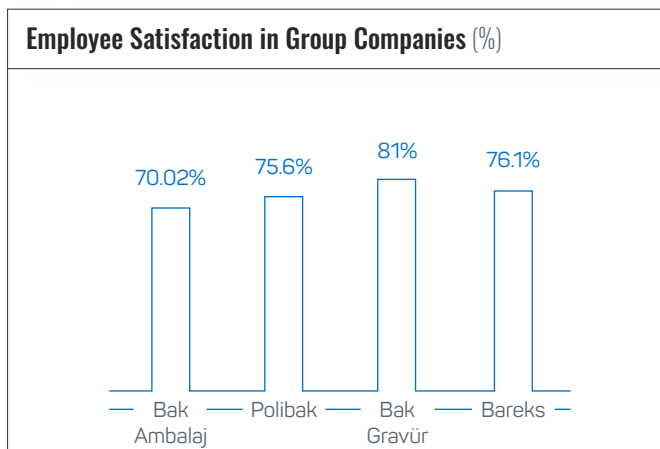
One of the key aspects of our employer brand promise is to strengthen employee satisfaction and engagement. Accordingly, we implement practices and internal communication activities to increase the motivation and satisfaction of our

employees. To this end, we carry out practices such as seniority award ceremonies, retirement ceremonies, welcome gift kits for new employees, sapling donations from the Aegean Forest Foundation for births, marriages, deaths and new hires, special gifts and

celebrations on important days and weeks, family celebrations, festivals, motivational and social dinners, and sports and hobby activities.

Employee satisfaction surveys are the main source we rely on to plan these

practices. Through these studies we learn the opinions and expectations of our employees and carry out activities to increase satisfaction and motivation.





Employee Engagement

We respect the work and private life balance of our employees. We adopt flexible and remote working models to ensure the balance between work and private life, a highly effective factor in employees' job satisfaction. As part of this, we made the practice of remote working, which was introduced in 2022 during the pandemic, permanent for one day a week. Furthermore, we cut working hours by 30 minutes so our office employees can get home earlier.

The Employer Brand Project was launched to measure engagement and satisfaction among our employees and to understand how they perceive our employer brand. We initiated action plans by conducting employee surveys and holding focus groups based on their results to improve the employee experience and accurately position the employer brand. As an output of this, the Employee Value Proposition was identified as "Baki with you."

Internal Communication Bulletins

Internal communication bulletins used to be treated on a topic basis, but have since been become monthly internal communication bulletins disseminated using the system established throughout the Group. The monthly news bulletins summarize important developments from all our companies, making a significant contribution to strengthening internal communication.





Employee Engagement

Retirement Ceremonies

We held "retirement ceremonies" for our retirement-eligible employees.



Seniority Award Ceremonies

As of December 31, 2022, we began holding "Seniority Award Ceremonies" where plaques and awards were presented to employees of Bakioğlu Holding and Group Companies who completed between 5 and 45 years of seniority.



One to One Festival

With the start of normalization in 2022, we organized an event called the One to One Festival to increase our employees' motivation. All our employees got together in various social activities at these events and we celebrated our return to a working life where we socialized together as we did before the pandemic.





Employee Engagement

Women's Day Gift

Marking Women's Day on March 8, the Head of the Human Values and Corporate Development Group delivered our gift from the producers of the Kuşadası Working Women's Cooperative with the idea of making a symbolic contribution to women's solidarity and emancipation.



Special Occasion Practices for Employees

Within the framework determined by the Human Values and Corporate Development Group Presidency of Bakiöglü Holding, we present "Aegean Forest Foundation Sapling Card" and "Welcome Package" to our employees as gifts, considering that their first day at work is a very special occasion.

In addition to the "Aegean Forest Foundation Sapling Card," we give our employees a half gold piece for marriage, a quarter gold piece and a baby basket for the birth of a child to employees on those special occasions, and share the occasion with all users through an announcement prepared in the context of corporate identity.

New Year's Eve Celebration

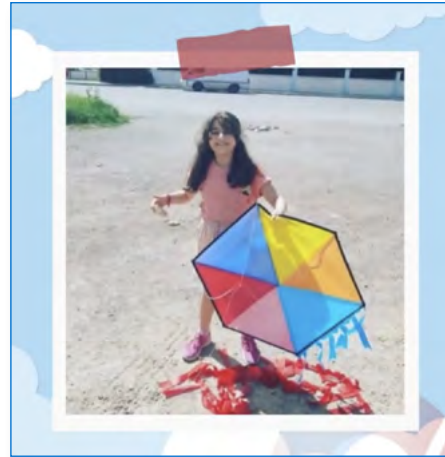
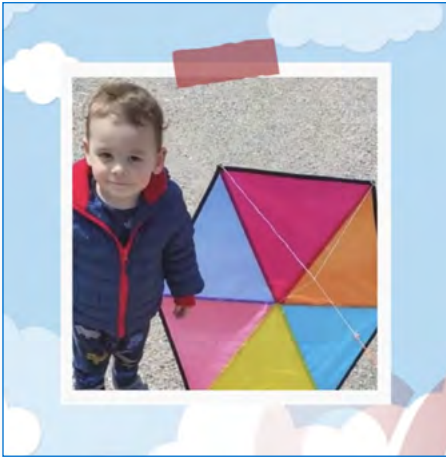
The Human Values and Corporate Development Group presented all employees with a gift package provided by the Aegean Forest Foundation as part of its corporate social responsibility efforts.



Employee Engagement

April 23 National Sovereignty and Children's Day

We gave out colorful kites on April 23, National Sovereignty Children's Day, so that our employees could share their enthusiasm with their children.

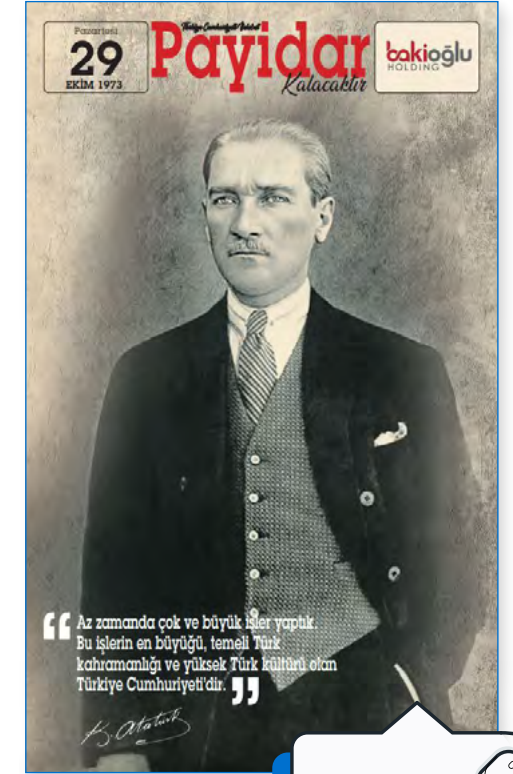


October 29 Republic Day

We gave our employees a specially prepared October 29 newspaper to mark the occasion of October 29 Republic Day.

November 10

We held a commemoration ceremony with a moment of silence and the national anthem as part Atatürk Commemoration Week. We also placed commemorative plaques on representative easels in the lobbies and displayed them for a week.



