
PARK CAM
part of the ciner glass
Toward the Future with Transparent Steps...
PARK CAM
SUSTAINABILITY REPORT
2024

Content

About the Report

Park Cam operates under the umbrella of Ciner Glass, which is active in the international glass packaging industry, and contributes to the group's global sustainability vision. In this context, the company aims to create value both in Türkiye and internationally in line with the principles of sustainable production and responsible growth.

Adopting a balanced approach among environmental responsibility, social justice, and economic development, Park Cam works toward building a sustainable future. Through this report, Park Cam's sustainability approach, strategies, policies, and performance are shared transparently to inform stakeholders and raise awareness.
During the preparation of this report, engagement was carried out with employees, customers, suppliers, the local community, and other relevant stakeholders.In this process, the views and expectations of stakeholders were also taken into account, shaping the content of the report.

This report reflects Park Cam's progress on its sustainability journey and demonstrates its commitment to a sustainable future. In addition, within the framework of the European Union Corporate Sustainability Reporting Directive (CSRD), Impact, Risk, and Opportunity (IRO) analyses were conducted, and the results of these analyses were integrated into the company's strategic orientations.

Through this approach, both sustainability risks and opportunities have been addressed systematically highlighting the interconnections between financial and environmental impacts.

Park Cam invites all its stakeholders to join this journey and share their valuable feedback. The 2024 Park Cam Sustainability Report has been prepared under the guidance of the Global Reporting Initiative (GRI) Sustainability Reporting Standards, with the support of Sachi Consulting. The water footprint and carbon footprint data have been subjected to verification.

You may send your questions, comments, and suggestions to **sustainability@parkcam.com.tr** and find more information about Park Cam at **www.parkcam.com.tr**

Message from the Board of Directors

Glass is Nature, the Future is Transparent

Dear Stakeholders,

At Park Cam, sustainability is not only a strategic priority but also a guiding principle that shapes our operations and growth. As part of the Ciner Glass Group, we share the vision “Glass is Nature, the Future is Transparent” and reflect this philosophy in every stage of our production and governance practices.

In 2024, Park Cam continued to advance its sustainability strategy with measurable impact. With the commissioning of our third furnace in Bozüyük in 2025, our production capacity will increase by 50%, while the enhanced use of cullet (recycled glass) has already led to significant improvements in energy efficiency. By achieving higher production with lower energy consumption, we have also established a strong foundation for compliance with Türkiye’s planned Emission Trading System.

Our contribution to Ciner Glass’s global growth strategy includes supporting the new facility in Lommel, Belgium, which aims to use 75% recycled glass. This investment will not only foster economic growth in Belgium’s glass industry but also contribute to a cleaner planet. As Ciner Glass, we are committed to reducing our environmental footprint by offering our customers high-quality glass packaging that is not only lighter but also produced with minimal energy consumption. As the representative of this strategic vision in Türkiye, Park Cam is becoming a regional benchmark in sustainable glass production.

This year’s sustainability report has been prepared in accordance with the principles of the European Union Corporate Sustainability Reporting Directive (CSRD), the Global Reporting Initiative (GRI), the European Sustainability Reporting Standards (ESRS), and the Türkiye Sustainability Reporting Standards (TSRS). Our report includes an Impact, Risk, and Opportunity (IRO) analysis, which, through a double materiality approach, evaluates not only environmental and social impacts but also their financial implications.

Park Cam's sustainability strategy is presented in our 2024 report, "Toward the Future with Transparent Steps," under three main pillars:

• **Transparent Steps to Reduce the Footprint:** Emission reduction, energy efficiency, water and waste management, and resource optimization.
• **Transparent Steps to Strengthen the Value Chain:** Enhanced sustainable procurement,corporate risk management, and information security.
• **Transparent Steps to Shape the Future:** Employee engagement, product innovation,digitalization, and social contribution.

Our approach to sustainability encompasses not only our direct operations but our entire value chain. We continue to enhance our policies and performance indicators in areas such as ethics and compliance, water footprint, employee well-being, and data security.

We recognize the importance of investing in the future of the glass industry and remain committed to supporting the European Union's sustainability objectives. Our strategic decisions reflect an approach that balances profitability with long-term environmental responsibility.

We actively support systems that promote the reuse of glass packaging and prioritize awareness-raising initiatives. Across our operations, we contribute to sectoral efforts aimed at strengthening infrastructure and expanding circular packaging solutions.

On behalf of Park Cam and the stakeholder engagement team, we extend our sincere gratitude to all our colleagues, business partners, and stakeholders who have stood by us and contributed to this journey. Transparency continues to be our guiding principle—not only in our products but also in our governance and stakeholder relationships.

Together, we move forward with a clear vision and a strong sense of purpose toward a more sustainable and responsible future.

Park Cam Board of Directors

About Ciner Glass and Park Cam

Ciner Glass is a subsidiary of Ciner Group, one of Türkiye's leading industrial conglomerates.

Operating in five main sectors energy and mining, natural soda ash, glass and chemicals, maritime, and logistics Ciner Group continues to expand globally while maintaining its family-owned structure and positioning sustainability and innovation among its core values.

%50

As of 2025, with the commissioning of its third furnace, Park Cam has is going to increase its production capacity by 50%.

Ciner Glass, operating in the international glass packaging industry, manufactures high-quality glass packaging for the food and beverage sector.

Combining its customer-oriented approach with strong R&D and engineering capabilities, Park Cam has established itself as a reliable business partner while shaping its production processes with a strong sense of environmental responsibility. In line with the principles of a circular economy, Ciner Glass aims to maximize the benefits of glass's fully recyclable nature and reach an annual production capacity of two million tons through its strategically positioned facilities in global markets.

Headquartered in London, United Kingdom, the company is expanding its European investments under its international growth strategy with a new glass packaging production facility established in Lommel, Belgium. This strategic structure of Ciner Glass in Europe operates in full integration with Park Cam, which manages the company's operations in Türkiye.

The journey of Ciner Glass began in 2011 with the establishment of Park Cam in Türkiye. Park Cam, which carries out Ciner Glass's operations in Türkiye, is an Istanbul-based group company with its glass packaging production facility located in Bozüyük, Bilecik. Of the company's shares, 0.08% belong to Turgay Ciner, 79.92% to Park Holding A.Ş., and 10% each to Beypazarı İçecek Pazarlama A.Ş. and Uludağ İçecek Türk A.Ş.

Park Cam began production in 2013 with its first furnace, which had a capacity of 500 tons per day, and reached a daily capacity of 1,000 tons in 2015 with the addition of a second furnace. As of 2025, with the commissioning of its third furnace, Park Cam is going to increase its production capacity by 50%. With a daily production capacity of three million glass bottles, Park Cam serves approximately 22% of Türkiye's beverage glass packaging market.

The Bozüyük production facility of Park Cam is equipped with Industry 4.0 technologies and lean manufacturing principles, making it one of the most advanced glass packaging production plants in the world.

By the end of 2024, Park Cam had produced approximately 22.7 billion glass bottles, achieving this output under its “Zero Critical Defect” approach. Throughout 2024, the company manufactured over 2.1 billion glass containers with an efficiency rate of 90.8%, positioning Park Cam among the most efficient production facilities globally.

Focusing on the carbonated beverage segment, Park Cam produces glass bottles in a variety of colors — such as green, blue, and flint — and in volumes ranging from 170 cc to 1,000 cc. The plant’s strategic location provides a logistical advantage for beverage producers particularly based in Bursa, Ankara, and Manisa.

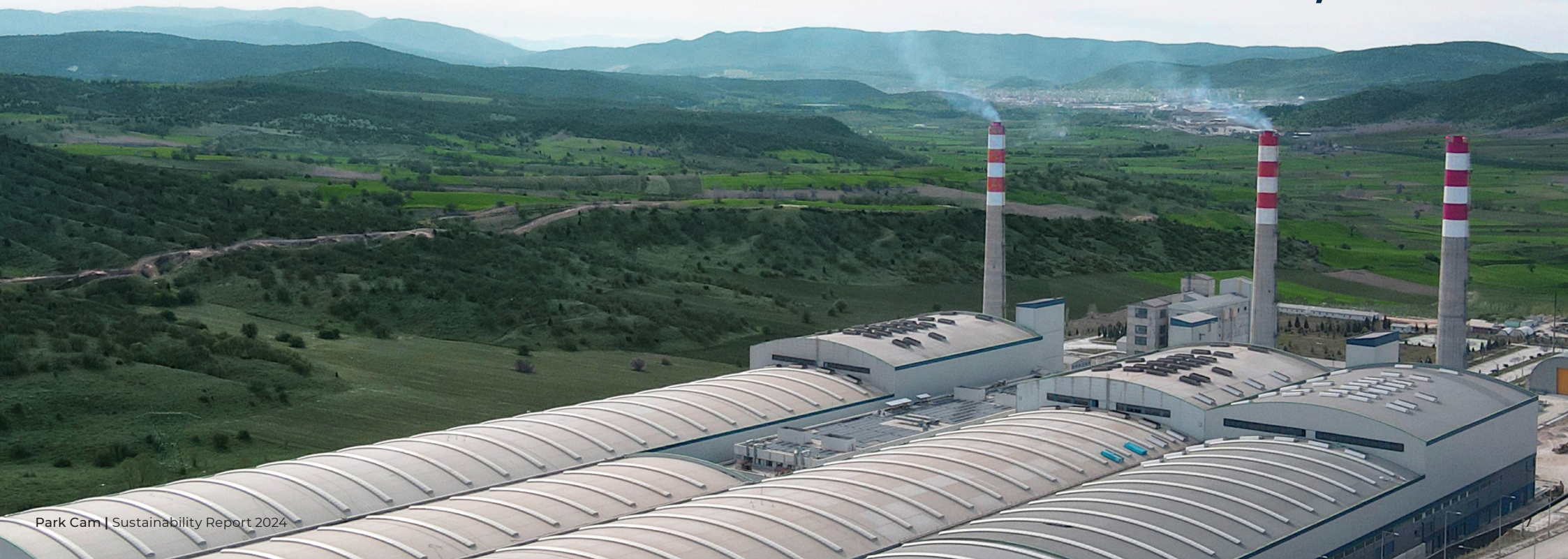
Park Cam advances in line with Ciner Glass’s European growth objectives, not only through physical capacity expansion but also by integrating cutting-edge technological infrastructure, automation systems, and digital transformation initiatives into its operations.

As a food packaging manufacturer, Park Cam applies the highest standards of food safety and hygiene and is certified at the AA level under the BRCGS Packaging Materials Standard. The company also operates in compliance with international management system standards such as ISO 9001, ISO 14001, ISO 50001, ISO 45001, and ISO 22000, and has successfully passed Sedex (SMETA 6.0) social compliance audits since 2017.

With its customer-oriented production approach, advanced technological infrastructure, environmental awareness, and a corporate structure focused on continuous improvement, Park Cam plays a strategic role in Ciner Glass’s sustainable growth vision.

2024 Efficiency Rate

%90,8



The Birth of Park Cam and Its Sustainability Journey

2011

Establishment

2013

Park Cam commissioned its first furnace with a capacity of **500 tons** per day.

2015

With the commissioning of the second furnace, the production capacity reached **1,000 tons** per day. The company obtained certifications for the **ISO 22000** Food Safety Management System, **ISO 9001** Quality Management System, and **ISO 45001** Occupational Health and Safety Management System.

2016

The company obtained certifications for the **ISO 14001** Environmental Management System and the **ISO 50001** Energy Management System.

Park Cam carried out its **first export**.

The company obtained the Glass Packaging Waste Recovery License, becoming the first packaging production facility to hold this license at the time.

2017

The **BRCGS Packaging Materials** certification was obtained, and the company began undergoing Sedex (SMETA 6.0) social compliance audits.

During this period, one of the world's lightest water bottles was produced — weighing **330 g**, with a capacity of **75 cl** and a height of **259.4 mm.**

2019

2019During this period, one of the world's lightest beer bottles was produced weighing **180 g**, with a capacity of **33 cl** and a height of **229 mm**.

2021

Con struction began for the third furnace investment to increase production capacity by 50%.

2022

An efficiency rate of **91.8%** — the highest ever achieved at Park Cam - was reached.

Park Cam published its **first sustainability report** in accordance with GRI standards.

Park Cam became a signatory of the **United Nations Global Compact (UNGC).**

Membership was obtained in the **Ethics and Reputation Society of Türkiye (TEİD).**

For the first time, reporting was conducted under the **Carbon Disclosure Project (CDP)** Climate Change and Water Security Programs.According to the results announced at the end of the year, a "B" score (Management level) was achieved in the Climate Change Program, and an "A–" score (Leadership level) was obtained in the Water Security Program.

A **Life Cycle Assessment (LCA)** study was conducted for two selected products in accordance with the ISO 14040/44 standard.

The Park Cam Environmental and Water Policies were established. The Park Cam Code of Conduct was revised, and the **Park Cam Supplier Code of Conduct** was developed.

2023

A score of "A" — representing the "Leadership" level — was achieved in the **Carbon Disclosure Project (CDP)** Water Security Program.Membership was also obtained in the **Turkish Quality Association (KalDer**).

2024

The Park Cam Environmental and Water Policy was revised.

Under the **Carbon Disclosure Project (CDP)** Water Security and Climate Change programs, the company achieved a "B" score, corresponding to the "Management" level.

Construction began for the glass packaging facility investment in **Lommel, Belgium**.

A Double Materiality Analysis was conducted in accordance with the **EFRAG Double Materiality Guidelines**.

The Corporate Risk Analysis studies were completed.

Park Cam in Numbers

Daily
1.000 ton
Production Capacity

A glass packaging production facility certified at the **AA level** under the BRCGS Packaging Materials International Standard

Since its establishment, approximately
22,7 billion
bottles have been produced and sold.

Number of Employees
500+

Average Production Efficiency (Yield) Rate:
90%

Average Domestic Procurement Rate
90%

Glass Bottle Production

Batch Preparation

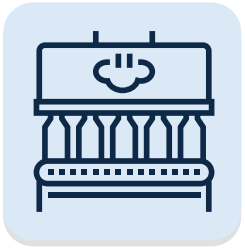
100% natural raw materials and recycled glass cullet are mixed according to predefined formulations to create the batch.

Melting

The prepared batch is fed into the furnace, where it is melted at approximately 1,550°C to produce molten glass. The molten glass is then conditioned in forehearth channels and fed into the production machines.

Forming

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



Annealing

The formed products are gradually cooled to relieve internal stresses.

Product Inspection

Products are 100% inspected using automatic defect detection machines. Defective bottles are rejected for recycling, while flawless products are sent for packaging.

Packaging and Shipment

Products that pass inspection are packaged using food-safe packaging materials and prepared for delivery to customers.

Park Cam Value Creation Model

Park Cam has adopted full compliance with all applicable laws and regulations as a core principle in all its activities. Its responsible, accountable, equitable, and transparent management approach forms the foundation of its sustainability performance.

In line with this approach, Park Cam shapes its value creation model within the glass industry by considering its impacts on different types of capital and aligning it with the Sustainable Development Goals (SDGs).

At the core of our value creation model lies the contribution of sustainability practices to the company's profitability, capital costs, and risk management processes. The process encompasses all stages—from the design of products and services to production, procurement, marketing, distribution, and after-sales services. Thanks to this holistic approach, we are able to respond flexibly and effectively to changing market dynamics, customer expectations, and international regulations.