[Click here to review Payıdar.](#)



Employee Engagement

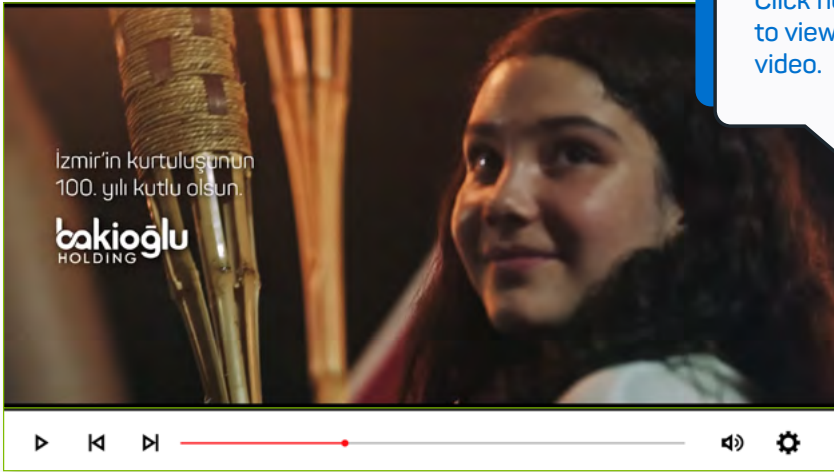
September 9th Liberation of Izmir

Our September 9 film, in which we celebrated the 100th anniversary of the liberation of Izmir with all our hearts, was seen by the whole of Türkiye on national TV channels. Based on the idea that "September 9th is not only the liberation of a city, but also the

liberation of a homeland," the outdoor screenings of our film took place in many parts of the city throughout the week. Our commercial film started in Samsun, the starting point of the

Independence War, and was shot in a total of nine provinces. The film was accompanied by a special arrangement of the Izmir Anthem. With the Izmir Airshow 2022, which was organized

to celebrate the 100th Anniversary of the Liberation of Izmir on September 9, we celebrated the 100th anniversary of our freedom in the skies with enthusiasm... We were very proud to be a part of this enthusiasm.



Click here to view our video.





Occupational Health and Safety

Bakioğlu Holding considers providing a safe and healthy working environment for its employees and subcontractors in its fields of activity a responsibility that cannot be neglected under any circumstances. First of all, the relevant legal regulations, international standards, and Bakioğlu Holding's policies determine the occupational health and safety practices of the Group companies. All the occupational health and safety practices that we

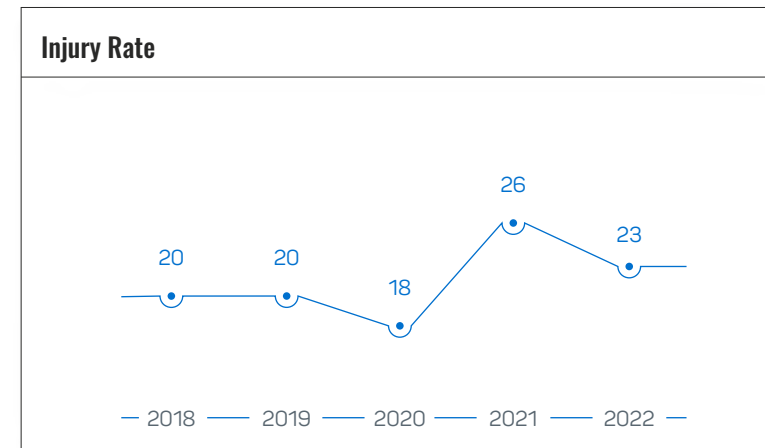
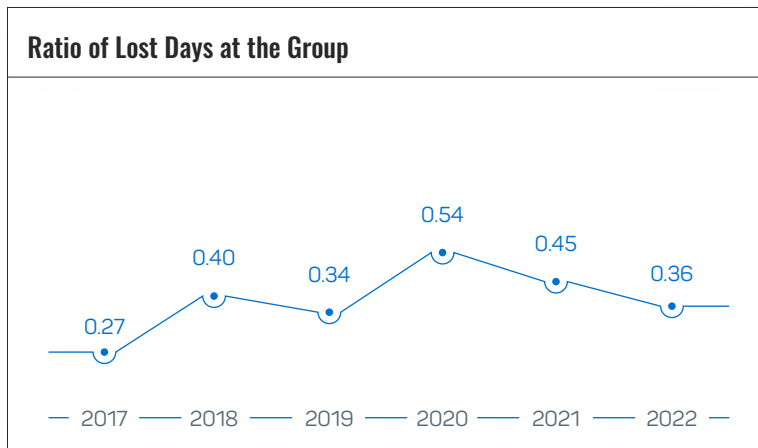
have implemented for our employees apply to our subcontractors' employees as well.

The Central Occupational Health and Safety Department oversees occupational health and safety practices throughout the Group Companies. We have established occupational health and safety committees in all Group companies and they meet regularly. The aim of

the OHS Committees is to spread the culture of occupational health and safety and to ensure that employees play an active role in this process. We implement the ISO 45001 Occupational Health and Safety Management System in all our facilities and update the system certification through periodic audits.

In accordance with the TPM Master Plan and the Kobetsu Kaizen quality

systems, we have adopted the goal of zero defects, zero errors, and zero accidents, and we organize training activities to improve the awareness and experience of our employees in this regard. To this end, we provided 11,124 man-hours of occupational health and safety training to a total of 2,516 employees at the holding company and Group Companies during the period under review.





VALUE FOR SOCIETY

Aegean Forest Foundation

Support for Qualified Employment

At Bakiođlu Holding, we aim to increase the social value we create by carrying out activities in social development areas other than our main field of activity. As such, we develop projects together with various stakeholders, especially non-governmental organizations, public institutions and organizations, or support similar social development activities created outside of us.

We focus our social projects and sponsorship efforts more on the environment and education. We allocated the necessary resources and supported social responsibility activities in 2022.



From Sapling to Forest: Aegean Forest Foundation

As required by our "Corporate Social Responsibility Approach," which is one of our core corporate values, we are mindful of the developments in our country and our environment, and we fulfill our obligations. We are mindful of our nation, our cultural values, family, and the environment. Based on this understanding, we planted thousands of saplings in the ground with the help of the entire Bakioğlu Group through the Aegean Forest Foundation, as we do every year, and took permanent steps for our environment and our

future. As part of the "Own a Planted Tree" project, also carried out in cooperation with the Aegean Forest Foundation and Bakioğlu Holding, the Group met with the students and parents of the Ekin Su Special Needs Education and Rehabilitation Center. As part of the project, saplings donated by Bakioğlu Holding to the Aegean Forest Foundation on behalf of the students of Ekin Su Special Education and Rehabilitation Center were planted in the Manisa-Soma-Işıklar afforestation area.

We made a donation to LÖSEV on New Year's Day, as we do every year, on behalf of each of our employees to contribute to the treatment of children with leukemia and help their families.

Bakioğlu Group operates with the mission "to remain a globally respected group of companies that adds value to its country by being the 'best' in all the fields of activity it is involved in through continuous investment and development" and we take care to support the development

of investments in our region and our country through every channel. Bakioğlu Group was the main sponsor of the Investment Summit organized by the Aegean Industrialists' and Businessmen's Association (ESİAD) in 2022. With a similar approach, Polibak, one of our Packaging Group companies, was the main sponsor of the Packaging Stars Award Ceremony organized by the Association of Packaging Manufacturers (ASD), which we see as an investment and support for the future of our industry.

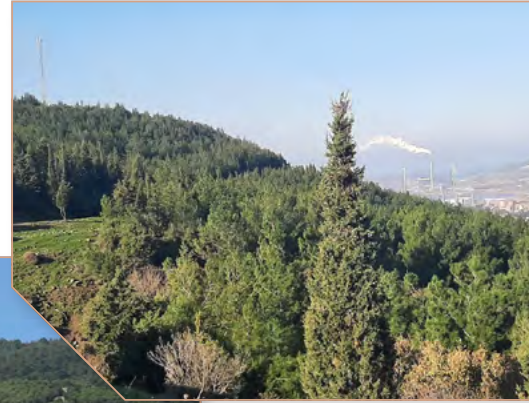




From Sapling to Forest: Aegean Forest Foundation

Established with the contribution of Bakiođlu Holding and Group Companies and under the leadership of Cem Bakiođlu, the Aegean Forest Foundation continues to develop the forest areas with the projects that are implemented with the support of nature lovers.

We create carbon sink areas in cooperation with forest villagers as a part of our forestation projects, which we consider our greatest strength in the fight against climate change. In addition, we support the Aegean Forest Foundation in helping solve the problems that threaten our world with a sustainable approach, and we reduce our subsidiaries' carbon footprint by planting new forests for nature every year.



Forests from the Sun

We continue to support the Forests from the Sun Project, which has been run by the Aegean Forest Foundation in association with the Izmir Development Agency since 2013. Established in Menderes Ođlananasi in 2014, the plant has a solar energy production capacity of 500 kWp and generates over 900,000 kWh of power annually. While a small part of the energy produced in the system is used for the Aegean Forest Foundation's olive grove, the economic value derived from the surplus energy is utilized in afforestation projects. This project demonstrates the importance we place on clean and renewable energy and is expected to prevent the release of more than 770 tonnes of carbon emissions every year.



From Sapling to Forest: Aegean Forest Foundation

Step by Step Ecotourism

The Step by Step Ecotourism Project, carried out by Aegean Forest Foundation and supported by the Izmir Development Agency as part of the Tourism and Environment Financial Support Program, was launched to protect natural, historical, and local cultural heritage along the Efemçukuru-Çatalca route in Menderes district and the Karagöl-Kayadibi route in Bornova district, to increase knowledge and awareness about ecotourism, and to develop alternative types of tourism such as rural tourism, ecotourism, and nature sports along the same routes. To that end, they set up a nature hiking trail on each of the two routes and established an eco-market in each of the relevant villages. As part of the project, expert academics gave training in ecotourism to the indigenous people and trained selected volunteers as field guides to better communicate information about the natural, cultural, and historical wealth of the region to tourists visiting the area.





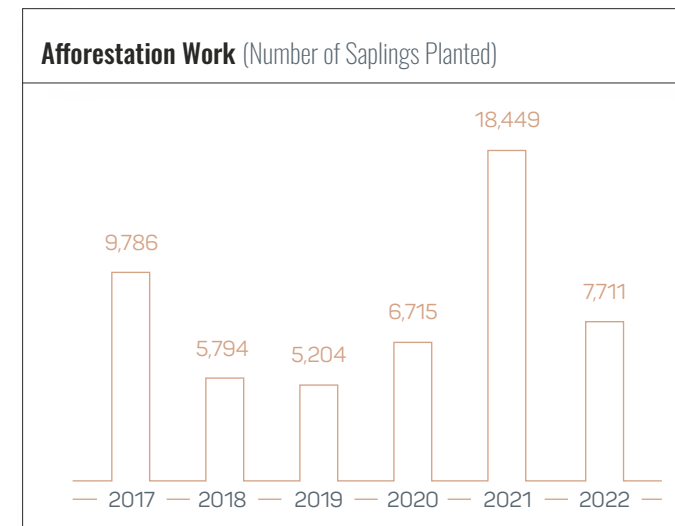
From Sapling to Forest: Aegean Forest Foundation

Own a Planted Tree

We got together with the students and parents of the Ekin Su Special Needs Education and Rehabilitation Center as part of the "Own a Planted Tree" project, implemented in association with the Aegean Forest Foundation and Bakioğlu Holding. As part of the project, saplings donated by Bakioğlu Holding to the Aegean Forest Foundation on behalf of the students of Ekin Su Special Needs Education and Rehabilitation Center were planted in the reforestation area of Manisa-Soma-Işıklar, and we planted saplings and talked about the love of nature with our students at our planting ceremony.

55,000 Saplings in Six Years

We regularly donate seedlings to various projects for our employees and their families as part of our support for the Aegean Forest Foundation. The Group companies gave 7,711 saplings back to nature in 2022. This work has offset 3,734 metric tons of CO2 equivalent greenhouse gas emissions. The program has planted more than 55,000 seedlings over the past six years.





Support for Qualified Employment

At Bakiöđlu Group, we are aware that a qualified generation is a prerequisite for building a developed society. This is why we support studies in the field of education to prepare our young people for business life through qualified education.

Cem Bakioglu Anatolian High School

The Cem Bakiöđlu Anatolian High School was built in 1995 on a 5,000 m² of government land with contributions by the Group Companies as a gift to Turkish National Education. An additional building consisting of 15 classrooms and an indoor sports hall was added to the education and training in 2004 with contributions by the Bakiöđlu Group companies. The school operated as a General High School until 2005, and has been continuing its education and training activities as an Anatolian High School since the 2005-2006 academic year. At Bakiöđlu Holding, we continue to support the Cem Bakiöđlu Anatolian High School, which has successful graduates every year, and thus Turkish National Education.

Lifelong Learning Association

Bakiöđlu Holding Board Members, Bakiöđlu Holding Packaging Group Companies, Baknet, the Aegean Forest Foundation, and other founding members got together in 2014 to create training and awareness for vocational training and development under the principle of lifelong learning based on national and international professional standards.

The Association carries out research and professional development projects in line with the goals of sustainable development in many fields, particularly in the environment, agriculture, forestry, energy, information and communication technologies, flexible packaging and printing sectors, and creates value by conducting training to raise social awareness in collaboration with national and international organizations.

Continued Dialogue, Closer to Europe

We supported the Continued Dialogue, Closer to Europe project, which aims to contribute to the development of a sustainable civil society dialog between Türkiye and EU member states. As part of this project, launched in 2021, young people aged between 15 and 18 worked with experts and educators to create a complementary digital information delivery platform and mobile app that will include creative and innovative educational materials on environmental and energy matters. The designed online platform can also be used as an open library where young people can access up-to-date digital resources on EU Energy, Environment, and Education and Culture policies.

Project activities included physical and interactive conceptual framework meetings, designing e-learning objects, as well as hackathon/ideathon and project market activities. The project can be replicated at the scale of national and international institutions and aims to contribute to the United Nations Sustainable Development Goals of Quality Education, Climate Action, Sustainable Cities and Communities, and to increase the number of green collar youth in line with the EU Youth Strategy 2019-2027.

Scholarships

We continued supporting scholarship recipients in 2022 under the Scholarship Regulation, which was created to contribute to the academic life of the talented children of employees of Bakiođlu Holding and Group Companies, in addition to the scholarships granted to assist the undergraduate and graduate education of the children of employees whose educational life is difficult due to some special reasons.



Work Experience Program

Our work experience program, which took place with controls during the pandemic, continued in 2022 with the necessary health measures. Regular project-based work-experience youth and students participating in the mandatory work experience program got the opportunity to apply the knowledge they had acquired in school to the business world.