Park Cam Value Chain and Sustainability Approach

ApproachPark Cam addresses its value chain with an integrated perspective that considers not only economic impacts but also environmental and social effects. This approach is carried out in accordance with the Double Materiality principle, taking into account international reporting standards and frameworks such as the Corporate Sustainability Reporting Directive (CSRD), Türkiye Sustainability Reporting Standards (TSRS), and the Carbon Disclosure Project (CDP).

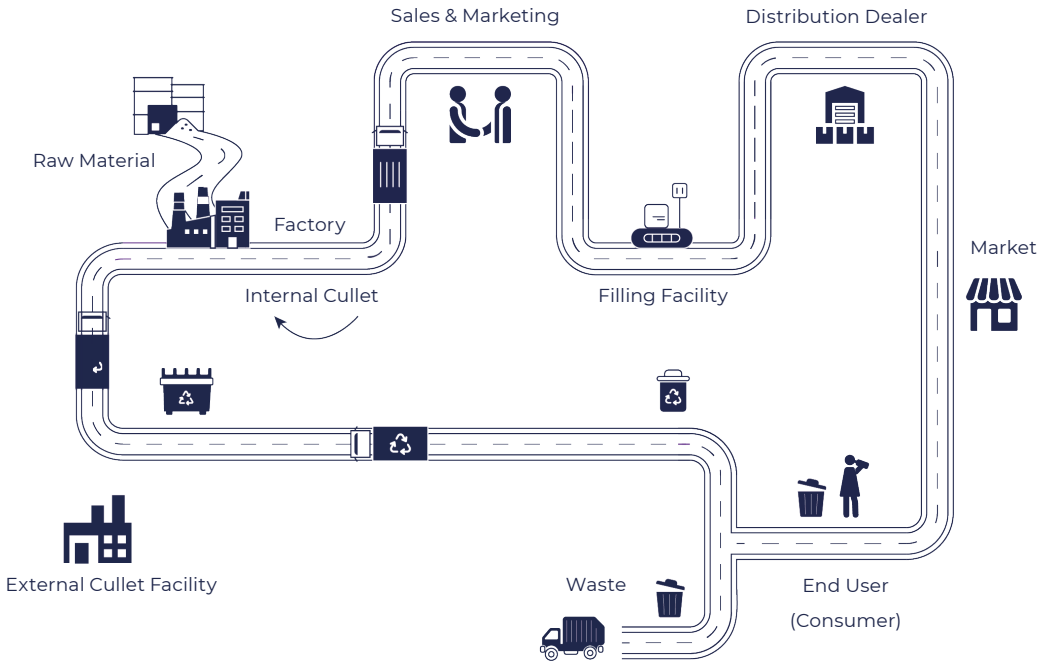
Starting from the raw material sourcing phase of glass production, Park Cam conducts Impact (I), Risk (R), and Opportunity (O) analyses across all stages—including production, logistics, and customer service—and develops strategies accordingly.

Park Cam Value Creation Model continuation

Park Cam's glass packaging production process is based on a value chain model integrated with the circular economy approach, extending from raw material sourcing to the end user.

This model consists of the following steps:

1. **Raw Material Supply:** The production process begins with theprocurement of glass's primary components—sand, soda ash, andlimestone. These raw materials are transported to the production facilityand prepared for glass manufacturing.
2. **Factory (Production Facility):** At the Park Cam factory, raw materialinputs are melted at high temperatures to form glass. During this process,internal cullet (defective or waste glass generated during production) isremelted and reintroduced into the process. This contributes to thecircular economy while also reducing energy consumption.
3. **External Cullet Facility (Recycling):** Post-consumer glass waste iscollected and processed at external cullet facilities, turning it intoreusable recycled glass. Using this material in place of virgin raw materialshelps minimize environmental impact and increase resource efficiency.
4. **Sales and Marketing:** The manufactured glass packaging products areoffered to customers from various sectors through the sales andmarketing teams. This stage is essential for meeting customer needs andpromoting awareness of sustainable products.
5. **Filling Facility:** Glass bottles are sent to filling plants, where they are filledwith beverages or food products. At this stage, the bottles are prepared fordelivery to the end user.
6. **Distribution Dealer:** The filled products are delivered to markets throughdistributors within the logistics network. Throughout this process,transportation methods and carbon emissions are carefully managed.
7. **Market**: Products contained in glass packaging reach consumers throughmarkets, which serve as the point of access to the end user. Markets play akey role in product visibility and influencing consumer preferences.
8. **End User (Consumer):** After consumption, the glass packaging becomeswaste. Consumers' recycling habits play a crucial role in returning glasspackaging to the production cycle.
9. **Waste Collection and Recovery:** Post-consumer glass waste is collectedthrough recycling systems. These glass materials are then sent back toexternal cullet facilities, where they are processed and reintroduced intothe glass production cycle.



Park Cam in 2024

Financial Capital

While achieving the highest export unit price in the glass packaging category, we also ranked among the companies with the highest export volumes, contributing financially to the Turkish economy.

Sales value;
₺ 5.168.382.677

ISO Türkiye's
Top 500 Industrial Enterprises

Intellectual Capital

By producing glass packaging products of the same quality with lower weight, we have achieved a significant efficiency advantage both within our own sector and in the international market.

Approximately **15,000** tons of savings were achieved in 2024 through lightweighting efforts carried out on 30 different products.

Human Capital

As a company that prioritizes a safe, equitable, and growthoriented working environment, we have created a positive impact on both our employees and stakeholders.

A total of 18,493 person/hours of training were provided to all employees.

Social Capital

We have contributed to raising awareness in the province and district where we operate by carrying out inclusive activities through social contribution projects.

Sports complexes for local village schools

Natural Capital

Through our contribution to the Zero Waste process, we actively manage our waste and continuously improve the management of our emissions, working each day to contribute more effectively to the green transformation.

Per ton of melted glass:
Scope 1: 0,442 ton CO2e
Scope 2: 0,141 ton CO2e

Manufactured Capital

With our increasing production figures, we have positioned ourselves among Turkey's leading glass packaging manufacturers.

Average production of
2,1 billion bottles in 2024

Economic Outlook

In 2024, the Turkish glass industry maintained its leading position in global production and export rankings, continuing its growth by increasing exports through high value-added products.

> Park Cam reaffirmed its strong position in the industry by securing a place in the **“ISO Türkiye’s Top 500 Industrial Enterprises”** list, published by the Istanbul Chamber of Industry (ISO).

The Turkish glass industry plays a strategic role in the national economy by supplying key materials to several major industrial sectors, including construction, automotive, white goods, and packaging. [1]

To prevent unfair competition in the sector, ongoing consultations with the Ministry of Trade have ensured the continuation of existing safeguard measures and additional tariffs, which remain crucial for maintaining competitive strength. These measures enable domestic producers to strengthen their position in international markets.

Despite the challenging economic conditions of 2024, Park Cam achieved a financially successful year. At the 7th Export Champions Awards Ceremony organized by the Cement, Glass, Ceramics, and Soil Products Exporters’ Association (ÇCSİB), Park Cam was honored with the award for “The Company with the Highest Export Unit Price” in the glass packaging category. [2]

Additionally, Park Cam reaffirmed its strong presence in the industry by securing a place in the “ISO Türkiye’s Top 500 Industrial Enterprises” list, published by the Istanbul Chamber of Industry.

With its sustainable production approach and high-quality products, Park Cam continues to strengthen its position as a preferred brand in both domestic and international markets. The company upholds a balanced approach between environmental responsibility, social equity, and economic growth, reinforcing its commitment to building a sustainable future.

Economic Performance Indicators (TRY)	2023	2024
Net Sales	2.851.063.617	5.168.382.677
Amount of Tax Paid to the Government	69.970.920	265.938.544
Financial Assistance Received from the Government	1.219.792	1.245.705
Wages and Benefits Paid to Employees	323.128.299	545.678.133
Amount Spent on Training and Development Activities	1.183.886	1.195.180

1 - https://www.ekoyapidergisi.org/turkiye-cam-sekto ru-katma-degerli-ihracatla-buyuyor
2 - https://www.inbusiness.com.tr/sektorler/is-dunyasi/2023/09/21/cenesiz-2024-cimento-cam-ve-seramik-sektorleri-icin-ihracatta-artis-yili-olacak

Corporate Governance

Park Cam adopts a responsible, accountable, equitable, and transparent management approach in all its operations, ensuring full compliance with all relevant legal regulations and industry requirements.

The corporate governance structure of Park Cam consists of the General Manager and Assistant General Managers, who play a central role in strategic and operational decision-making. The General Manager reports directly to the Ciner Glass CEO, who serves on the Park Cam Board of Directors. This structure supports an integrated and robust governance approach across the entire group. The senior management not only determines the company's strategic direction but also monitors and guides performance in critical areas such as management systems, sustainability, and risk and opportunity management.

The company's sustainability strategies and related investment decisions fall under the responsibility of senior management, with these processes being carried out through designated committees. Sustainability management is shaped in line with the decisions made by these committees, and all necessary implementations are executed based on these resolutions.

Within Park Cam, 10 active boards and committees operate alongside 5 supporting working groups, which focus on various topics ranging from sustainability to information security. This structure enables Park Cam to respond effectively and proactively to evolving environmental, social, and governance (ESG) dynamics, ensuring that sustainability remains integrated throughout all business processes.

With its extensive operational experience, Park Cam's senior management actively participates in all sustainability-related decision-making processes, leading the identification of risks and opportunities while managing financial priorities. Senior management also communicates sustainability topics that may influence investment and corporate strategy decisions directly to the Park Cam Board of Directors.

Committees and Boards within Park Cam

Park Cam Board of Directors*

General Manager

Committees	Boards
Sustainability Committee	Ethics Board
Corporate Risk Management Committee	Occupational Health and Safety Board
PDPL Compliance and Implementation Committee	Occupational Health and Safety Sub-Board
	Subcontractor Occupational Health and Safety Board
	Management Systems Review Board
	Social Responsibility Board
	Information Security Board

*The Ciner Glass CEO serves as a member of the Park Cam Board of Directors.

Working Groups within Park Cam

- Energy Team
- Environment Team
- Sustainability Working Group
- Food Safety Team
- Corporate Risk Management Group

Organizational Chart

Park Cam Board of Directors

The Ciner Glass CEO serves as a member of the Park Cam Board of Directors.

General Manager

Deputy General Manager (Production – Technical)

Deputy General Manager (Administrative – Financial)

Furnace Batch and Operations Manager	Production Manager	Mechanical Maintenance Manager	Electrical and Electronics Maintenance Manager	Projects Manager	Quality Manager	Sustainability and HSE (Health, Safety & Environment) Manager	Accounting Manager	
Furnace Batch Department	Production Department	Mechanical Maintenance and Repair Department	Electrical Maintenance and Repair Department	Project Department	Quality Department	Environment and Sustainability Department	General Accounting Department	Procurement Department
	Cold End Department	Utilities Department	Electrical Maintenance and Repair Department		Chemical Laboratory Department	Occupational Safety Department	Finished Goods and Material Warehouse Department	Sales and Marketing Department
	Mold Shop Department		Energy Department			Workplace Health Department		Human Resources Department
	Mold Design Department		Information Technologies Unit					Administrative Affairs Department

Sustainability Organization

Park Cam Board of Directors

The CEO of Ciner Glass serves on the Board of Directors of Park Cam.

Chair of the Sustainability Committee
(General Manager)

Sustainability Committee

Sustainability Working Group

ESG Sub-Working Group

Climate Change Sub-Working Group

Water Management Sub-Working Group

Sustainability Committee

At Park Cam, a structured Sustainability Committee has been established to ensure that sustainability initiatives are carried out in alignment with the company's strategic objectives and effectively implemented across all departments.

The committee is responsible for the coordination and governance of global priorities such as climate change and water management. It consists of managers from various departments, including environment and sustainability, quality, human resources, production, occupational health and safety, procurement, sales and marketing, projects, accounting, business development, and investments. This multidisciplinary structure enables the integration of diverse perspectives into sustainability-related decision-making processes.

Committee members meet regularly to review key issues and ensure that decisions are effectively implemented. Topics such as energy efficiency, reducing environmental impacts, and climate change adaptation are among the committee's top priorities.

The committee is also responsible for managing all environmental, social, and governance (ESG) processes; updating relevant strategies and policies; conducting risk and opportunity analyses; integrating sustainability indicators into company processes; and adapting corporate practices in line with international developments. As part of this framework, the committee convenes at least three times a year to review progress and ensure the implementation of necessary actions.

Sustainability Working Group

At Park Cam, a Sustainability Working Group has been established to ensure the implementation of the decisions made by the Sustainability Committee and to coordinate the execution of designated actions across operations.

This group plays an active role in putting the company's environmental, social, and governance (ESG) sustainability strategy into practice.

The Working Group is responsible for implementing the sustainability policy, monitoring short-, medium-, and long-term goals, initiating relevant practices, ensuring the flow of data for sustainability reporting, and compiling the necessary information.

To conduct its activities more effectively and in a topic-focused manner, the Working Group is divided into three subgroups: ESG Working Group, Climate Change Working Group, Water Management Working Group. These subgroups work on agenda items aligned with their respective areas of expertise, plan initiatives that contribute to the overall sustainability process, and monitor performance data.

In addition, the Energy and Environment Team, the Management Systems Review Board, and the Social Responsibility Board within Park Cam also contribute to the company's sustainability efforts.

Ethics and Compliance

Park Cam considers adherence to business ethics principles and legal regulations as a standard of operation. As Park Cam, we ensure compliance with all national and international laws and regulations to which we are subject, guided by an ethical management approach. Furthermore, we conduct our business practices in full alignment with the principles set forth in the Universal Declaration of Human Rights.

Respect for human rights in our relationships with our employees, suppliers, business partners, and society is among our core principles. In this context, Park Cam has signed the United Nations Global Compact, thereby establishing clear rules in all our activities regarding labor standards, anti-corruption, human rights, and environmental protection.

At Park Cam, preventing illegal behavior, conflicts of interest, and discrimination is among the core values that shape the company's culture. The company strictly avoids unethical practices such as bribery, corruption, and abuse of power, while supporting international efforts to eliminate such offenses. All activities are conducted within the framework of competition law andethical principles. In this context, Park Cam continued its collaboration in 2024 with the Ethics and Reputation Society (TEİD)—Turkey's most active and influential non-governmental organization in the field—whose corporate membership was initiated in 2022.

To provide guidance to the Ethics Committee, Park Cam receives consultancy services from an international firm specialized in ethics and compliance management, as well as from a legal team with expertise in this field.Within the scope of this consultancy, during the reporting year, the Ethics Committee, the whistleblowing framework, and implementation principles were reviewed and updated, and audits were conducted accordingly.

The activities were carried out in line with the fundamental principles of impartiality, transparency, confidentiality, and the protection of personal data.Taking into account the company's mission, vision, core principles, and values, the Ethics Committee continued its consultancy work in 2024 to ensure the review of Park Cam Code of Conduct and Supplier Code of Conduct, the establishment of channels for reporting and addressing violations of these codes, the receipt and investigation of such reports,the evaluation and resolution of inappropriate behaviors, and the identification of training and communication needs.The consultancy services were transferred to specialized teams within an independent third-party structure affiliated with Ciner Holding.To manage third-party risks more effectively, a centralized due diligence process was implemented under Ciner Glass before registering any new suppliers or customers into the system, making prior compliance approval mandatory. This centrally managed process continues to operate professionally through a dedicated software platform designed for this purpose.

The ethics and compliance training, initiated in 2022 as part of Park Cam's ethics and compliance efforts, was designed to ensure that all employees clearly understand the company's ethics and compliance management, anti-bribery and anti-corruption policy, human rights approach, and working conditions. In 2024, these training sessions continued to be organized, covering not only new employees but also subcontractor and supplier personnel.

Ethics and Compliance continued

Park Cam maintains a stance based on the principles of truthfulness, integrity, and impartiality toward non-governmental organizations and political parties. In this regard, the company's resources are not used to make or support any in-kind or monetary contributions to any political party or candidate.

Regardless of its purpose, the acceptance, offering, or giving of a bribe is not tolerated by Park Cam. The expected behaviors and attitudes of all employees, including senior management, are clearly defined in the Park Cam Code of Conduct. In addition, to prevent specific conflict of interest situations that may occur within the company, a written declaration jointly developed with the Ethics Committee was shared in 2023 with individuals falling under this scope.

Park Cam places great importance on establishing the necessary mechanisms and policies for managing ethics and compliance topics—such as legal compliance, human rights, and anti-corruption—and on enhancing the awareness of all employees in these areas. Accordingly, to enable the reporting of violations or suspected breaches of the Park Cam Code of Conduct and Supplier Code of Conduct, and to provide necessary guidance, a confidential and centralized ethics reporting channel called "We Speak Up – Ciner Glass" has been established, accessible to both employees and third parties. To prevent any ethical or compliance-related violations or

negative situations, all employees are required to comply with the Code of Conduct and to report any violations they may become aware of.

Employees — along with all relevant stakeholders — can share concerns that cannot be resolved through discussion with their supervisors by reporting them through the channels specified in the Code of Conduct.All notifications falling within the scope of the reporting channels are classified, evaluated, and forwarded to the Ethics Committee, where they are reviewed, investigated, and concluded with appropriate actions taken. To ensure the impartial execution of this process, support is provided by independent experts. Furthermore, following the establishment of the Park Cam Supplier Code of Conduct in 2022, these rules have been incorporated into all third-party contracts since 2023 and are now shared directly with suppliers.

Ethics and Compliance continued

Park Cam is a member of the internationally recognized Sedex (Ethical Data Exchange) platform in order to transparently demonstrate its practices regarding human rights and employee rights. Within the scope of this membership, the company regularly evaluates its social compliance performance according to the SEDEX 4-Pillar audit system. The audit process covers topics such as social compliance management system, employee participation and internal communication, trade union rights and freedom of collective bargaining, anti-discrimination, fair remuneration, working hours, occupational health and safety, prevention of forced and child labor, environmental responsibilities, and principles of ethical conduct.

In 2024, Park Cam also underwent a renewal audit within the framework of Sedex and updated its assessments regarding social compliance performance. In 2024, no reports were submitted to the whistleblowing channels regarding bribery, corruption, or human rights issues, and no employee received disciplinary action for such reasons. In addition, no lawsuits were filed against the company concerning bribery or corruption, and no business partnership agreements were terminated due to violations related to corruption.

Participation in the 11th International Ethics Summit

On October 8, 2024, Park Cam participated in the 11th International Ethics Summit, organized by the Ethics and Reputation Society (TEİD) at the Istanbul Bosphorus Hotel. The event, held under the theme “Navigating the Horizons of Ethics,” extensively addressed the importance of ethics-based governance in the business world and the strategic role of corporate compliance processes.

The summit featured expert speakers who engaged in in-depth discussions on current ethical issues, corporate responsibilities, the effective management of compliance processes, and the role of ethical behavior in professional life.The event served as a significant platform for sharing practices that promote the development of an ethical culture in the business community.

As Park Cam, we continue to demonstrate our commitment to promoting ethics-based business practices and strengthening the corporate compliance culture through our participation in such events.

Corporate Risk Management

The main objective of the risk management approach is to understand the relevant processes and to enable the evaluation of the company's overall risk profile together with its management processes.

Throughout 2024, Park Cam carried out a comprehensive training and awareness program to enhance its corporate risk management capacity and promote a risk-based perspective across the organization. As part of this effort, a Corporate Risk Management Training was conducted in collaboration with the Turkish Quality Association (KalDer), with the participation of employees from various departments. The training covered topics such as the corporate risk management approach, business ecosystem, EFQM model, stakeholder analysis, and external environment and competition analyses, aiming to strengthen participants' ability to identify and manage strategic risks.

Following the training, a Risk Management Workshop was held in April 2024, allowing employees to apply their newly gained knowledge in practice. During this workshop, existing risks were evaluated, department-specific risk maps were created, and preventive action plans were developed. Through these activities maintained throughout the year, employees' risk awareness was enhanced, active participation in governance processes was encouraged, and significant progress was achieved toward the company's corporate resilience goals.

Based on the TSRS (Turkish Standards on Risk Management) approach, Park Cam restructured its corporate risk management system as of 2024. Within this scope, an integrated structure was established — not only to identify risks but also to systematically respond to them and to assess potential opportunities.To enhance awareness across the entire organization, training sessions and workshops were organized. These activities focused on topics such as management and governance concepts, risk identification and assessment processes, risk response strategies, and monitoring methods.

In its risk management process, Park Cam adopts a multi-source data structure based on internal and external environmental analysis. Internal evaluation criteria include audit results, customer feedback, process performance analyses, and root cause studies.External evaluation criteria consider regulatory changes, industry trends, and global publications such as the World Economic Forum (WEF) Global Rİsks Report.Risks are categorized as short-term (0–3 years), medium-term (3–5 years), and long-term (5–10 years). For each risk, likelihood, impact, existing controls, additional measures, and responsible units are clearly defined.The Corporate Risk Management Committee identifies sustainability-related risks and opportunities, which are approved by senior management and aligned with the company's strategic plan.

Park Cam manages this process holistically, covering direct operations and value chain impacts, while assessing both positive and negative factors affecting its overall performance.

Corporate Risk Management continued

Sectoral Risks and Analysis Findings

The main risks in the glass industry can be defined as fluctuations in raw material prices, energy costs, technological changes, environmental and occupational health risks, market conditions, demand variations, and competition.

- Fluctuations in Raw Material Prices
- Energy Prices and Consumption
- Technological Changes
- Environmental and Occupational Health Risks
- Market Conditions
- Demand Variations and Competition

As of 2024, corporate analysis studies have clearly defined Park Cam's priority risk areas.

In particular, risks arising from competitive conditions, market dynamics, and regulations have been evaluated as high priority.The increase in the number of domestic manufacturers in the glass packaging sector stands out as a significant strategic risk for Park Cam. This risk is managed through customer loyalty initiatives and long-term contracts, supported by operational strategies.

Similarly, the price-setting position of the market leader increases competitive pressure, which is addressed through an "accept" strategy.The diversifying regulatory requirements of global customers are also considered a potential risk area, and harmonization efforts are being carried out within production processes to address this.

Among the regulatory risks, carbon tax implementations and new environmental obligations in export markets are prominent.To manage these risks, green energy investments and projects aimed at reducing the carbon footprint have been planned. Among the customer-related risks, a potential

decrease in order volumes stands out. This risk is managed under a "control" strategy through long-term contracts and communication methods designed to strengthen customer loyalty.

As a result of the conducted analyses, Park Cam has classified its sustainability-related risks and opportunities under eight main categories.

As a result of these analyses, Park Cam has categorized its sustainability risks and opportunities under eight main headings:

- Reputation Risks
- Regulatory Risks within the Scope of Climate Change Mitigation
- Market Risks
- Technological Risks
- Physical Risks
- OHS and Health Risks
- Ethics and Compliance Risks
- Human Resources Risks

Park Cam not only classifies risks but also analyzes their impacts on the business model, value chain, and financial outcomes, structuring its approach in line with the double materiality principle of TSRS.

Consequently, Park Cam integrates corporate risk management with its sustainability objectives, operating with the awareness that risks are not merely threats but can also be transformed into opportunities through effective management.

To ensure the continuity of this system, the company invests in training, measurement, and monitoring systems, making risk management an integral part of its corporate strategy.

Management Systems

Since its establishment, Park Cam has continuously improved its production processes and produced high-quality glass packaging by using testing and measurement methods in accordance with international standards.

Throughout this process, the company has adopted a management system approach, handling all its activities with a process-based mindset and developing business strategies focused on continuous improvement.

The management systems implemented within the company form a structure aligned with sustainability objectives across key areas such as legal compliance, stakeholder satisfaction, environmental responsibility, and occupational health and safety.By applying these systems in an integrated manner, Park Cam establishes a strong connection between operational excellence and sustainable performance.

The management system standards implemented and the certifications held by Park Cam are as follows:

TS EN ISO 9001 Quality Management System: Ensures that all processes are managed under a framework of quality assurance with a customer satisfaction–oriented approach.

TS EN ISO 45001 Occupational Health and Safety Management System: Prioritizes employee health and safety by establishing a safe working environment through a risk-based approach.

TS EN ISO 14001 Environmental Management System: Provides a systematic framework for controlling environmental impacts, protecting natural resources, and ensuring environmental sustainability.

TS EN ISO 50001 Energy Management System: Covers management processes aimed at continuously improving energy performance to increase energy efficiency, reduce energy costs, and lower greenhouse gas emissions.

TS EN ISO 22000 Food Safety Management System: Ensures product safety by guaranteeing that glass packaging is suitable for food contact.

BRCGS Packaging Materials Standard: This internationally recognized standard includes a high-level audit structure addressing hygiene, traceability, risk management, and product safety — particularly for packaging materials that come into contact with food.

These management systems form the fundamental building blocks of Park Cam's journey toward its sustainability goals, continuously advancing the company's corporate performance in areas such as legal compliance, customer trust, environmental responsibility, and employee well-being.

Management Systems continued

Integrated Management Systems and Water & Carbon Footprint Verification Audits

In 2024, Park Cam successfully completed external audit processes for its integrated management systems covering quality, environment, energy, food safety, and occupational health.

On May 17, 2024, the Water and Carbon Footprint Verification Audit was conducted by the independent audit organization Kiwa Certification Services Inc. The audit was successfully completed, and the data on greenhouse gas emissions and water consumption were independently verified, confirming their reporting in accordance with the principles of transparency and accuracy.

Between May 21–24, 2024, the Integrated Management Systems Audit was carried out by the Turkish Standards Institution (TSE), during which no nonconformities were identified.

As a result of these audit findings, Park Glass was granted the renewal of the following system certifications:

- TS EN ISO 9001 Quality Management System
- TS EN ISO 22000 Food Safety Management System
- ISO 14001 Environmental Management System
- TS EN ISO 50001 Energy Management System
- TS ISO 45001 Occupational Health and Safety Management System

This process once again demonstrated Park Cam's commitment to sustainability, continuous improvement, and compliance with international standards.

ISO 37001 Anti-Bribery Management System Implementation and Training Activities

As of 2024, Park Cam has initiated efforts to establish and integrate the **ISO 37001 Anti-Bribery Management System** to further strengthen its corporate ethical principles and culture of transparency. This international standard encompasses the development of policies, procedures, and control mechanisms necessary for the prevention, detection, and management of bribery.

During the system implementation process, risk analysis studies were conducted, internal control structures were reviewed, and preventive mechanisms were planned. In this context, training activities were also carried out to raise awareness across the organization and to support the effective implementation of the system.

The ISO 37001 Anti-Bribery Awareness and Implementation Trainings were held for two groups; the first on September 12–13, 2024, and the second on September 16–17, 2024. These sessions provided employees with comprehensive knowledge on the identification, prevention, and management of bribery risks. The training also included interactive exercises on ethical behavior principles, solution-oriented approaches, and best practice examples.

Through this initiative, Park Cam aimed to enhance reliability in internal processes, strengthen legal compliance, and establish more transparent and responsible business relations with all stakeholders. The ISO 37001 system has been positioned not only as a means of regulatory compliance but also as a strategic step that reinforces corporate reputation and contributes to the company's sustainability goals.

Product Quality

Park Cam positions the delivery of high-quality products as one of its core competitive advantages. By exceeding customer expectations, international standards, and industry requirements, the company consistently achieves exceptional levels of quality that are difficult to attain in the glass packaging sector.

Prioritizing responsible production based on the principle of minimum error, Park Cam maintains the highest level of product safety and continuously integrates innovative practices that support ongoing improvement into its processes. Since its establishment, the company has continuously enhanced its operations through testing and measurement methods aligned with international standards, ensuring that its production processes remain sustainable while adopting a transparent and collaborative approach with all stakeholders.

The BRCGS Packaging Materials (PM) Standard is a packaging specific standard supported by the world's leading retailers and food packaging manufacturers and recognized by the Global Food Safety Initiative (GFSI). In addition to incorporating the core requirements of several management system standards— particularly ISO 9001—it also covers topics such as hygiene, product safety, and hazard and risk management. Through its clear and unambiguous requirements, the standard establishes a shared understanding of safety and quality throughout the entire food supply chain.

Through the lightweighting initiatives carried out in 2024 appr.

15.000 tons

of glass savings.

In this context, Park Cam successfully completed the BRCGS Packaging Materials (PM) audit in 2024 by meeting the high requirements of the food packaging sector, and renewed its certification with the highest possible rating — AA+.

As a BRCGS Packaging Materials – AA+ certified manufacturer, Park Cam fully meets all international requirements and expectations related to the food supply chain, prioritizing customer health and safety in all its operations.

Our Products

Established with advanced technological infrastructure, Park Cam provides healthy and reliable glass packaging products that fully comply with international standards. In its production processes, quality, hygiene, and product safety are among the top priorities. Thanks to the natural and recyclable nature of glass, the company offers environmentally friendly packaging solutions. Detailed information about our products can be found on our official website.

Lightweighting Projects at Park Cam

Lightweighting efforts in glass packaging play a crucial role in promoting a more sustainable approach within the packaging industry and in reducing the environmental impact of glass. These initiatives contribute to the expansion of eco-friendly packaging options and enable more efficient use of resources.

Through its ongoing lightweighting practices, Park Glass enables higher production output using the same material inputs, thereby reducing the environmental impact per unit product. Within this framework, the company aims to implement lightweighting projects in at least three massproduced products each year.

In 2024, lightweighting efforts carried out across 30 different products resulted in approximately 15,000 tons of glass savings, translating into energy savings of around 141,500,000 TL.

Park Cam Sustainability Strategy

Park Cam has placed sustainability at the core of its business model, establishing a strong strategy built around the principles of circular economy, low-carbon production, resource efficiency, and social value creation.

Glass Is Nature, the Future Is Transparent

With the belief that **“Glass is nature”**, this strategy positions glass not merely as a packaging material, but as a nature-compatible, infinitely recyclable, healthy, and aesthetic solution.
It is built on a holistic approach that encompasses environmental, economic, and social sustainability.

Thanks to its recyclability, natural degradability, and chemical purity, glass offers significant environmental advantages compared to other packaging materials. However, since glass production requires high temperatures and is therefore an energy-intensive process, developing special strategies for decarbonization has become essential.With this awareness, Park Cam has set sustainability goals that cover the entire value chain—from production to supply chain, from product design to the end consumer.