ANNEXES

Performance Tables

GRI Content Index





Performance Indicators

Economic Performance Date

	2019	2020	2021	2022
Supplier Structure				
Number of local suppliers				
<i>Bakioğlu Holding</i>	293	309	279	315
<i>Bak Ambalaj</i>	736	736	754	783
<i>Polibak</i>	653	668	726	800
<i>Bak Gravür</i>	480	500	477	516
<i>Bareks</i>	517	510	515	785
Number of foreign suppliers				
<i>Bakioğlu Holding</i>	5	3	5	7
<i>Bak Ambalaj</i>	89	72	84	74
<i>Polibak</i>	91	73	82	91
<i>Bak Gravür</i>	17	20	15	12
<i>Bareks</i>	50	49	45	68
Number of R&D Employees (individuals)				
<i>Bak Ambalaj</i>	31	29	32	29
<i>Polibak</i>	9	9	9	10
<i>Bak Gravür</i>	0	0	0	0
<i>Bareks</i>	4	4	4	4
Total R&D Expenditure Amount (TRY)				
<i>Bak Ambalaj</i>	1,338,826	2,012,338	3,508,900	5,484,882
<i>Polibak</i>	4,448,530.05	4,975,742.57	7,013,896.45	16,005,147.21
<i>Bak Gravür</i>	-	-	-	-
<i>Bareks</i>	3,664,890.00	4,767,336.00	6,383,796.00	15,202,170.00

	2019	2020	2021	2022
Number of Total R&D Projects (units)				
<i>Bak Ambalaj</i>	6	7	9	11
<i>Polibak</i>	5	5	5	6
<i>Bak Gravür</i>	0	0	0	0
<i>Bareks</i>	23	20	21	22
Total Number of Registered Patents (units)				
<i>Bak Ambalaj</i>	5	0	2	0
<i>Polibak</i>	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0
<i>Bareks</i>	0	0	0	0
Total number of saplings planted as part of the Afforestation Efforts				
<i>Bakioğlu Holding</i>	1,974	3,654	4,258	2,687
<i>Bak Ambalaj</i>	1,451	651	5,936	1,355
<i>Polibak</i>	571	1,612	3,308	1,597
<i>Bak Gravür</i>	450	394	2,608	976
<i>Bareks</i>	758	404	2,339	1,096



Performance Indicators

Environmental Performance Data

	2019	2020	2021	2022
Total direct energy consumption (GJ) (by fuel)				
Diesel Consumption				
<i>Bak Ambalaj</i>	461.63	110.28	1,195.22	915.93
<i>Polibak</i>	1,316.33	1,486.90	1,389.92	921.68
<i>Bak Gravür</i>	86.01	263.80	966.37	832.95
<i>Bareks</i>	407.86	208.95	98.23	296.74
Gasoline consumption				
<i>Bak Ambalaj</i>	0	0	609.79	1,386.71
<i>Polibak</i>	0	0	603.75	1,579.75
<i>Bak Gravür</i>	0	0	150.03	482.70
<i>Bareks</i>	0	0	443.67	877.92
Natural gas consumption				
<i>Bak Ambalaj</i>	122,420.25	138,451.79	158,240.03	101,081.06
<i>Polibak</i>	138,823.03	170,632.38	177,328.95	175,823.53
<i>Bak Gravür</i>	0.00	0.00	0.00	0.00
<i>Bareks Plastik</i>	0.00	0.00	0.00	0.00
<i>Bareks Polietilen</i>	1,273.22	1,981.06	1,290.75	419.31

	2019	2020	2021	2022
Total indirect (purchased) energy consumption (GJ) (electricity)				
<i>Bak Ambalaj</i>	79,392.46	89,923.83	98,812.66	10,0545.72
<i>Polibak</i>	402,647.89	462,971.54	473,840.39	474,239.23
<i>Bak Gravür</i>	17,201.40	18,170.71	17,625.39	15,642.25
<i>Bareks Plastik</i>	32,927.51	25,857.68	22,345.31	17,496.73
<i>Bareks Polietilen</i>	28,943.57	35,868.96	40,954.73	44,958.02
Total renewable energy consumption (GJ - by generation type)				
<i>Bak Ambalaj</i>	-	-	62,355.60	10,0545.72
<i>Polibak</i>	-	-	290,966.40	474,239.23
<i>Bak Gravür</i>	-	-	10,076.40	15,642.25
<i>Bareks Plastik</i>	-	-	11,721.60	17,496.73
<i>Bareks Polietilen</i>	-	-	1,647.32	4,628.58
Energy consumption per production (MJ/Tonne)				
<i>Bak Ambalaj</i>	3,860.56	4,464.49	4,569.79	4,077.78
<i>Polibak</i>	3,905.71	3,791.74	3,868.08	3,818.32
<i>Bak Gravür (MJ/ pieces)</i>	522.27	541.84	467.95	438.20
<i>Bareks Plastik</i>	2,087.45	2,318.03	2,430.69	557.77
<i>Bareks Polietilen</i>	1,814.42	1,750.73	1,763.24	1,766.25



Performance Indicators

Environmental Performance Data

	2019	2020	2021	2022
Total energy savings (GJ) (achieved through efficiency projects)				
<i>Bak Ambalaj</i>	-	-	62,355.60	100,545.72
<i>Polibak</i>	-	-	290,966.40	474,239.23
<i>Bak Gravür</i>	-	-	10,076.40	15,642.25
<i>Bareks Plastik</i>	-	-	11,721.60	17,496.73
<i>Bareks Polietilen</i>	-	-	1,647.32	4,628.58
Total direct GHG emissions (Scope 1) (tonnes CO₂)				
<i>Bak Ambalaj</i>	-	-	9,448.72	10,735.37
<i>Polibak</i>	-	-	10,885.05	11,764.60
<i>Bak Gravür</i>	-	-	417.89	176.80
<i>Bareks Plastik</i>	-	-	115.97	97.06
<i>Bareks Polietilen</i>	-	-	242.76	251.81
Total indirect GHG emissions (Scope 2) (tonnes CO₂)				
<i>Bak Ambalaj</i>	-	-	4,344.00	214.60
<i>Polibak</i>	-	-	21,792.17	68.23
<i>Bak Gravür</i>	-	-	899.57	10.73
<i>Bareks Plastik</i>	-	-	115.97	0
<i>Bareks Polietilen</i>	-	-	4,880.00	5,568.18

	2019	2020	2021	2022
Total other indirect GHG emissions (Scope 3) (tonnes CO₂)				
<i>Bak Ambalaj</i>	-	-	61,179.66	88,339.33
<i>Polibak</i>	-	-	402,863.36	393,457.48
<i>Bak Gravür</i>	-	-	4,392.40	2,999.79
<i>Bareks Plastik</i>	-	-	22,884.67	11,912.88
<i>Bareks Polietilen</i>	-	-	47,279.47	58,629.44
GHG Emissions Per Production (tonnes CO₂/tonne)				
<i>Bak Ambalaj</i>	-	-	3.46	4.11
<i>Polibak</i>	-	-	3.56	3.20
<i>(tonnes CO₂/units) Bak Gravür</i>	-	-	0.19	0.09
<i>Bareks Plastik</i>	-	-	2.64	2.03
<i>Bareks Polietilen</i>	-	-	2.08	2.53
Total GHG reduction (through energy efficiency projects)(tonnes CO₂)				
<i>Bak Ambalaj</i>	-	-	74,872.38	99,289.30
<i>Polibak</i>	-	-	435,540.58	405,290.32
<i>Bak Gravür</i>	-	-	5,709.85	3,187.32
<i>Bareks Plastik</i>	-	-	24,266.61	12,009.93
<i>Bareks Polietilen</i>	-	-	52,402.23	64,449.42



Performance Indicators

Environmental Performance Data

	2019	2020	2021	2022
Water withdrawal by source (m³)				
Well water	0.00	0.00	0.00	0.00
Tap water				
Bak Ambalaj	66,199.00	58,254.00	75,035.00	79,650.00
Polibak	120,912.00	136,421.00	163,352.00	203,966.00
Bak Gravür	18,398.00	15,834.00	17,651.00	15,727.00
Bareks Plastik	17,938.00	3,650.00	4,072.00	5,144.00
Bareks Polietilen	1,631.00	2,350.00	3,912.00	5,645.00
Total waste water discharge (m³)				
Bak Ambalaj	59,132.84	47,310.56	67,049.84	71,194.00
Polibak	107,640.00	122,547.00	145,839.00	182,391.00
Bak Gravür	16,250.00	13,944.00	15,577.00	13,846.00
Bareks Plastik	16,142.00	3,750.00	3,665.00	4,630.00
Bareks Polietilen	1,467.90	2,115.00	3,521.00	5,081.00
Total waste quantity (tonnes)				
Bak Ambalaj	4,475.16	5,230.90	5,333.17	6,232.94
Polibak	2,593.01	4,933.33	4,762.21	5,002.60
Bak Gravür	772.29	731.64	829.60	920.22
Bareks Plastik	499.93	385.81	427.29	1008.36
Bareks Polietilen	489.86	543.52	838.19	977.43

	2019	2020	2021	2022
Recycled (R-coded) non-hazardous waste (tonnes)				
Bak Ambalaj	3,456.55	4,244.35	4,044.45	4,839.37
Polibak	2,373.37	4,728.47	4,543.85	4,776.31
Bak Gravür	186.27	104.48	124.47	140.58
Bareks Plastik	499.27	384.01	426.43	1,007.24
Bareks Polietilen	488.46	540.46	793.86	898.13
Recycled (R-coded) hazardous waste (tonnes)				
Bak Ambalaj	1,018.61	983.35	1,288.27	1,390.39
Polibak	211.61	163.86	215.70	226.10
Bak Gravür	486.81	522.15	602.47	645.39
Bareks Plastik	0.66	1.75	0.80	1.12
Bareks Polietilen	1.36	2.30	44.25	78.74
Eliminated (D-coded) hazardous waste (tonnes)				
Bak Ambalaj	0.008	0.007	0.017	0.039
Polibak	0.009	0.040	0.030	0.034
Bak Gravür	0.003	0.005	0.007	0.008
Bareks Plastik	0.000	0.008	0.006	0.004
Bareks Polietilen	0.000	0.000	0.000	0.000



Performance Indicators

Environmental Performance Data

	2019	2020	2021	2022
Other hazardous waste sent to intermediate storage (tonnes)				
<i>Bak Ambalaj</i>	0.00	3.19	0.44	3.14
<i>Polibak</i>	8.02	40.96	2.64	0.16
<i>Bak Gravür</i>	99.20	105.01	102.67	134.24
<i>Bareks Plastik</i>	0.00	0.05	0.06	0.00
<i>Bareks Polietilen</i>	0.04	0.76	0.08	0.56

	2021	2022
Amount Spent for Environmental Activities and Investments (TRY)		
Operating Expenses		
<i>Bak Ambalaj</i>	309,648	740,356
<i>Polibak</i>	708,380	841,060
<i>Bak Gravür</i>	94,692	426,899
<i>Bareks Plastik</i>	98,650	173,875
<i>Bareks Polietilen</i>	40,150	49,365
Investment costs		
<i>Bak Ambalaj</i>	309,648	155,000
<i>Polibak</i>	151,750	102,000
<i>Bak Gravür</i>	260,788	275,000
<i>Bareks Plastik</i>	0	2,250
<i>Bareks Polietilen</i>	11,500	2,250

Environmental Performance Data

	2021	2022
Environment training		
<i>Bak Ambalaj</i>	566	691
<i>Polibak</i>	520	645
<i>Bak Gravür</i>	125	146
<i>Bareks Plastik</i>	51	70
<i>Bareks Polietilen</i>	155	183
Training duration (man-hours)		
<i>Bak Ambalaj</i>	566	691
<i>Polibak</i>	520	645
<i>Bak Gravür</i>	125	146
<i>Bareks Plastik</i>	51	70
<i>Bareks Polietilen</i>	155	183
Supplier Environment Inspection and Development Programs		
Number of suppliers subject to the environmental inspection		
<i>Bakiöđlu Holding</i>	173	142
Number of suppliers audited for the first time		
<i>Bakiöđlu Holding</i>	0	0
<i>Bakiöđlu Holding</i>	2	0



Performance Indicators

Employee Demographics

	2020	2021	2022
Total Workforce (Number)			
Bakioğlu Holding	48	63	65
Direct Employment	48	63	65
Female	24	28	31
Male	24	35	34
Bak Ambalaj	632	652	726
Direct Employment	632	652	726
Female	78	92	91
Male	554	560	635
Polibak	577	606	647
Direct Employment	577	606	647
Female	45	48	59
Male	532	558	588
Bak Gravür	164	182	186
Direct Employment	164	182	186
Female	29	37	38
Male	135	145	148
Bareks	237	240	266
Direct Employment	237	240	266
Female	33	36	38
Male	204	204	228

	2020	2021	2022
Direct Workforce (Number)			
Bakioğlu Holding	48	63	65
Office Employees	45	58	58
Female	22	26	28
Male	23	32	30
Field Employees	3	5	7
Female	2	2	3
Male	1	3	4
Bak Ambalaj	632	652	726
Office Employees	128	145	148
Female	70	84	83
Male	58	61	65
Field Employees	504	507	578
Female	8	8	8
Male	496	499	570
Polibak	577	606	647
Office Employees	100	111	81
Female	42	46	43
Male	58	65	38
Field Employees	477	495	566
Female	3	2	16
Male	474	493	550

	2020	2021	2022
Bak Gravür	164	182	186
Office Employees	56	66	66
Female	28	36	37
Male	28	30	29
Field Employees	108	116	120
Female	1	1	1
Male	107	115	119
Bareks	237	240	266
Office Employees	46	49	61
Female	28	32	35
Male	18	17	26
Field Employees	191	191	205
Female	5	4	3
Male	186	187	202



Performance Indicators

Employee Demographics

	2020	2021	2022
Direct Workforce by Type of Contract (Number)			
Bakioğlu Holding	48	63	65
Indefinite Employment Contract	48	62	64
Female	24	27	30
Male	24	35	34
Temporary Employment Contract	0	1	1
Female	0	1	1
Male	0	0	0
Bak Ambalaj			
Indefinite Employment Contract	632	652	726
Female	78	92	91
Male	554	560	635
Polibak			
Indefinite Employment Contract	577	606	647
Female	45	48	59
Male	532	558	588
Bak Gravür			
Indefinite Employment Contract	163	178	186
Female	28	34	38
Male	135	144	148
Bareks			
Indefinite Employment Contract	237	240	266
Female	33	36	38
Male	204	204	228

	2020	2021	2022
Direct Workforce by Level of Education (Number)			
Bakioğlu Holding	48	63	65
No education	0	0	0
Primary school	5	5	7
High School	3	10	7
University and Higher	40	48	51
Bak Ambalaj			
632	652	726	
No education	0	0	0
Primary school	136	108	119
High School	322	348	394
University and Higher	174	196	213
Polibak			
577	606	647	
No education	0	0	0
Primary school	149	122	107
High School	271	305	343
University and Higher	157	179	197
Bak Gravür			
163	182	186	
No education	0	0	0
Primary school	32	27	26
High School	74	82	85
University and Higher	57	73	75
Bareks			
237	240	266	
No education	0	0	0
Primary school	57	46	33
High School	127	140	169
University and Higher	53	54	64