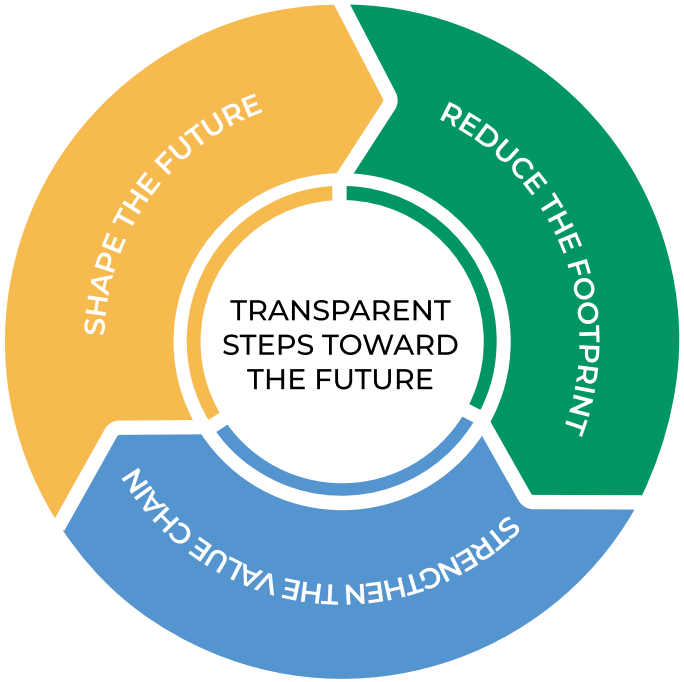
In 2023, Park Cam updated its sustainability strategy under the motto **“Transparent Steps Toward the Future.”** This strategy encompasses clear and measurable actions across both operational and governance areas.

The **three main focus areas** identified are as follows:

1. **Transparent Steps to Reduce the Footprint:** Aiming to reduce climate impact through energy efficiency projects, waste management, increased use of cullet(recycled glass), alternative fuels, and greenhydrogen investments.

2. **Transparent Steps to Strengthen theValue Chain:** Focused on sustainable procurement practices, sourcing raw materials from local and traceable resources, and holistic management of thesupply chain through environmental and social risk analyses.

3. **Transparent Steps to Shape the Future:** Targeting product innovation, bottlelightweighting initiatives, digitalization,advanced material research, circulareconomy practices, and the integration ofyoung talent into the industry.



In line with this three-pillar structure, Park Cam has updated its strategy in accordance with the double materiality principle, analyzing not only the impacts arising from its own operations but also those across its entire value chain. Greenhouse gas emissions, raw material-related risks, regulatory changes, customer expectations, and technological transformation opportunities all play a key role in shaping the company’s sustainability objectives.

Park Cam Sustainability Strategy

StrategyPark Cam closely monitors environmental regulations such as the European Union Packaging and Packaging Waste Regulation (PPWR) and engages in sectoral advocacy to address potential disadvantages related to the weight of glass packaging. As a 100% recyclable material that can be reused without any loss of quality or performance, glass holds significant environmental advantages over plastics and aluminum. Moreover, unlike plastic packaging, glass poses no risk of microplastic contamination. In this context, Park Cam firmly believes that glass will continue to be a preferred packaging material in the future due to its aesthetic appeal, health safety, and sustainability.

Although Park Cam is not yet officially included within the scope of TSRS, the company is structuring its entire reporting infrastructure in alignment with GRI, CDP, ESRS, and TSRS standards, and updates its metrics and targets based on data derived from double materiality analyses. The company's sustainability objectives are regularly reviewed by senior management, ensuring that operational risks and opportunities are fully integrated into its overall strategy.

In conclusion, Park Cam fulfills its responsibility toward both the industry and the planet by combining the timeless natural qualities of glass with today's low-carbon and circular production systems. Guided by the principle **"Glass Is Nature"** and the vision **"Transparent Steps Toward the Future"**, this approach forms the foundation of the company's corporate sustainability strategy.

Park Cam Sustainability Strategic Objectives

Toward the Future with Transparent Steps

Strategic Focus Areas	Related ESRS	Current Status Comp. to the Base Year	Actions	Targets	Related SKA
Transparent Steps that Reduce the Footprint	E1 Climate Change	A 3% reduction was achieved in the total Scope 1 and Scope 2 emissions per ton of melted glass.	Increasing Cullet Ratio, Solar Energy, Solar Panels, Wind Energy, and Energy Generation from Waste Heat (ORC)	Park Cam aims to reduce total Scope 1 and Scope 2 greenhouse gas emissions per ton of melted glass by 22% by 2030, compared to the 2021 base year.	
	E1 Climate Change	A 2.4% reduction was achieved in Scope 1 emissions, and a 4.7% reduction was achieved in Scope 2 emissions per ton of melted glass.	Increasing Cullet Ratio, Solar Energy, Solar Panels, Wind Energy, and Energy Generation from Waste Heat (ORC)	By 2030, compared to the 2021 base year, Park Cam aims to achieve a 17% reduction in Scope 1 emissions and a 35% reduction in Scope 2 emissions per ton of melted glass.	
	E1 Climate Change E5 Resource Use and Circular Economy	An 11.22% increase was achieved in the cullet (recycled glass) usage rate.	Increasing the Cullet Ratio	Park Cam aims to increase the total cullet (recycled glass) usage rate to 35% by 2030, in line with its environmental and energy objectives	
	E2 Pollution E5 Resource Use and Circular Economy	Product trials are ongoing.	Recycled Material Usage Rate, Supplier Recycled Material Tonnage	By increasing the tonnage of recycled materials requested from suppliers by 30%, Park Cam aims to ensure that 30% of all packaging materials used in its packaging process contain recycled content by the end of 2025. Furthermore, by 2030, the company targets making 50% of the plastic packaging used for its products reusable or recyclable.	
	E3 Water and Marine Resources	A 9% increase in water consumption was recorded due to the construction activities related to the third furnace investment.	Hybrid Cooling Tower	The company aims to reduce total water consumption across the entire plant by 40% by 2030, compared to the consumption level recorded in 2021.	
Transparent Steps that Strengthen the Value Chain	S2 Workers in the Value Chain	38% of suppliers have been subject to audits.	Supplier Sustainability Development Program (Tier 1 & Tier 2)	It is aimed to conduct Supplier Sustainability Audits for all approved suppliers by 2030.	
	S4 Consumers and End Users	Work has been carried out on 30 products.	To optimize product designs and carry out lightweighting studies for at least three mass-produced products.	It is aimed to produce lighter glass packaging products with the same level of quality.	
	E5 Resource Use and Circular Economy	It is in the planning stage.	Increasing the rate of digitalization	It is aimed to fully digitalize administrative process management by 2030.	
Transparent Steps that Shape the Future	S1 Employee Engagement and Well-being	The Accident Severity Rate increased by 14% compared to 2023.	To reduce the Accident Severity Rate by 5% compared to 2023.	It is aimed to reduce the Accident Severity Rate by 5% compared to 2023.	
	S1 Employee Engagement and Well-being	A total of 6,731 person-hours of training were provided to employees, excluding legally required trainings.	To ensure that all employees receive at least 1,200 person/hours of training annually, excluding legally required trainings.	It is aimed to ensure that all employees receive at least 1,200 person-hours of training each year, excluding legally required trainings.	
	S1 Employee Engagement and Well-being	The employee satisfaction survey result was 73.2%.	To ensure that the Employee Satisfaction Survey score does not fall below 80%.	It is aimed to maintain the Employee Satisfaction Survey score at no less than 80%.	
	S1 Employee Engagement and Well-being	There was an 18% increase in female employment compared to 2023.	To revise recruitment procedures to include positive discrimination, giving priority to female candidates in new hires.	It is aimed to increase female employment by 20% by 2030, compared to 2023.	

Park Cam Stakeholder Engagement and Materiality Analysis

In line with its sustainability strategy, Park Cam initiated stakeholder engagement–based materiality studies in 2021 and has continuously updated this process, making it an integral part of the company's corporate decision-making mechanisms.

In the second materiality assessment conducted in 2023, the topics were re-evaluated by taking into account national and international developments, industry trends, global best practices, and the environmental and social impacts of Park Cam's operations.

Within this scope, ESG-based (Environmental, Social, and Governance) priority topics were analyzed from both a financial materiality and an impact materiality perspective, using a short list evaluated under the leadership of the sustainability team. The environmental and human impacts of Park Cam's operations (in terms of severity, scope/probability, and recoverability) were assessed together with their short- and long-term financial outcomes.

Approximately 1,000 stakeholder representatives participated in this study, creating a multi-stakeholder engagement environment through surveys and interviews. In addition, with the strategic guidance of Park Cam's senior management and the contributions of the Sustainability Committee, 13 priority topics were identified. Since topics such as Human Rights and Occupational Health and Safety are continuously monitored, they were not listed separately, while the Green Transformation theme was defined as the overarching framework encompassing related priorities.

As of 2024, with Park Cam's restructuring under Ciner Glass, the company has adopted a more holistic and integrated sustainability approach. The materiality outputs established in 2023 have been integrated into the new corporate structure and aligned with the European Sustainability Reporting Standards (ESRS).

In this context, the 13 priority topics identified in 2023 were mapped to ESRS-based subject areas, and for each topic, an **IRO (Impact, Risk, Opportunity)** analysis was conducted in 2024.Within the scope of this analysis:

- **Impact Dimension:** The positive and negative effects of Park Cam'sactivities on environmental and social systems were detailed based onthe criteria of severity, scope, and recoverability.
- **Risk Dimension:** The potential short-, medium-, and long-term risksthat these topics may pose to Park Cam's operations, reputation, andfinancial performance were evaluated.
- **Opportunity Dimension:** The strategic advantages and growthopportunities that may arise through sustainability-focused transformation were analyzed.

Through this development process, Park Cam has become better prepared to meet EU Taxonomy and CSRD requirements in sustainability reporting and has established its sustainability management on a more institutional foundation, in line with the principles of transparency and accountability.

Stakeholder Engagement and Prioritization Analysis for Park Cam

Transparent Steps That Reduce the Footprint

E1 Climate Change
- Climate Change Adaptation and Mitigation
- Greenhouse Gas Emissions
- Energy Efficiency, and Energy Management

E2 Pollution
- Environmental Management
- Air Emissions
- Regulatory Compliance Waste Management with a Zero-Waste Approach, Pollution Reduction, and Prevention of Pollution Sources

E3 Water and Marine Resources
- Water Management

E4 Biodiversity
- Biodiversity

Transparent Steps that Strengthen the Value

S2 Workers in the Supply Chain
- Circular Business Models Across the Entire Value Chain(Sustainable Value Chain and Sustainable Procurement)

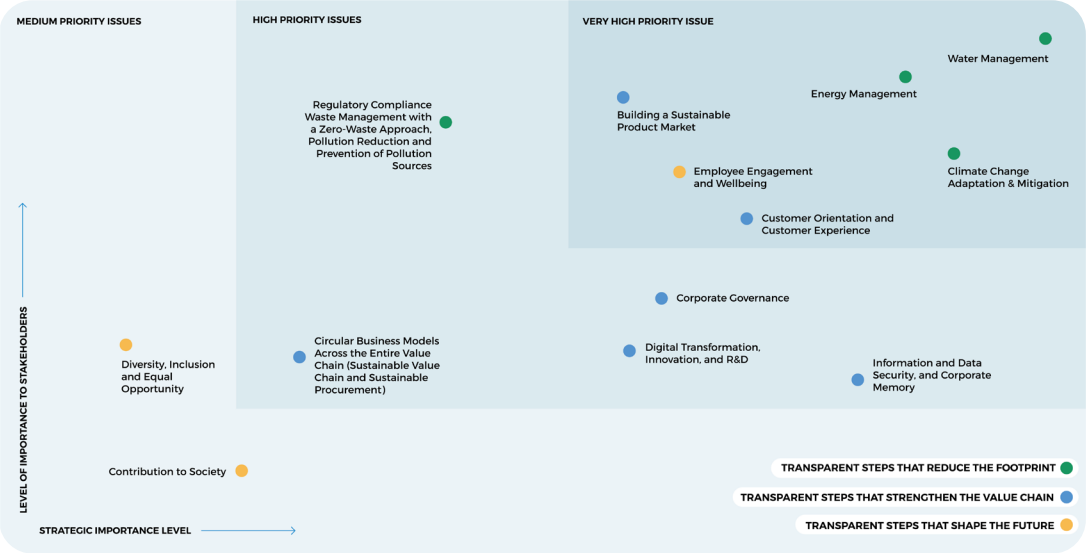
E5 Resource Efficiency and Circular Economy
- Building a Sustainable Product Market
- Digital Transformation, Innovation, and R&D

S4 Consumers and End Users
- Customer Orientation and Customer Experience
- Information and Data Security, and Corporate Memory

Transparent Steps that Shape the Future

S1 Employee Engagement and Well-being
- Employee Eng. and Well-being
- Occupational Health and Safety

S3 Affected Communities
- Contribution to Society



In 2024, Park Cam strengthened its alignment with European regulations by mapping the 13 sustainability priorities defined in 2023 to the ESRS (European Sustainability Reporting Standards) topics. Each issue was classified under Environmental, Social, and Governance (ESG) categories.

This alignment formed the basis of the IRO (Impact, Risk, Opportunity) analysis conducted in 2024, ensuring consistency between Park Cam's sustainability reporting and EU standards.

As part of the 2024 sustainability prioritization process, a total of 82 IROs were identified according to ESRS categories. These assessments encompass both the impacts arising from Park Cam's operations and the potential risks and opportunities associated with those impacts.

Park Cam Stakeholder Engagement and Prioritization Analysis

Based on the scoring results, certain IROs that exceeded the threshold value in terms of impact and financial significance were classified as “material.” These material IROs serve as key reference points in shaping the company’s sustainability strategies.

As a result of the analysis conducted under the ESRS categories, the distribution of IROs by topic has been structured around the following themes.

E1 **Climate Change:**
Processes related to energy consumption and greenhouse gas emissions are among the most thoroughly analyzed topics for Park Cam.

E2 **Pollution:**
Impacts related to waste management, emissions, and pollution prevention have been analyzed.

S2 **Workers in the Value Chain:**
Human rights, working conditions, and social impact management within the supply chain represent key areas of focus.

S4 **Consumers and End-users:**
Areas such as customer experience, product safety, and information security are addressed under this category.

E5 **Resource Use and Circular Economy:**
Circularity, recycling, and resource efficiency in the glass industry are among Park Cam’s top strategic priorities.

E3 **Water and Marine Resources:**
Topics concerning water use, efficiency, and water stress are included among the evaluated IROs.

S1 **Own Workforce:** Internal social topics such as employee satisfaction, occupational health and safety (OHS), and skill development are strongly emphasized.

S3 **Affected Communities:**
Issues related to social impact and engagement with local stakeholders are assessed under this heading.

G1 **Business Conduct:** Impacts related to legal compliance, ethical principles, and governance practices have been carefully evaluated.

E4 **Biodiversity:**
The impact on natural habitats has been analyzed under a single IRO within this theme.