Performance Indicators

Employee Demographics

	2020	2021	2022
Direct Workforce by Age Group (Number)			
Bakioğlu Holding	48	63	65
Female	24	28	31
18-30	3	5	6
30-45	16	17	19
45+	5	6	6
Male	24	35	34
18-30	3	7	5
30-45	12	17	20
45+	9	11	9
Bak Ambalaj	632	652	726
Female	78	92	91
18-30	24	30	33
30-45	45	52	46
45+	9	10	12
Male	554	560	635
18-30	163	169	215
30-45	306	302	327
45+	85	89	93
Polibak	557	606	647
Female	45	48	59
18-30	18	22	15
30-45	23	24	42
45+	4	2	2
Male	532	558	588
18-30	173	177	159
30-45	309	331	346
45+	50	50	83

	2020	2021	2022
Bak Gravür	163	182	186
Female	29	37	38
18-30	6	11	8
30-45	20	23	26
45+	3	3	4
Male	134	145	148
18-30	18	13	10
30-45	91	103	98
45+	25	29	40
Bareks	237	240	266
Female	33	36	38
18-30	12	10	13
30-45	20	25	23
45+	1	1	2
Male	204	204	228
18-30	88	84	105
30-45	113	114	117
45+	3	6	6

	2020	2021	2022
Senior Management Structure (Number)			
Bakioğlu Holding	4	4	4
Female	2	2	2
18-30	0	0	0
30-45	0	0	0
45+	2	2	2
Male	2	2	2
18-30	0	0	0
30-45	0	0	0
45+	2	2	2
Bak Ambalaj	12	12	12
Female	5	5	5
18-30	0	0	0
30-45	4	4	3
45+	1	1	2
Male	7	7	7
18-30	0	0	0
30-45	4	4	3
45+	3	3	4
Polibak	15	15	15
Female	2	2	2
18-30	0	0	0
30-45	1	1	1
45+	1	1	1
Male	13	13	13
18-30	0	0	0
30-45	5	5	5
45+	8	8	8

	2020	2021	2022
Bak Gravür	5	5	5
Female	3	3	3
18-30	0	0	0
30-45	2	2	2
45+	1	1	1
Male	2	2	2
18-30	0	0	0
30-45	2	2	0
45+	0	0	2
Bareks	7	7	8
Female	2	2	3
18-30	0	0	0
30-45	2	2	2
45+	0	0	1
Male	5	5	5
18-30	0	0	0
30-45	4	4	3
45+	1	1	2



Performance Indicators

Employee Demographics

	2020	2021	2022
Mid-Level Management Structure (Number)			
Bakiöğlü Holding	10	11	11
Female	4	5	6
18-30	0	0	0
30-45	4	5	5
45+	0	0	1
Male	6	6	5
18-30	0	0	
30-45	4	4	4
45+	2	2	1
Bak Ambalaj	16	17	23
Female	5	7	12
18-30	0	0	0
30-45	5	7	12
45+	0	0	0
Male	11	10	11
18-30	0	0	0
30-45	10	9	10
45+	1	1	1
Polibak	8	8	21
Female	4	3	8
18-30	0	0	0
30-45	1	2	8
45+	3	1	0
Male	4	5	13
18-30	0	0	0
30-45	2	2	10
45+	2	3	3

	2020	2021	2022
Bak Gravür	7	7	11
Female	4	4	6
18-30	0	0	0
30-45	4	4	5
45+	0	0	1
Male	3	3	5
18-30	0	0	0
30-45	2	3	5
45+	1	0	0
Bareks	7	7	9
Female	5	5	5
18-30	0	0	0
30-45	5	5	5
45+	0	0	0
Male	2	2	4
18-30	0	0	0
30-45	2	2	4
45+	0	0	0

	2020	2021	2022
New Recruits (Number)			
Bakiöğlü Holding	6	13	10
Female office employees	1	5	2
Male office employees	5	8	3
Female field employees	0	0	2
Male field employees	0	0	3
Bak Ambalaj	85	90	131
Female office employees	8	24	10
Male office employees	3	10	10
Female field employees	0	0	0
Male field employees	74	56	111
Polibak	72	100	101
Female office employees	7	11	6
Male office employees	6	11	3
Female field employees	0	1	7
Male field employees	59	77	85
Bak Gravür	8	26	17
Female office employees	1	9	3
Male office employees	1	2	0
Female field employees	0	0	0
Male field employees	6	15	14
Bareks	22	27	44
Female office employees	2	5	4
Male office employees	1	1	6
Female field employees	0	0	0
Male field employees	19	21	34

	2020	2021	2022
Resigned Personnel (Number)			
Bakiöğlü Holding	3	1	8
Female office employees	1	0	3
Male office employees	3	1	3
Female field employees	0	0	1
Male field employees	0	0	1
Bak Ambalaj	51	79	83
Female office employees	10	12	11
Male office employees	5	7	7
Female field employees	0	2	0
Male field employees	36	58	65
Polibak	53	78	79
Female office employees	15	7	3
Male office employees	8	8	5
Female field employees	0	2	2
Male field employees	30	61	69
Bak Gravür	10	6	17
Female office employees	1	1	5
Male office employees	3	1	2
Female field employees	0	0	0
Male field employees	6	4	10
Bareks	17	25	23
Female office employees	1	1	3
Male office employees	30	2	0
Female field employees	1	1	0
Male field employees	13	21	20



Performance Indicators

Employee Demographics

	2020	2021	2022
Number of Employees on Parental Leave	12	13	7
<i>Bakiöđlu Holding</i>	0	0	1
<i>Bak Ambalaj</i>	7	9	1
<i>Polibak</i>	1	0	0
<i>Bak Gravür</i>	3	3	1
<i>Bareks</i>	1	1	4
Number of Employees Returning from Parental/Paternity Leave	14	11	8
<i>Bakiöđlu Holding</i>	0	0	1
<i>Bak Ambalaj</i>	7	9	1
<i>Polibak</i>	1	0	0
<i>Bak Gravür</i>	5	1	3
<i>Bareks</i>	1	1	3
Number of Employees Who Did Not Quit Work for the Last 12 Months After Returning from Parental Leave	13	11	8
<i>Bakiöđlu Holding</i>	0	0	1
<i>Bak Ambalaj</i>	7	9	1
<i>Polibak</i>	0	0	0
<i>Bak Gravür</i>	5	1	3
<i>Bareks</i>	1	1	3

	2020	2021	2022
Total Number of Disabled Employees			
<i>Bakiöđlu Holding</i>	2	2	2
<i>Female</i>	0	0	1
<i>Male</i>	2	2	1
<i>Bak Ambalaj</i>	15	16	19
<i>Female</i>	3	2	2
<i>Male</i>	12	14	17
<i>Polibak</i>	15	12	12
<i>Female</i>	2	2	4
<i>Male</i>	13	10	8
<i>Bak Gravür</i>	5	5	5
<i>Female</i>	0	0	0
<i>Male</i>	5	5	5
<i>Bareks</i>	7	6	6
<i>Female</i>	0	0	0
<i>Male</i>	7	6	6

	2020	2021	2022
Employee Circulation			
<i>Bakiöđlu Holding (Consolidated)</i>	7.1%	8.4%	9.1%
<i>Bakiöđlu Holding</i>	4.5%	1.8%	14.0%
<i>Bak Ambalaj</i>	7.3%	9.0%	8.7%
<i>Polibak</i>	8.3%	9.5%	11.0%
<i>Bak Gravür</i>	6.7%	3.5%	4.4%
<i>Bareks</i>	4.3%	8.8%	7.6%



Performance Indicators

Social Performance Data

	2018	2019	2020	2021	2022
Employee Training - Number of Participants (individuals)					
Bakioğlu Holding	7	3	40	36	64
<i>Female Office Employees</i>	3	1	13	12	28
<i>Female Field Employees</i>	0	1	0	0	2
<i>Male Office Employees</i>	4	0	27	22	29
<i>Male Field Employees</i>	0	1	0	2	5
Bak Ambalaj	509	553	399	563	617
<i>Female Office Employees</i>	77	77	75	94	58
<i>Female Field Employees</i>	5	8	4	7	1
<i>Male Office Employees</i>	69	66	59	63	37
<i>Male Field Employees</i>	358	402	261	399	521
Polibak	455	507	444	615	691
<i>Female Office Employees</i>	50	49	50	52	46
<i>Female Field Employees</i>	2	1	1	1	17
<i>Male Office Employees</i>	60	62	57	58	34
<i>Male Field Employees</i>	343	395	336	504	594
Bak Gravür	191	165	164	182	186
<i>Female Office Employees</i>	30	28	28	36	37
<i>Female Field Employees</i>	1	1	1	1	1
<i>Male Office Employees</i>	31	28	28	30	29
<i>Male Field Employees</i>	129	108	107	115	119
Bareks	1,298	2,031	1,188	2,006	1,849
<i>Female Office Employees</i>	361	377	483	360	483
<i>Female Field Employees</i>	11	30	3	30	12
<i>Male Office Employees</i>	260	361	319	268	343
<i>Male Field Employees</i>	666	1,263	383	1,348	1,011

	2018	2019	2020	2021	2022
Employee Training - Total Hours (man-hours)					
Bakioğlu Holding	3,914	3,391	3,754	4,378	1,876
<i>Female Office Employees</i>	1,823	1,444	1,304	1,765	840
<i>Female Field Employees</i>	-	5	15	3	2
<i>Male Office Employees</i>	2,091	1,941	2,430	2,573	1,005
<i>Male Field Employees</i>	1	1	5	37	28
Bak Ambalaj	11,574	11,987	8,420	11,401	3,693
<i>Female Office Employees</i>	4,245	3,763	3,824	3,766	310
<i>Female Field Employees</i>	50	117	23	99	5
<i>Male Office Employees</i>	3,501	3,538	3,042	2,972	192
<i>Male Field Employees</i>	3,778	4,569	1,531	4,565	3,186
Polibak	9,576	8,860	7,293	14,951	14,074
<i>Female Office Employees</i>	2,432	2,721	2,210	2,095	3,871
<i>Female Field Employees</i>	6	2	10	19	708
<i>Male Office Employees</i>	2,792	3,025	3,285	3,310	1,744
<i>Male Field Employees</i>	4,346	3,112	1,788	9,527	7,751
Bak Gravür	5,425	5,211	4,530	5,582	6,678
<i>Female Office Employees</i>	2,031	1,724	1,520	1,561	2,237
<i>Female Field Employees</i>	5	14	16	18	17
<i>Male Office Employees</i>	1,920	1,278	1,345	1,139	1,799
<i>Male Field Employees</i>	1,469	2,195	1,649	2,864	2,625
Bareks	5,778	6,343	4,399	8,593	5,794
<i>Female Office Employees</i>	1,967	1,688	1,951	2,441	1,976
<i>Female Field Employees</i>	41	64	3	114	14
<i>Male Office Employees</i>	1,332	1,473	1,304	1,790	1,201
<i>Male Field Employees</i>	2,438	3,119	1,141	4,249	2,604



Performance Indicators

Social Performance Data

	2018	2019	2020	2021	2022
Injury Rate					
Bakioğlu Holding (Consolidated)	20	20	18	26	23
<i>Bakioğlu Holding</i>	0	0	0	0	0
<i>Bak Ambalaj</i>	12	18	14	28	31
<i>Polibak</i>	26	25	23	32	21
<i>Bak Gravür</i>	11	4	13	5	10
<i>Bareks</i>	33	29	17	23	15
Ratio of Lost Days					
Bakioğlu Holding (Consolidated)	0.40	0.34	0.54	0.45	0.37
<i>Bakioğlu Holding</i>	0.00	0.00	0.00	0.00	0.00
<i>Bak Ambalaj</i>	0.33	0.21	0.19	0.49	0.48
<i>Polibak</i>	0.59	0.55	1.11	0.61	0.34
<i>Bak Gravür</i>	0.14	0.22	0.22	0.03	0.07
<i>Bareks</i>	0.41	0.23	0.36	0.31	0.28
Rate of Work-Related Ill Health					
Bakioğlu Holding (Consolidated)	0	0	0	0	0
<i>Bakioğlu Holding</i>	0	0	0	0	0
<i>Bak Ambalaj</i>	0	0	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	0	0	0	0	0

	2018	2019	2020	2021	2022
OHS Training Provided to Employees - Number of Participants					
<i>Bakioğlu Holding</i>	13	16	47	20	24
<i>Bak Ambalaj</i>	367	505	1,296	437	838
<i>Polibak</i>	667	519	1,037	385	796
<i>Bak Gravür</i>	257	266	590	417	548
<i>Bareks</i>	342	295	467	285	310
OHS Training Given to Employees - Total Hours (man-hours)					
<i>Bakioğlu Holding</i>	104	112	117	110	96
<i>Bak Ambalaj</i>	1,422	3,088	2,762	1,353	3,353
<i>Polibak</i>	3,410	1,971	2,948	1,278	3,183
<i>Bak Gravür</i>	2,325	1,838	2,370	2,685	3,062
<i>Bareks</i>	1,961	2,143	1,285	2,036	1,430
Total Hours of Disaster and Emergency Training (man-hours)					
<i>Bakioğlu Holding</i>	27	33	9	9	23
<i>Bak Ambalaj</i>	446	314	114	27	182
<i>Polibak</i>	591	587	91	73	243
<i>Bak Gravür</i>	22	113	50	87	88
<i>Bareks</i>	30	151	24	339	117



Performance Indicators

Social Performance Data

	2018	2019	2020	2021	2022
Number of employees complaining about discrimination, harassment, bullying, oppression and violence					
<i>Bakioğlu Holding (Consolidated)</i>	0	0	0	0	0
<i>Bak Ambalaj</i>	0	0	0	0	0
<i>Polibak</i>	0	0	0	0	0
<i>Bak Gravür</i>	0	0	0	0	0
<i>Bareks</i>	0	0	0	0	0

	2021	2022
Employee training on ethics		
<i>Total training participants (person)</i>	155	310
<i>Total training hours (man-hours)</i>	292	323
Anti-bribery and anti-corruption training		
<i>Total training participants (person)</i>	155	310
<i>Total training hours (man-hours)</i>	292	323



GRI Content Index

Declaration of Use : Bakioğlu Holding has prepared its report for the period from January 1, 2022 to December 31, 2022 in accordance with the GRI Standards.