Transparent Steps That Reduce the Footprint

Acting with a sense of responsibility toward its customers, consumers, the environment, and its employees, Park Cam aims to offer glass packaging products that are manufactured using high technology, fully compliant with international standards, healthy, reliable, competitive, and environmentally distinctive.

The inherent recyclability of glass—being infinitely recyclable by nature—provides a major advantage in terms of environmental sustainability. However, the energy-intensive nature of the industry, along with greenhouse gas emissions and the use of natural resources, necessitates the development of holistic and proactive approaches.

In this context, as a result of the prioritization and IRO (Impact–Risk–Opportunity) assessment process carried out in 2024, Park Cam identified the key environmental topics to be addressed under the theme **"Transparent Steps That Reduce the Footprint."** These topics were aligned with the European Sustainability Reporting Standards (ESRS) to establish a strategic framework.

The topics identified under this theme are directly related to the ESRS environmental standards listed below:

E1: Climate Change

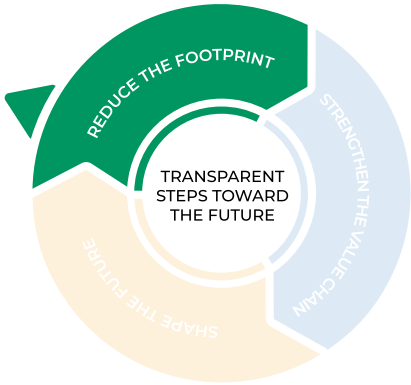
Within the scope of combating climate change, Park Cam takes measures to reduce its carbon footprint and prioritizes energy efficiency investments and low-carbon technologies in its production processes. In addition, physical risk analyses are conducted to assess the impacts of climate change, and resilience-enhancing measures are planned accordingly.

E2: Pollution

In line with the Zero Waste approach, systematic improvement processes are carried out to reduce waste generation, increase recovery, and ensure proper disposal. At the same time, the company focuses on preventing pollution sources in areas such as dust, emissions, and chemical usage.

E3: Water and Marine Resources

Among the top priorities are reducing the amount of water used in production, increasing water reuse rates, and effectively treating wastewater. The company's water management performance is regularly monitored and continuously improved.



In line with these four main ESRS environmental standards, Park Cam manages the following operational priorities under the theme **"Transparent Steps That Reduce the Footprint"**:

- Climate Change Adaptation and Mitigation
- Greenhouse Gas Emissions
- Energy Efficiency and Energy Management
- Environmental Management
- Air Emissions
- Regulatory Compliance, Waste Management with a Zero-Waste Approach, Pollution Reduction, and Prevention of Pollution Sources
- Water Management
- Biodiversity

Through this comprehensive approach, Park Cam not only ensures regulatory compliance but also integrates sustainable practices into its business operations that reduce environmental impact and enhance resource efficiency.

In doing so, the company reinforces its vision of being one of the leading organizations in the glass industry committed to achieving a low-footprint future.

Climate Change

Adaptation and Mitigation of Climate Change

As a strategic step in reducing operational greenhouse gas emissions in the fight against climate change, Park Cam has continued to increase the proportion of cullet (recycled glass) used in production.

By 2024, the share of cullet in the production recipe was increased by 2.3% compared to 2023, resulting in an energy saving of approximately 2,969,971 kWh.

Since melting cullet in furnaces requires significantly less energy than melting raw materials, this practice not only reduces indirect fossil fuel consumption but also significantly enhances energy efficiency.

The increase in cullet usage has contributed not only to production efficiency but has also been integrated with Park Cam's emission reduction targets, natural resource conservation efforts, and its transition strategies toward a circular economy.

Park Cam continues to regard the enhancement of cullet usage as one of the core components of sustainable production and is committed to expanding its implementation across operations.

With the increase achieved in 2024;

25,5%
Cullet Ratior

~3.000.000 kWh
Energy Savings

Climate Change

Greenhouse Gas Emissions

Park Cam regularly monitors its energy and fuel consumption, measures emission values, and develops various practices aimed at reducing emissions. Since 2018, the company has fulfilled its legal obligations by completing and submitting annual Greenhouse Gas (MRV) Reports to the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye. In addition to this reporting, detailed carbon footprint assessments have been carried out, and the process has been secured through verification services **(Annex-1: Carbon Footprint Verification Statement)**.

To achieve its long-term emission reduction targets, Park Cam has developed a greenhouse gas reduction roadmap that includes phased energy management steps to be implemented by 2030. Within this framework, the company aims to reduce its carbon footprint per ton of molten glass by 22% by 2030, and to become carbon neutral by 2053, in alignment with Türkiye's national Net Zero target.

In this regard, Park Cam, in collaboration with its group company We Soda, conducts periodic R&D studies to develop short-, medium-, and long-term decarbonization strategies, thereby creating a shared sphere of impact.The carbon footprint calculations of Park Cam for 2024 include Scope 1 (direct emissions from company operations), Scope 2 (energy-related indirect emissions), and Scope 3 (other indirect emissions) generated within the factory's activities.

While calculating **direct greenhouse gas emissions** under **Scope 1**;

- **Stationary combustion** (natural gas, LPG, diesel,and acetylene),
- **Mobile combustion** (gasoline and diesel for bothon-road and off-road vehicles),
- **Process emissions** (dolomite, limestone, feldspar,soda, anthracite),
- **Fugitive emissions** (use of R152A, refrigerant leaks,and fire suppression system gas leaks).

are included.

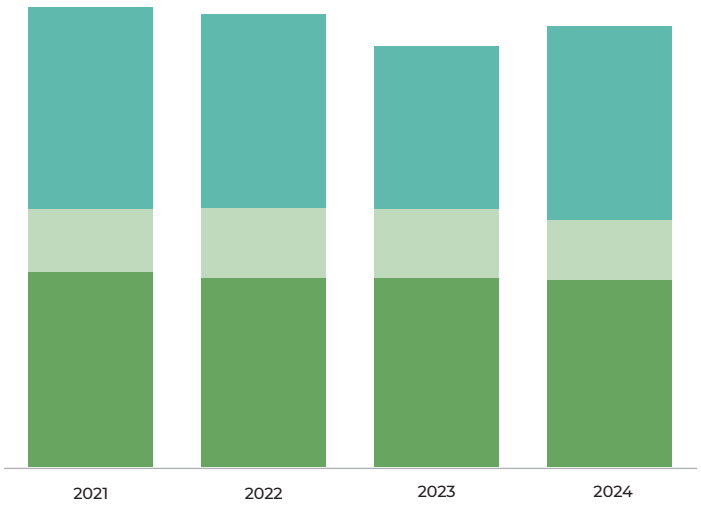
For Scope 2 energy-related indirect greenhouse gas emissions, the amount of purchased electricity was included in the calculation.

For Scope 3 other indirect greenhouse gas emissions;

- Use of fuels and energy sources not included in Scopes 1 and 2,
- Emissions from purchased goods and services,
- Transportation-related emissions,
- Employee commuting,
- Business travel,
- Waste,
- End-of-life product stages,
- All packaging covered under the Recycling and Participation Fee (GEKAP)

such indirect emission sources were included in this calculation.

Greehouse Gas Emissions (ton CO2e)



	2021	2022	2023	2024
Scope 1	165.528	161.773	163.063	161.232
Scope 2	53.980	55.211	54.256	51.400
Scope 3	169.754	163.689	138.536	159.270
Total	**389.262**	**380.673**	**355.855**	**371.903**

For Scope 1 emissions, the calculation included CO_2, CH_4, and N_2O greenhouse gases, using conversion factors based on the IPCC 2006 Guidelines, MRV Report, IPCC Sixth Assessment Report, and DEFRA 2021.For Scope 2 emissions, calculations were made in tons of CO_2 equivalent (tCO_2e) based on CO_2, with the conversion factor taken from the Ministry of Energy and Natural Resources of the Republic of Türkiye (2022).For Scope 3 emissions, calculations were also performed in tons of CO_2 equivalent (tCO_2e) based on CO_2, using conversion factors from DEFRA 2021, the International Council on Clean Transportation, supplier documentation, and IPCC 2006.

Climate Change

Greenhouse Gas Emissios

The total greenhouse gas emissions of Park Cam for 2024 were calculated as 371,903 tons of CO_2e, a figure that has been verified by an independent third-party organization. Within this total, Scope 1 emissions were determined to be 161,232 tons of CO_2e, while Scope 2 emissions amounted to 51,400 tons of CO_2e.

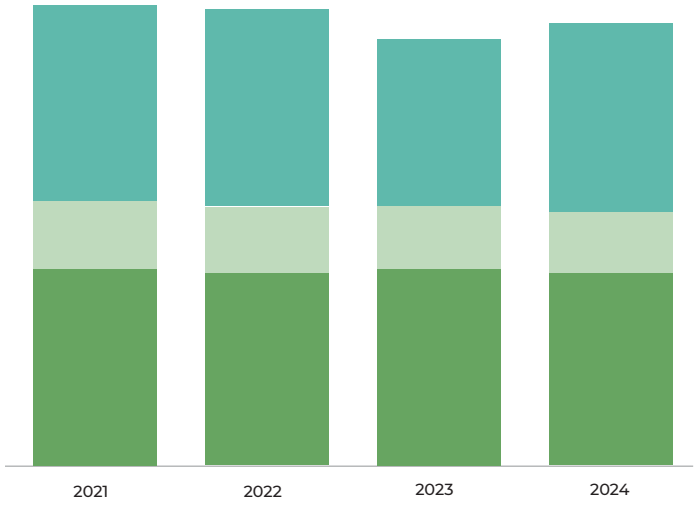
A 2% reduction was observed in Scope 1 greenhouse gas emissions compared to 2023. This decrease was primarily driven by the increased use of cullet (recycled glass) and the absence of HFC cylinder refilling in 2024, which occurs only once every four years.

In Scope 2 emissions, Park Cam achieved a 5% reduction compared to 2023. This improvement resulted from the introduction of anthracite as a raw material in production processes, the increase in cullet usage ratio, and the renewable energy contribution provided by the commissioning of the Phase 1 Solar Power Plant (SPP) system with a capacity of 708 kWh.

The increase in Scope 3 emissions resulted from the expanded coverage of this category and the inclusion of all packaging materials subject to GEKAP (Recycling and Participation Fee) in the calculations, as required by the verification body.

Compared to the 2021 baseline year,

Greenhouse Gas Emissions per Ton of Molten Glass (ton CO2e/ton glass)



	2021	2022	2023	2024
Scope 1	0,453	0,445	0,449	0,442
Scope 2	0,148	0,152	0,149	0,141
Scope 3	0,464	0,450	0,382	0,437
Total	1,065	1,047	0,980	1,020

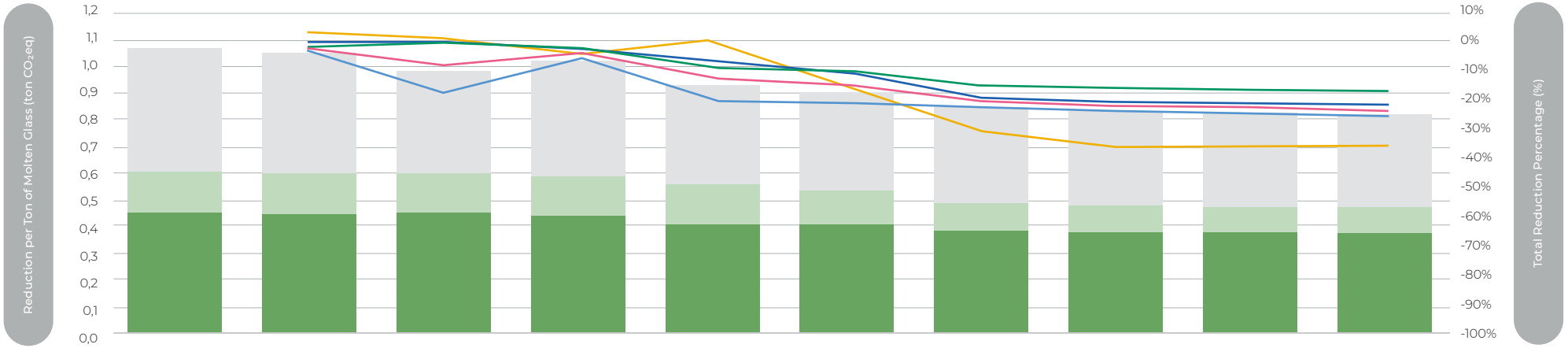
Park Cam aims to reduce total Scope 1 and Scope 2 greenhouse gas emissions per ton of molten glass by 22% by 2030. Within this target, a 17% reduction in Scope 1 emissions and a 35% reduction in Scope 2 emissions are projected.

In addition, considering the priority categories that account for 87% of total Scope 3 emissions as of the 2021 baseline year, Park Cam aims to reduce Scope 3 emissions per ton of molten glass by 25% by 2030.

Climate Change

Greenhouse Gas Emissions

Reduction per Ton of Molten Glass by Year Map



	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Scope 3	0,464	0,450	0,382	0,437	0,371	0,266	0,361	0,356	0,350	0,345
Scope 2	0,148	0,152	0,149	0,141	0,148	0,126	0,102	0,094	0,095	0,095
Scope 1	0,453	0,445	0,449	0,442	0,410	0,407	0,384	0,381	0,379	0,376
% Scope 1		-2%	-1%	-2%	-10%	-10%	-15%	-16%	-16%	-17%
% Scope 2		3%	1%	-5%	0%	-15%	-31%	-36%	-36%	-36%
% Scope 3		-3%	-18%	-6%	-20%	-21%	-22%	-23%	-25%	-26%
% Scope 1+2		-1%	0%	-3%	-7%	-11%	-19%	-21%	-21%	-22%
% Scope 1+2+3		-2%	-8%	-4%	-13%	-16%	-20%	-22%	-23%	-23%

#	Action	Completion	Scope
1	Increasing the Usage Ratio of Recycled Glass (Cullet)	2021-2030	1
2	Solar Panels	2026	2
3	Waste Heat-to-Energy Generation (ORC)	2027	2
4	Wind Energy	2028	2

Climate Change

Greenhouse Gas Emissions

Park Cam Carbon Disclosure Project (CDP) Results

CDP 2024 Assessment

Park Cam continued in 2024 to transparently, comparably, and accountably share its environmental performance through the CDP Climate Change and Water Security programs, one of the world's leading environmental reporting platforms. Through CDP, key environmental topics were comprehensively evaluated, including greenhouse gas emission management, climate-related risks and opportunities, water stress, water consumption reduction, and adaptation strategies.

As of 2024, Park Cam achieved a **"B" score** in both the **CDP Climate Change** and **CDP Water Security** programs, placing the company at the Management Level in both areas. This score demonstrates that Park Cam operates systematic and integrated processes to monitor environmental impacts, analyze risks, and implement targeted actions.

In the 2024 CDP assessment, which included disclosures from over 23,000 companies worldwide, Park Cam reaffirmed its commitment to transparency and sustainability. Aligned with the company's dedication to continuous improvement and enhanced climate performance, the CDP process serves not only as a reporting tool but also as a strategic management guide for Park Cam.

Participation in the UN Global Compact Climate Action Experience Sharing Meeting

Park Cam participated on March 29, 2024, in the Climate Action Experience Sharing Group Briefing Meeting, organized by UN Global Compact (UNGC) Turkey in collaboration with KalDer Bursa and BUSİAD. During the meeting, international developments in sustainable development and the responsibilities of the business community in climate action were discussed in detail.

As Park Cam, we believe in the importance of knowledge sharing on climate action and sustainable transformation; accordingly, participation in sectoral and multi-stakeholder events is considered an integral part of our sustainability journey.

Climate Change

Energy Efficiency and Energy Management

In the fight against the climate crisis, Park Cam positions energy management as one of its strategic priorities, maintaining a production approach based on the efficient use of natural resources. From the factory design stage, the infrastructure was planned to enable the most efficient energy use, with equipment selections and lean production lines designed to minimize energy transmission losses and operational costs.

The Energy Management System, established in 2016, is implemented in accordance with the ISO 50001 Energy Management System Standard. Energy use is managed with precision, based on performance monitoring, target setting, and periodic reporting principles.

Under the leadership of the Energy Management System Representative, the Energy Department regularly monitors and evaluates energy performance. The Energy Team, composed of the Energy Chief and departmental energy officers, meets bimonthly to review energy targets, conduct risk and opportunity analyses, develop training and communication plans, and report key findings to senior management.

Within this scope:

- Internal and external audits,
- Energy meetings
- Management review processes

Systematic control and improvement mechanisms are implemented through these processes.

All energy-related targets, risks, and opportunities are reported to senior management during management review meetings, ensuring that corporate energy decisions are data-driven.

Energy audits are conducted every four years, and the resulting performance analyses are shared with the Republic of Türkiye Ministry of Energy and Natural Resources. Additionally, the Energy Department prepares a comprehensive Energy Report—covering energy consumption, unit price developments, carbon emissions, regulatory updates, renewable energy initiatives, and risk-opportunity analyses—which is shared monthly with relevant departments and senior management. This report presents the following topics to management in a transparent manner:

- Causes of increases and decreases in energy consumption,
- Seasonal and temperature effects,
- Status of renewable energy projects,
- Short-term energy price forecasts,
- Wind speed analyses,
- Recent regulatory changes

Energy Training and Awareness Activities

Park Cam considers raising employee awareness of energy management to be a key priority. All new employees receive energy efficiency training, and informative content is also shared via digital displays throughout the facility.

In 2024, a total of 150 person-hours of energy efficiency training were conducted.

In 2024, a total of;

150 person/hours

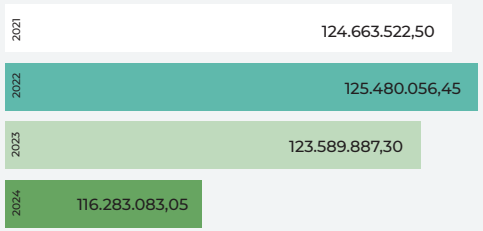
Energy efficiency training

were conducted.

Climate Change

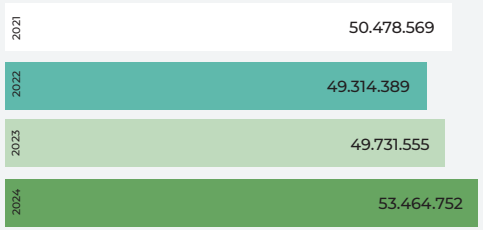
Energy Efficiency and Energy Management

Purchased Electricity Consumption (kWh)



Cullet, anthracite usage, and solar power generation (SPP) are factors that reduce electricity consumption.

Natural Gas Consumption (m3)

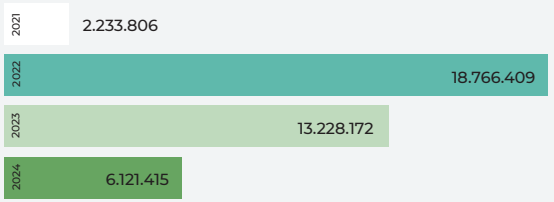


Due to furnace aging, it is theoretically expected that energy consumption increases by approximately 1.5% each year. Additionally, natural gas consumption is higher during the production of flint (white) glass compared to other glass colors.

In 2024, white glass production increased by an average of 80% compared to 2023, contributing to higher overall natural gas consumption levels.

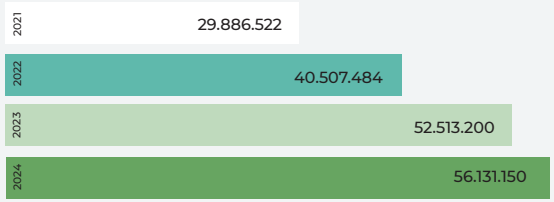
Energy Savings Achieved from Energy Efficiency Projects (kWh)

Financial Savings Achieved from Energy Efficiency Projects (TRY)

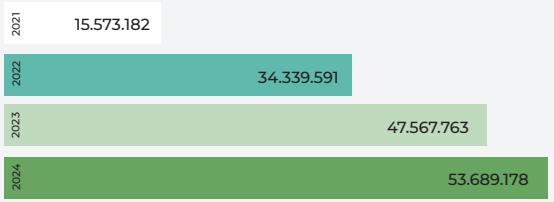


In 2023, the cullet ratio increased by 5.14 percentage points compared to the previous year. In 2024, however, the increase was 0.58 percentage points over 2023, which resulted in a lower overall energy savings compared to the previous year.

Annual Energy Savings Achieved Through Energy Efficiency Initiatives Implemented Since the Company's Establishment (kWh/year)



Annual Savings Achieved Through Energy Efficiency Initiatives Implemented Since the Company's Establishment (TRY/year)



In glass factories, producing molten glass using cullet (recycled glass) instead of raw materials reduces natural gas consumption and, consequently, fuel-based energy use, while also lowering carbon emissions associated with raw material processing.

For every 10% increase in cullet added to the batch, furnace energy consumption decreases by approximately 2.5–3%. Within the company, the primary energy sources consumed are natural gas and electricity. In 2024, Park Cam recorded a natural gas consumption of 53,464,752 m^3 and an electricity consumption of 116,283,083.05 kWh.

Climate Change

Energy Efficiency and Energy Management

Increase in Cullet (Recycled Glass) Usage Ratio and 2030 Target

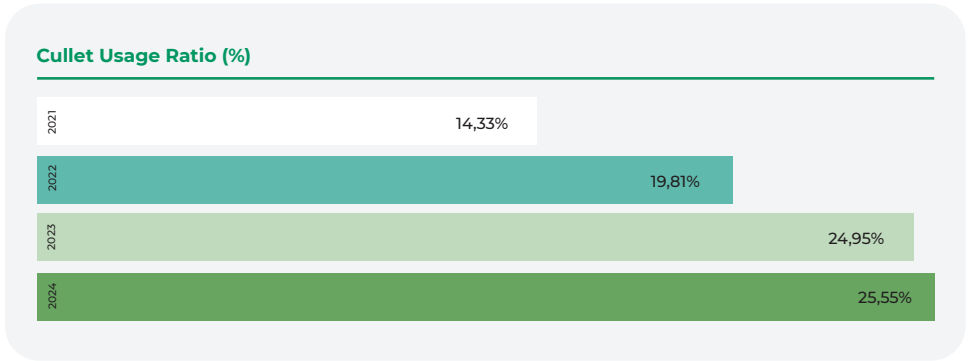
In line with its goal to reduce energy intensity and minimize natural resource consumption in glass packaging production, Park Cam continues to increase the use of cullet (recycled glass) as a secondary raw material in its manufacturing processes. Since cullet requires less energy during the melting process, this practice holds strategic importance not only for resource efficiency but also for achieving energy savings and reducing greenhouse gas emissions.

In 2024, the proportion of cullet (recycled glass) used in Park Cam's production increased by 78.3% compared to the base year, reaching 25.55%. This improvement was seen as a key achievement aligned with the company's furnace efficiency and energy management goals.

Compared to the previous year, the cullet usage rate rose by 2.4%, resulting in an estimated energy saving of 2,969,971 kWh during the melting process. The higher incorporation of cullet in the production recipe not only reduces operational costs but also enhances environmental performance.

Moving forward, Park Cam aims to increase the total cullet usage ratio to 35% by 2030. To achieve this, the company is implementing multidimensional strategic actions covering supply chain, quality management, and production processes.

This approach aligns with the principles of the circular economy and directly contributes to Park Cam's goals in combating climate change, preserving natural resources, and improving energy efficiency.



Climate Change – İklim Değişikliği

Energy Efficiency and Energy Management

2024 Energy Efficiency and Renewable Energy Projects

In 2024, Park Cam implemented three major projects aimed at increasing energy efficiency and reducing its carbon footprint. These initiatives not only achieved direct energy savings but also contributed significantly to the company's operational sustainability goals.

The combined annual energy contribution of these three projects amounted to approximately 3.6 million kWh, with a total financial impact of around ₺6.12 million. Park Cam views energy transformation not merely as an operational improvement tool, but as a key driver of environmental sustainability. These investments have provided short-term financial savings while also creating a strategic long-term impact aligned with the company's carbon reduction objectives.

1. Energy Efficiency in Lighting Project

- **Project Objective:** To achieve energy efficiency in facility lighting through the LED
- lighting revision.
- **Annual Energy Savings:** 15.129 kWh/yıl
- **Investment Cost:** ₺36.640
- **Financial Savings Achieved:** ₺43.873 (calculated based on ₺2.90/kWh.)
- **Payback Period (Approximate):** <1 year
- **Impact:** A low-cost, quick-return efficiency project that reduces electricity consumption
- while improving energy performance across the facility.

2. Increase in Cullet (Recycled Glass) Ratio Project

- **Project Objective:** To increase the proportion of cullet (recycled glass) used in production in order to reduce raw material consumption and lower energy use during the melting process.
- **Annual Energy Savings:** 3,576,000 kWh/year
- **Investment Cost:** ₺4,500,000
- **Financial Savings Achieved:** ₺5,681,280 (based on ₺1.59/kWh)
- **Payback Period (Approximate):** < 1 year
- **Impact:** A high-impact efficiency project that significantly reduces natural gas consumption and carbon emissions through increased cullet use, directly supporting resource efficiency and Park Cam's carbon reduction goals.

3. Solar Power Plant (SPP) Energy Generation Project

- **Project Objective:** To meet a portion of the facility's direct electricity demand through renewable energy generation.
- **Energy Generation:** 632,851 kWh (May–December 2024 period, 8 months)
- **Investment Cost:** ₺13.935.744
- **Financial Savings Achieved:** ₺1.930.195
- **Impact:** Contributed directly to emission reduction through carbon-free energy generation.

Climate Change

Energy Efficiency and Energy Management

Planned Renewable Energy and Energy Efficiency Projects of Park Cam

Waste Heat-to-Energy Generation (ORC)

In glass furnaces, the combustion of natural gas results in the release of gases defined within national emission limits. As part of energy efficiency projects, Park Cam aims to generate electrical energy from these gases originating from three furnaces by 2026.

In 2023, an energy analysis study was completed to determine which gases released in 2022 could be utilized and how much energy they could yield. The installation of the electricity generation system is planned to begin between 2025 and 2026.

If all these initiatives proceed as planned and the system begins operating at full capacity during 2025–2026, it is projected that approximately 30 million kWh of electricity will be generated annually.

Renewable Energy Project

At the end of 2022, feasibility studies were carried out for solar power plant (SPP) projects. As a result, in the second quarter of 2024, Phase 1 of the on-site solar power system, with a capacity of 708 kWh, was successfully commissioned within the factory premises.

In addition, feasibility studies are ongoing for the installation of 11 MW of solar panels on land located approximately 5 km from the factory site. The projects planned across four different zones are expected to generate an average of 27 million kWh of electricity per year.Furthermore, the Park Cam facility, located within the organized industrial zone (OSB), is situated in an area that is favorable for wind energy utilization. Data collected from the wind measurement mast installed approximately 1.5 years ago are currently being analyzed to evaluate energy generation potential for various wind turbine models.

Energy Efficiency in Cooling Units

By replacing the existing cooling units with inverter-based, high-efficiency cooling unit groups equipped with variable speed drives, it is estimated that electricity consumption will be reduced by approximately 1.5 million kWh. This upgrade is planned to achieve significant energy efficiency gains across operations.

Pollution

Environmental Management

Guided by national and international regulations, as well as the ISO 14001 Environmental Management System (EMS) and the ISO 50001 Energy Management System (EnMS), Park Cam has adopted as a core principle the minimization of its impact on energy, water, soil, air, biodiversity, and natural resources across all operations.Through these integrated systems, the company ensures the effective management of environmental risks and opportunities, resource and energy efficiency, waste reduction, water security, traceability of environmental performance, and monitoring of greenhouse gas emissions.

The Environmental Policy and Water Policy, established in 2022, clearly demonstrate Park Cam's commitment to environmental sustainability, global climate change mitigation, and addressing water scarcity. The company fully embraces the "Zero Waste" approach defined in national legislation and considers the continuous improvement of environmental performance among its key corporate priorities.

Since its establishment, Park Cam has proactively assessed potential environmental impacts at every stage of new investment and operational processes, implemented preventive measures, and incorporated environmental sustainability criteria into its strategic planning for the future.

Park Cam has been actively working on renewable energy projects for many years to reduce its corporate carbon footprint and contribute to the fight against climate change. As of 2024, the company has focused on solar power (PV) investments, expanded energy efficiency projects, and increased the use of recycled cullet, thereby indirectly reducing fossil fuel consumption.

Across all operations, natural resource use, water scarcity, soil and air quality impacts, waste management, greenhouse gas emissions, climate change risks, biodiversity impacts, and emergency preparedness are regularly evaluated. Preventive actions are planned in these areas, and the effectiveness of implemented practices is continuously monitored.

Environmental sustainability activities at Park Cam are led by the Environment and Sustainability Department, which consists primarily of environmental engineers and works in coordination with all relevant departments. This structure also provides environmental consultancy and management support to Ciner Glass's investment projects in Europe, enabling the teams to closely follow international legal and regulatory developments.

Pollution

Environmental Management

Park Cam conducts a comprehensive analysis of global climate policies and regulations such as the European Green Deal and the EU Carbon Border Adjustment Mechanism (CBAM), while also closely monitoring the sustainability agenda in Türkiye.

In this context, new environmental regulations planned to be implemented gradually in Türkiye—such as the Deposit Return System (DRS)—are among the key developments followed by Park Cam. The potential impacts of these regulations on the glass packaging industry are evaluated, and necessary operational preparations are being made accordingly. These efforts, aimed at strengthening recycling infrastructure and enhancing the role of glass packaging within the circular economy, go beyond regulatory compliance and reflect the company's ambition for sectoral leadership.

At Park Cam, environmental matters are regularly reported to senior management through management review meetings, sustainability committee meetings, and performance monitoring sessions. Continuous improvement is ensured through performance evaluations and strategic feedback mechanisms. This structure guarantees that environmental risks and opportunities are integrated into decision-making processes and that the effectiveness of all systems is verified through independent third-party and customer audits.

Environmental Training

Park Cam implements a comprehensive training and drill program to raise employee awareness on environmental protection and the sustainable use of natural resources, while encouraging voluntary participation in environmental initiatives. In addition to periodic training sessions, an environmental training module included in the onboarding process ensures that all employees adopt occupational health, safety, and environmental protection awareness as a fundamental part of their daily activities. Interns and subcontractor personnel are also included in these programs.