GRI 1 Use : GRI 1: Core 2021

GRI Standard/Other Source	Disclosure	Section	Excluded		
			Excluded Requirements	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Details on establishment	About Bakioğlu Holding, page: 5-6			
	2-2 Establishments included in sustainability reporting	About the Report, page: 2			
	2-3 Reporting period, frequency and contact information	About the Report, page: 2; Contact; page: 105			
	2-4 Restatements of information	GRI Content Index: The report contains no restated information.			
	2-5 External Audit	GRI Content Index: External audit has not been received.			
	2-6 Activities, value chain, and other business relations	About Bakioğlu Holding, page: 5-6			
	2-7 Employees	Employee Demographics Data, page: 97			
	2-8 Contractor employees	Employee Demographics Data, page: 97			
	2-9 Governance structure and composition	Governance Structure of Bakioğlu Holding, page: 23			
	2-10 Nomination and election of highest governance body	Governance Structure of Bakioğlu Holding, page: 23			
	2-11 Chair of the highest governance body	Governance Structure of Bakioğlu Holding, page: 23			
	2-12 Role of highest governance body in overseeing the management of impacts	Sustainability Management, page: 27-30			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, page: 27-30			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, page: 27-30			
	2-15 Conflict of interests	Management Structure of Bakioğlu Holding, page 23			
	2-16 Communication of critical concerns	About the Report, page: 2; Sustainability Management, page: 30; Contact; page: 105			
	2-17 Collective knowledge of the highest governance body	Sustainability Management, page: 27-30			
	2-18 Evaluation of the performance of the highest governance body	Sustainability Management, page 29			



GRI Content Index

GRI Standard/Other Source	Disclosure	Section	Excluded		
			Excluded Requirements	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-19 Compensation policies	Bakioğlu Holding's Compensation and Performance Management System, page: 76			
	2-20 Wage determination process	Bakioğlu Holding's Compensation and Performance Management System, page: 76			
	2-21 Yearly total wage ratio	Not disclosed due to confidentiality.			
	2-22 Explanation of sustainable development strategy	Our Sustainability Priorities, page 31; Sustainable Development Goals We Contribute To, page: 34			
	2-23 Policy commitments	Sustainability Management, page: 30			
	2-24 Integrating policy commitments	Sustainability Management, page: 30			
	2-25 Improvement of negative effects processes	Climate and Environmental Management, page 42-42			
	2-26 Recommendation seeking and conveying concern mechanisms	Business Ethics, Transparency, and Legal Compliance, page: 25			
	2-27 Compliance with laws and regulations	Business Ethics, Transparency, and Legal Compliance, page: 24-25			
	2-28 Memberships	Corporate Initiatives, page: 37-38			
2-29 Stakeholder participation approach	Our Stakeholders, page: 35-36				
2-30 Collective Employment Agreements	GRI Content Index: There are no collective bargaining agreements at Bakioğlu Holding.				
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Priorities, page 31			
	3-2 Material topics list	Our Sustainability Priorities, page 32			
Business Ethics, Legal Compliance and Transparency					
GRI 3: Material Topics 2021	33 Management of material topics	Business Ethics, Transparency, and Legal Compliance, page: 24-25			



GRI Content Index

GRI Standard/Other Source	Disclosure	Section	Excluded		
			Excluded Requirements	Reason	Explanation
Material Topics					
Business Ethics, Legal Compliance and Transparency					
GRI 3: Material Topics 2021	33 Management of material topics	Value for the Climate, page: 39-47			
GRI 302: Energy 2016	302-1 Energy consumption in the organization	Environmental Performance Data, page: 93			
	302-3 Energy density	Energy and Emission Management, page: 43			
	302-4 Reduction of Energy Consumption	Energy and Emission Management, page: 43-46			
	302-5 Reduction of the energy consumption for products and services	Energy and Emission Management, page: 43-46			
GRI 303: Water and Wastewater 2018	303-1 The water policy and management approach of the company	Water Management, page: 47			
	303-2 Management of the impacts related with water discharge	Water Management, page: 47			
	303-3 Water withdrawal	Environmental Performance Data, page: 95			
	303-4 Water discharge	Water Management, page: 47, Environmental Performance Data, page: 95			
	303-5 Total water consumption	Water Management, page: 47, Environmental Performance Data, page: 95			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance Data, page: 94			
	305-2 Indirect (Scope 2) GHG emissions	Environmental Performance Data, page: 94			
	305-3 Other (Scope 3) GHG emissions	Environmental Performance Data, page: 94			
	305-4 Intensity of GHG emissions	Environmental Performance Data, page: 94			
	305-5 Reducing greenhouse emissions	Environmental Performance Data, page: 94			



GRI Content Index

GRI Standard/Other Source	Disclosure	Section	Excluded		
			Excluded Requirements	Reason	Explanation
Material Topics					
Circular Economy					
GRI 3: Material Topics 2021	33 Management of material topics	Value for Nature, page, 48-55			
GRI 301: Materials 2016	301-1 Input materials used	Circular Economy, page: 49			
	301-2 Recycled input materials used	Circular Economy, page: 49			
GRI 306: Wastes 2020	306-1 Waste generation and significant waste-related impacts	Recycling and Waste Management, page: 54-55; Environmental Performance Data, page: 95-96			
	306-2 Management of significant waste-related impacts	Recycling and Waste Management, page: 54-55			
	306-3 Waste generated	Recycling and Waste Management, page: 54-55; Environmental Performance Data, page: 95-96			
	306-4 Waste recovered	Recycling and Waste Management, page: 54-55; Environmental Performance Data, page: 95-96			
Business Continuity					
GRI 3: Material Topics 2021	33 Management of material topics	Value for our Business, page: 56-65			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure work supported	Circular Economy and R&D Management, page: 50-53; Operational Excellence and Quality, page: 60-65; Value for Society, page: 84-90			
GRI 204: Procurement Practices 2016	204-1 Local supply budget and proportion of spending on local suppliers	Supply Continuity, page: 59; Economic Performance Data, page: 92			



GRI Content Index

GRI Standard/Other Source	Disclosure	Section	Excluded		
			Excluded Requirements	Reason	Explanation
Material Topics					
Human Values					
GRI 3: Material Topics 2021	33 Management of material topics	Value for People, page: 66-83			
GRI 401: Employment 2016	401-1 Employee turnover	Employee Engagement, page: 77			
	401-3 Parental leave	Inclusive Workplace and Diversity, page: 70; Employee Demographics Data, page: 101			
GRI 404: Training and Education 2016	404-1 Hours of Training per Employee	Employee Development, page: 72; Social Performance Data, page: 102			
	404-2 Skill management and lifelong education programs	Employee Development, page: 71-76			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Inclusive Workplace and Diversity, page: 68-70; Performance Tables, page: 99-101			
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	GRI Content Index: There have not been any discrimination cases in the reporting period.			
Occupational Health and Safety					
GRI 3: Material Topics 2021	33 Management of material topics	Occupational Health and Safety, page: 83			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure works supported	Circular Economy and R&D Management, page: 50-53; Operational Excellence and Quality, page: 60-65; Value for Society, page: 84-90			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, page: 83			
	403-2 Identifying dangers, risk evaluation and event inspection	Occupational Health and Safety, page: 83			
	403-5 OHS Training	Occupational Health and Safety, page: 83; Social Performance Data, page: 103			
	403-6 Promotion of worker health	Occupational Health and Safety, page: 83			
	403-7 Management, prevention, and mitigation of occupational health and safety impacts	Occupational Health and Safety, page: 83			
	403-8 Scope of the OHS management system	Occupational Health and Safety, page: 83			
	403-9 Work-related injuries	Occupational Health and Safety, page: 83; Social Performance Data, page: 103			
	403-10 Work-related ill health	Occupational Health and Safety, page: 83; Social Performance Data, page: 103			



Contact

You may contact us to obtain more detailed information about Bakiođlu Holding Sustainability Report 2022 and let us know about your recommendations.

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Legal Disclaimer

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