In 2024, a total of 654 personhours of environmental training were conducted. Furthermore, environmental activities and training content are regularly shared with employees through the company's intranet system and digital information screens located throughout the facility, promoting continuous awareness and engagement.

In 2025, a total of;

654 person/hour
of environmental training

Pollution

Air Emissions

Park Cam implements procedures that ensure the regular monitoring and reporting of environmental parameters to maintain full compliance with all applicable legal requirements. In this context, air pollutants generated from factory operations are monitored in accordance with the parameters specified in the relevant national environmental regulations.

Under the Regulation on the Control of Air Pollution from Industrial Sources, issued by the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change, emission measurements from furnace stacks and the batch dust stack are conducted biennially. The measurement reports are prepared by authorized laboratories assigned by the Ministry through the Central Laboratory Assignment System (MELBES), following applications made via the Electronic Environmental Information System (EÇBS).

#	NOx (mg/Nm3) *Limit Value: 2200 mg/Nm3*	SOx (mg/Nm3) *Limit Value: 1800 mg/Nm3*	Partikül Madde (PM) (mg/Nm3) *Limit Value: 75 mg/Nm3*	Karbonmonoksit (CO) (mg/Nm3) *Limit Value: -*	Hidroklorik Asit (HCl) (mg/Nm3) *Limit Value: -*	Hidrojen Florür (HF) (mg/Nm3) *Limit Value: -*
Glass Melting Furnace Stack 1	643,45	299,05	4,65	3,75	4,9704	<0,3952
Glass Melting Furnace Stack 2	761,19	223,81	4,66	3,75	0,4464	<0,3870
Batch Dust Filter Stack 1	-	-	1,5	-	-	-

*Methods Used: NOx: EPA CTM 022 SOx: TS ISO 7935 PM (Particulate Matter): EPA 17 CO: TS ISO 12039 HCl: EPA 26 A

Pollution

Regulatory Compliance (Waste Management with a Zero-Waste Approach, Pollution Reduction, and Prevention of Pollution Sources)

Park Cam's waste management approach is based on minimizing waste at its source and maximizing the recovery of non-reducible waste. The waste generated as a result of production activities is managed and disposed of in accordance with the certified practices of the ISO 14001 Environmental Management System.

The Zero Waste Regulation, enacted in 2019, introduced obligations for businesses to record their waste, reduce the use of raw materials and natural resources, establish sustainable waste management systems, and obtain certification for these systems. Since its establishment, Park Cam has embraced the Zero Waste principle, and as a result of its continuous efforts in this area, it was awarded the Zero Waste Certificate in 2020.

As of 2024, no leakage or spill incidents occurred, and all waste generated was delivered to authorized companies in full compliance with the relevant regulations.

Glass Waste Recovery Process at Park Glas

GlassUnder its Licensed Glass Packaging Waste Recovery Certificate, Park Cam operates as an authorized glass recycling facility, with the right to recover and reuse collected glass waste within its production processes.In this context, non-deposit glass packaging waste generated at the facility is separated from foreign materials, crushed into appropriate sizes, and transformed into furnace-ready cullet, which is then integrated into the production raw materials.

Additionally, Park Cam actively encourages employee participation in the collection and recovery of glass packaging waste, viewing this process as an integral component of its corporate sustainability approach.

Pollution

Regulatory Compliance (Waste Management with a Zero Waste Approach, Pollution Reduction, and Prevention of Pollution Sources)

Glass Waste Recovery Efforts at Park Cam

Non-hazardous wastes continue to maintain their share within the total waste volume. The primary reason for the increase observed in 2024 was the packaging materials of the equipment received during the construction process of the third furnace. While wastes containing wood, paper-cardboard, and metal stood out, the rise in metal waste resulted both from construction activities and the removal of outdated molds from the system following the expiration of the incentive period.

	2021	2022	2023	2024
Total Amount of Waste (kg)	**646.655**	**663.661**	**552.906**	**986.146**
Amount of Non-Hazardous Waste Generated by Type (kg)	**498.655**	**508.950**	**426.670**	**791.550**
Metal	244.350	28.300	41.350	202.700
Plastic	74.005	66.450	60.550	103.850
Paper - Cardboard	50.900	50.750	49.250	154.800
Wood	122.850	363.450	275.520	323.200
Others	6.600	-	-	7.000
Amount of Hazardous Waste Generated by Type (kg)	**147.950**	**154.711**	**126.236**	**194.596**
Contaminated Waste	31.450	21.750	17.450	12.550
Contaminated Packaging	9.950	6.550	6.400	6.950
Slag	62.350	86.600	66.310	74.700
Electronic Waste	-	2.000	-	-
Waste Battery / Accumulator	500	-	-	35.420
Medical Waste	129	111	126	126
Others	43.571	37.700	35.950	64.850

	2021	2022	2023	2024
Total Amount of Waste Sent for Disposal (kg)	**143.850**	**145.761**	**114.036**	**152.226**
Total Amount of Non-Hazardous Waste Sent for Disposal (kg)	**6.600**	**0**	**0**	**0**
Others	6.600	0	0	0
Total Amount of Hazardous Waste Sent for Disposal (kg)	**137.250**	**145.761**	**114.036**	**152.226**
Contaminated Waste	31.450	21.750	17.450	12.550
Slag	62.350	86.600	66.310	74.700
Electronic Waste	-	2.000	-	-
Medical Waste	129	111	126	126
Others	43.571	37.700	35.950	64.850

Pollution

Regulatory Compliance (Waste Management with a Zero Waste Approach, Pollution Reduction, and Prevention of Pollution Sources)

Glass Waste Recovery Efforts at Park Cam

	2021	2022	2023	2024
Total Amount of Waste Prevented from Disposal (kg)	**502.805**	**517.900**	**438.870**	**833.920**
Total Amount of Non-Hazardous Waste Prevented from Disposal (kg)	**492.105**	**508.950**	**426.670**	**791.550**
Metal	244.350	28.300	41.350	202.700
Plastic	74.005	66.450	60.550	103.850
Paper - Cardboard	50.900	50.750	49.250	154.800
Wood	122.850	363.450	275.520	323.200
Others	-	-	-	7.000
Total Amount of Hazardous Waste Prevented from Disposal (kg)	**10.700**	**8.950**	**12.200**	**42.370**
Contaminated Packaging	9.950	6.550	6.400	6.950
Waste Battery / Accumulator	500	2.000	-	35.420
Othres	43.571	37.700	35.950	64.850

	2021	2022	2023	2024
Amount of Waste Prevented from Disposal through Recycling (kg)	**502.805**	**517.900**	**438.870**	**833.920**
Amount of Non-Hazardous Waste (kg)	**492.105**	**508.950**	**426.670**	**791.550**
Preparation for Reuse	48.100	308.400	221.370	145.050
Recycling	444.005	200.550	205.300	646.500
Amount of Hazardous Waste (kg)	**10.700**	**8.950**	**12.200**	**42.370**
Preparation for Reuse	2.050	1.894	6.790	750
Recycling	8.650	7.056	5.410	41.620

- As of 2024, the company's waste recovery capacity has significantly improved, with an increased preference for environmentally friendly methods, particularly in the management of hazardous waste.
- The increase in the disposal rate of slag and other hazardous wastes presents an opportunity for improvement in terms of source reduction and the development of alternative recovery methods.
- Strengthening waste segregation, classification, and traceability systems should be a strategic priority to reintegrate recoverable hazardous wastes (particularly slag) into the circular economy.

Water and Marine Resources

Water Management

As Park Cam, we adopt a holistic approach to the protection and efficient management of water resources. We evaluate our water-related risks and opportunities through an interdisciplinary approach jointly carried out by the Environment and Sustainability, Energy, Quality, and Auxiliary Facilities Departments.

In this context;

- Within this scope, water managementstrategies are continuously improved throughpractices such as reducing the amount ofwater consumed in production processes,reusing water in operations, and recoveringtreated water.
- Risks related to water security are integratedinto the corporate risk management systemthrough regularly updated risk analyses andscenario-based assessments.
- Internal and external audits are carried outperiodically to monitor the effectiveness of watermanagement practices and to identifyopportunities for improvement.

The sustainable management of water — a limited and critical resource — is one of the fundamental pillars of Park Cam's environmental strategy. In line with this understanding, analyzing water-related risks, developing practices to reduce water consumption, and establishing long-term adaptation strategies are among the company's top priorities.

In 2023, Park Cam achieved an "A" score in the CDP Water Security Program, officially recognizing its leadership and best practices in water management at an international level.

In 2024, the company received a "B" score, primarily due to the ongoing feasibility studies for the hybrid cooling tower investment. Upon the completion of this process, the company aims to implement concrete improvements that will enhance water efficiency and regain top-level performance.Through this transparent reporting approach in the field of water management, Park Cam strengthens its accountability and acts with the awareness that water is not only an input for production but also a responsibility toward future generations. Therefore, long-term water management plans are developed and implemented by considering the impacts of climate change, water scarcity, and ecosystem preservation.

Water and Marine Resources

Water Management

In line with the ISO 14001 Environmental Management System and ISO 50001 Energy Management System, Park Cam prioritizes research and implementation of operational water efficiency projects to address global water security challenges and reduce water consumption per unit of production. Water management and efficiency are key collaboration areas between the Environment & Sustainability Department and the Utilities Department.

Located within the Bozüyük Organized Industrial Zone (OIZ), Park Cam met 99.73% of its 2024 water demand from four underground wells and 0.27% from the OIZ network supply. Water withdrawal from wells is monitored three times daily and monthly via meters, with cross-verification against consumption data on monthly water invoices.

All water withdrawals are continuously measured using meters, and the consumed water from both OIZ and wells is directed to raw water storage tanks. In addition to the main tank, the facility operates an 18-ton auxiliary tank for vehicle washing and reserve use, as well as a 1,000-ton capacity tank—fed by well water—for landscape irrigation and firefighting purposes, both equipped with outlet meters to ensure accurate monitoring.

In 2021, Park Cam began construction of its third furnace, scheduled to become operational in 2025, which will increase production capacity by 50%. Despite this expansion, the company aims to reduce total water consumption by 40% by 2030 compared to 2021 levels. This target is expected to be achieved through the implementation of a hybrid cooling tower system.

Feasibility studies have shown that the hybrid tower could reduce water use by approximately 40%, though it may lead to increased electricity consumption. To balance this, Park Cam has prioritized renewable energy projects to offset the additional energy demand. This goal—achieving significant water savings despite higher production capacity—demonstrates the company's strong commitment to resource efficiency and environmental sustainability.

Park Cam's Water Footprint Assessment was conducted in accordance with the ISO 14046:2014 standard to evaluate the environmental impacts of water use and discharge in production processes. Covering all production and utility operations within the Bozüyük OIZ under a gate-to-gate system boundary, the study included blue, green, and grey water footprint categories. Calculations were based on water consumption per ton of glass produced, using data obtained entirely from primary sources. The 2024 results were independently verified by Kiwa Certification Services Inc. with a reasonable assurance level **(see Annex 2: Water Footprint Verification Statement)**.

	2021	2022	2023	2024
Total Water Withdrawal (m^3)	104.788	109.672	108.503	121.989
Total Water Consumption (m^3)	56.446	58.100	57.050	61.773
Total Discharged Water (m^3)	46.861	51.572	52.017	59.335
Water Consumption per Ton of Molten Glass (m^3)				
Total Water Withdrawal (m^3)	0,287	0,302	0,299	0,334
Total Water Consumption (m^3)	0,154	0,160	0,157	0,169
Total Water Discharge (m^3)	0,128	0,142	0,143	0,163
Pollutant Parameters (kg/year)				
Suspended Solids *Limit Value: 24.000*	883	875	648	1.235
Chemical Oxygen Demand *Limit Value: 48.000*	3.268	2.673	2.481	1.866
Oil and Grease *Limit Value: 12.000*	479	661	429	685

Biodiversity

Park Cam recognizes that global climate change, environmental pollution, resource depletion, and increasing pressures on ecosystems pose significant threats to biodiversity. In this context, the company continues to carry out initiatives aimed at protecting natural life, in line with available resources and opportunities. According to the approved Environmental Impact Assessment (EIA) Report for its operations within the Bozüyük Organized Industrial Zone, Park Cam's activities are not expected to have any negative impact on local flora and fauna, and there are no habitats in the vicinity requiring special protection or restoration.

As a "food-contact glass packaging producer," Park Cam holds ISO 22000 Food Safety Management System and BRCGS Packaging Materials Standard certifications. Ensuring hygiene within production areas and the absence of living organisms is a top priority for product safety. Measures taken to prevent birds from entering or nesting in production zones are carefully designed to protect both product integrity and the surrounding ecosystem.

In 2024, Park Cam continued to closely monitor the Taskforce on Nature-Related Financial Disclosures (TNFD) framework, published in 2023, to strengthen its understanding and management of naturerelated risks. The company also planned new initiatives to raise awareness and generate social value in this area.

Supporting Biodiversity with Caucasian Bees

As part of its commitment to sustaining ecosystem services, Park Cam has implemented initiatives that actively support biodiversity. Bees play a vital role in agriculture by enhancing productivity through pollination while preserving plant diversity and strengthening ecosystem resilience — thereby directly contributing to the sustainability of human life.

In this context, Park Cam launched an apiculture project in April 2024, establishing seven Caucasian bee hives on its premises. Known for their resilience to cold climates and high honey yield, Caucasian bees symbolize Park Cam's dedication to environmental responsibility and harmonious coexistence with nature.

The first honey produced through these activities was shared with employees during a company lunch in August 2024, allowing everyone to collectively experience the outcome of a natural production process. This initiative not only supported biodiversity but also served as a meaningful internal communication and awareness tool, strengthening employees' connection to sustainability values.

By integrating nature-friendly practices into its operations, Park Cam continues to pursue sustainability through a holistic and inclusive approach.

Transparent Steps Enhancing the Value Chain

At Park Cam, while developing our sustainability strategy, we place great importance on enhancing our entire value chain within this framework. Given the significant contribution of the value chain in the fight against climate change, Park Cam recognizes that the holistic transformation of processes—including the advancement of sustainable procurement practices—is just as crucial as the sustainable transformation of operational activities.

For Park Cam, sustainable procurement means conducting all purchasing processes and related decisions in a way that balances the environmental and social impacts of both the company and its stakeholders with overall sustainability performance.

S2: Workers in the Value Chain

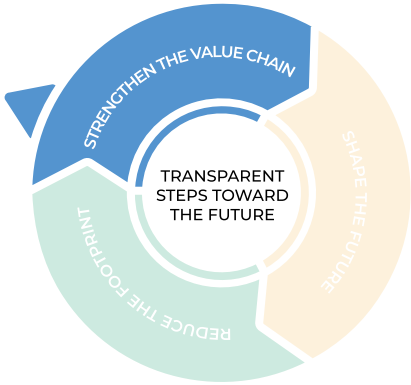
Park Cam prioritizes protecting the rights of all workers within its value chain, ensuring occupational health and safety, and promoting fair working conditions. The social compliance performance of suppliers and business partners is regularly evaluated, focusing on respect for human rights, prevention of discrimination, fair remuneration, safe working environments, and the protection of union rights. In line with its sustainable supply chain management approach, Park Cam fosters collaborations based on transparency, accountability, and continuous improvement.

E5: Resource Use and Circular Economy

Thanks to the inherently circular nature of glass, Park Cam builds on a strong foundation in this area by developing circular business models, increasing raw material efficiency, and promoting the use of cullet (recycled glass).

S4: Consumers and End-users

Customer satisfaction and user experience are among Park Cam's top priorities. The company also manages corporate information security and personal data protection processes in compliance with international standards.



At Park Cam, we make a conscious effort to include our suppliers in every aspect of our sustainability efforts, ensuring that they are active participants in our shared sustainability journey.

In line with this approach, under the theme **"Transparent Steps that Strengthen the Value Chain,"** Park Cam focuses on the following key areas:

- Circular Business Models Across the Entire Value Chain (Sustainable Value Chain and Sustainable Procurement)
- Developing a Sustainable Product Market
- Digital Transformation, Innovation, and R&D
- Customer Orientation and Customer Experience
- Information and Data Security andCorporate Memory

Employees in the Supply Chain

Developing Circular Business Models Across the Entire Value Chain(Sustainable Value Chain and Sustainable Procurement)

Park Cam believes that sustainable development can only be achieved through collective awareness and a holistic approach. Therefore, the company extends its commitment to responsible management beyond its own operations, emphasizing the integration of sustainability principles across its entire value chain. This governance approach focuses on enhancing transparency in business processes, encouraging participation in decision-making, and strengthening stakeholder engagement.

By embedding governance principles into its corporate structure, Park Cam fosters strong communication and collaboration with both internal and external stakeholders—supporting the effective implementation of sustainability strategies and contributing to long-term organizational success.

In 2024, Park Cam continued to use the following tools and practices to promote and embed its sustainability strategy across the organization:

- Supplier sustainability surveys
- Informative trainings and meetings
- Corporate website and socialmedia communications
- Social responsibility andvolunteering projects
- Supplier audits

Park Cam prioritizes sustainability criteria in its supplier selection processes, aiming to collaborate not only with technically competent partners but also with those who act with environmental and social responsibility awareness. Acknowledging the critical role suppliers play in production efficiency, product quality, food safety, environmental and energy performance, and regulatory compliance, the company places great importance on establishing mutually beneficial and long-term partnerships.

In this context, Park Cam is committed to working exclusively with reputable suppliers who adhere to ethical standards, provide safe and healthy working conditions, respect human and labor rights,protect the environment, and operate in full compliance with legal regulations.

The supplier evaluation process is carried out in line with corporate procurement procedures, based on a set of multidimensional criteria including legal compliance, product or service scope, industry experience, time and cost analysis, quality, environment, occupational health and safety (OHS), and social compliance performance.

Continuing the sustainable procurement practices launched in 2022, Park Cam maintained its efforts in 2024 with the goal of creating long-term value and contributing to shared sustainable development objectives together with its suppliers.

Led by the Procurement Department, the evaluation process includes pre-assessment, selection, performance monitoring, and auditing stages, in which environmental and social factors are actively considered. Supplier assessments focus on production technology, quality standards, international certifications, and performance in quality, environment, energy, and social responsibility areas. In environmental evaluations, factors such as the existence of environmental management systems, relevant environmental permits, and recycling certificates are taken into account.

Within the scope of social evaluations, human and labor rights, ethics and compliance practices, and adherence to the Ethical Trading Initiative (ETI) Base Code are assessed.

In 2024, Park Cam continued its sustainability-focused supplier evaluation process and conducted the Supplier Sustainability Assessment Survey, designed to evaluate key indicators related to suppliers' environmental, social, and governance (ESG) performance.Out of 108 suppliers who received the survey, 31.5% responded, contributing valuable insights to the process. Additionally, 38.2% of these responding suppliers were subjected to on-site audits.Park Cam aims to increase both the survey participation rate and the scope of on-site audits in the coming period to further strengthen its sustainable supply chain practices.

Employees in the Supply Chain

Developing Circular Business Models Across the Entire Value Chain (Sustainable Value Chain and Sustainable Procurement)

In the supply chain

93,9%

Domestic Procurement Rate

6,1%

International Procurement Rate

In 2024, 93.9% of Park Cam's procurement activities were carried out domestically, while 6.1% were sourced from abroad. Of the domestic purchases, 6.5% originated directly from the Bilecik region, maintaining consistency with previous years.

Recognizing the growing importance of responsible supply chain management, Park Cam continues to expand its sustainable procurement practices throughout its entire value chain. Within this scope, product and service providers, subcontractors, and all other business partners are defined as "Suppliers" and regarded as an integral part of the company's sustainability strategy. The goal is to build a supply system based on mutual benefit and long-term collaboration, where ESG risks are effectively managed.

Developed through the collaboration of the Ethics Committee, Sustainability, and Procurement Departments, the Park Cam Supplier Code of Conduct was finalized at the end of 2022 and has been actively implemented since 2023.

In 2024, these principles continued to be shared with all suppliers prior to contract signing, clearly outlining expectations regarding human rights, ethical business conduct, environmental protection, and anti-corruption practices.

Compliance with the Supplier Code of Conduct was formally integrated into contracts and official purchase orders, and suppliers were explicitly informed that Park Cam reserves the right to conduct audits and terminate business relationships in the event of non-compliance. Published in both English and Turkish, the Park Cam Supplier Code of Conduct remained a core component of the company's corporate procurement procedures throughout 2024, ensuring that responsible business practices are consistently upheld across the supply chain.

2024 Supply Chain Indicators

In line with its goal of building a sustainable and resilient value chain, Park Glass continued to implement its procurement strategies in 2024 with a focus on localization and economic contribution principles.

Key Indicators:

- Active Suppliers: The number of active suppliers increased by 12.3%, rising from 684 in 2023 to 768 in 2024. This growth reflects a restructuring in supplier diversity and the expansion of strategic supply relationships.
- Domestic Procurement Rate: In 2024, 93.9% of total procurement was sourced domestically — a 2.7-point increase compared to the previous year. This demonstrates Park Cam's commitment to supporting the local economy and reducing supply chain risks.
- International Procurement Rate:The share of international suppliers decreased from 8.8% in 2023 to 6.1% in 2024, indicating effective implementation of localization strategies aimed at mitigating risks related to exchange rates and logistics.
- Local Procurement Rate (Bilecik Region): Purchases from suppliers in the Bilecik region accounted for 6.5% of total procurement in 2024 — a slight increase from 2023 — underscoring ongoing efforts to promote regional development and strengthen local suppliers.

In 2024, Park Cam rebalanced its supply chain structure within the framework of geographical diversification and localization strategies. The increase in domestic sourcing and recovery in the number of active suppliers strengthened the company's economic resilience, while the rise in local procurement contributed to regional collaboration.

This trend reflects consistent progress aligned with Park Cam's principles of sustainable procurement and responsible supply chain management.

Resource Use and Circular Economy

Developing a Sustainable Product Market

> Glass, as a material that can be infinitely recycled without losing its purity or quality, enables a sustainable supply of raw materials and stands out as a key component of the circular economy model.

In the beverage industry in particular, glass packaging products play a critical role in ensuring both quality and food safety. Thanks to its inert structure, which prevents interaction with the product, glass helps reduce food waste and is considered one of the most reliable packaging materials for the planet's future.

Despite these advantages, glass production remains an energy-intensive process. To minimize its environmental impact, Park Cam continues to invest in innovation, technology-driven improvements, and process optimization, constantly enhancing its production systems through sustainable and efficient practices.

In a rapidly evolving and highly competitive global glass industry, building a sustainable product market is essential for maintaining competitive strength. In this regard, Park Cam continues to produce healthy, high-quality glass packaging that meets international standards, while focusing on environmental performance improvements such as lightweight product design and increasing cullet usage.

Sustainable product design carries strategic importance not only in manufacturing but also in brand-integrated design processes. In particular, lightweighting projects for highly carbonated beverage bottles present technical challenges due to strength limitations. Since such bottles make up a significant portion of Park Cam's production capacity, these efforts have a notable environmental impact.

Through lightweighting practices, more products can be manufactured using the same amount of energy and raw materials, leading to higher production efficiency and a reduction in the carbon and water footprint per unit of product.

This approach directly aligns with Park Cam's goals of resource efficiency and sustainable production.

In 2024, lightweighting efforts applied to 30 different products resulted in a savings of approximately 15,000 tons of glass, translating into energy savings worth around 141.5 million TL.

Another key focus area for Park Cam is the integration of cullet—glass scrap from production losses and post consumer waste into the raw material mix.

Compared to virgin raw materials, cullet melts at lower temperatures due to its pre-completed chemical structure, thus reducing energy demand.

By increasing the cullet ratio in the batch composition, fuel consumption in melting furnaces is reduced, leading to energy savings, lower natural resource consumption, and a decrease in associated carbon emissions.

Resource Use and Circular Economy

Digital Transformation, Innovation, and R&D

Since its establishment, Park Cam has maintained its innovative approach, continuing to distinguish itself at every stage of production through the expertise of its professional team. Adopting the principle of continuous improvement to ensure high-quality and safe production, Park Cam conducts its R&D activities with a holistic perspective, integrating innovation directly into its production systems.

The factory design was developed in accordance with international standards, emphasizing workplace ergonomics, energy efficiency, and environmental sensitivity. From the architectural planning stage to the layout of the machinery park, every step was managed by a team of specialists — positioning Park Cam as a leader in production infrastructure within the industry.

The main practices supporting responsible production at Park Glass include the following:

- Selection of the most suitable site based on the location of mines and customer proximity
- Placement of auxiliary facilities at the factory center in line with workplace ergonomics
- Implementation of lean production lines in accordance with the Industry 4.0 approach
- Development of unique mold cooling techniques
- Intermediate floor design enabling effective dust control
- Use of turbo compressors to enhance energy efficiency

Through these advanced systems, Park Glass can instantly monitor and control multiple parameters that directly affect product quality. Thanks to this precise planning and technological integration, the company has become one of the few glass manufacturers in the world capable of operating its furnaces at 100% efficiency.

The first two furnaces, commissioned in Bozüyük in 2013 and 2015, each with a capacity of 500 tons per day, were the world's first rear-fired furnaces at the time. This unique design significantly reduced fuel consumption per ton of glass produced.

In 2025, Park Cam successfully commissioned its third furnace, further increasing production capacity and strengthening its technological infrastructure. The new furnace represents a key investment that enhances the company's energy efficiency, production flexibility, and environmental performance, directly supporting its sustainable manufacturing goals.

Beyond its high-tech production infrastructure, Park Cam continues to develop innovative solutions in glass packaging. With its expertise in lightweight glass production, the company has achieved a strong position both in Turkey and international markets by offering products of equal quality with reduced weight, thereby contributing to resource efficiency and sustainability.

Consumers and End Users

Customer Orientation and Customer Experience

For Park Cam, customer orientation and customer experience are not only essential to business continuity but also represent core pillars of its sustainability strategy. Within the scope of the company's double materiality analysis, these topics have been identified by stakeholders as strategic priority areas.

Park Cam views customer feedback as a valuable resource not only to improve existing systems but also to identify potential issues early and foster a proactive approach. Customer satisfaction is regarded as an indicator of the successful management of the entire operational chain, from product quality and packaging to logistics and final delivery to the end consumer.

All processes are structured with a customer-centric perspective, continuously adapting to evolving expectations. Customer feedback plays a decisive role in many strategic decisions, influencing areas from supplier selection to human resources planning.

To measure satisfaction levels, Park Cam conducts a comprehensive customer satisfaction survey annually, covering all clients. The evaluation spans every stage — from production and packaging to transportation and consumer access — serving as a key feedback mechanism for the company's service quality. Aligned with the principle of "unconditional and 100% customer satisfaction," survey results are analyzed in detail and form one of the cornerstones of Park Cam's culture of continuous improvement. Each piece of customer feedback is treated as an opportunity for growth and development.

Sponsorship of the 4th International Banking Congress

Park Cam sponsored the 4th International Banking Congress, held between May 16–18, 2024, in Bilecik-Bozüyük, hosted by Bilecik Şeyh Edebali University. The congress, themed "Digital Transformation and Sustainability," brought together numerous academics, industry representatives, and experts from both national and international arenas.

The event emphasized that sustainability has become a core priority not only for the industrial sector but also for the financial sector. It highlighted the growing responsibility of businesses to fulfill their environmental and social obligations, underlining the need for the banking sector to develop policies aligned with sustainability principles.

Throughout the congress, participants shared in-depth insights on various financing models and practices that can be used by industrial companies to fund sustainability-oriented projects. Park Cam was proud to support this event, which contributed to the promotion of sustainable finance and the exchange of knowledge in this critical area.

Consumers and End Users

Customer Orientation and Customer Experience

Participation in the 29th International Eurasia Packaging Industry Fair

Park Cam participated in the 29th International Eurasia Packaging Istanbul Fair, held between October 23–26, 2024. This prominent trade platform, showcasing packaging products, food processing machinery, and equipment, continues to attract growing interest each year as a key regional meeting point that addresses the needs of both food and non-food industries.

The fair brought together decision-makers not only from Turkey but also from Central and Western Europe, the Balkans, Russia, the Caucasus, Central Asia, the Middle East, and Africa, providing participating companies with opportunities to expand their trade networks and enhance brand value.

For Park Cam, the event served as a strategic platform to closely follow industry innovations and technological advancements, explore potential collaborations, and strengthen its market presence. During the event, the company engaged with representatives from both national producers and global brands, sharing its sustainable and environmentally friendly glass packaging solutions.

Park Cam takes pride in participating in this international event, which plays a leading role in shaping the future of the packaging industry.

Ciner Glass Visit to Glasstec 2024

Ciner Glass visited Glasstec 2024, one of the most prestigious international fairs in the glass industry, held in Düsseldorf, Germany, from October 22–25, 2024. The event served as a major global platform bringing together industry leaders to showcase the latest innovations in glass production, processing technologies, automation systems, and sustainable material solutions.

During the fair, the Ciner Glass team held meetings with existing business partners and suppliers, gaining insights into the latest industry trends, advanced production technologies, and machinery systems. The visit provided a valuable opportunity for learning and collaboration, supporting the company's ongoing efforts to enhance its technological capacity and drive continuous improvement.

By closely following developments through this event, Ciner Glass reaffirmed its commitment to offering innovative and sustainable glass packaging solutions, while striving to maximize the efficiency and operational excellence of its production facilities in Turkey and Belgium.

Consumers and End Users

Information and Data Security, and Corporate Memory

According to the World Economic Forum's Global Risks Report 2024, issues such as disinformation, climate change, extreme weather events, and social polarization rank among the top global risks. This highlights the growing need to ensure both the protection of accurate information and the secure management of digital systems.

In response, Park Cam continued its efforts throughout 2024 to strengthen information security and preserve corporate memory in an era of rapid digitalization. The company's ISO 27001 Information Security Management System (ISMS) certification process has been actively maintained, supported by new investments and upgrades in software and hardware infrastructure. The process was guided by prior gap analyses, leading to the establishment of the required technical infrastructure.

To ensure secure digital operations across the company, the IT Team has assigned dedicated data storage areas for each department, which are regularly archived. Additionally, printer usage has been placed under strict control to both enhance data security and reduce paper consumption.

To raise employee awareness on information security, digital information screens have been installed throughout the facility. These screens display security bulletins, key reminders, and real-time updates. Employees can also communicate their questions and technical requests through the dedicated bidestek@parkcam.com.tr email address, which is actively monitored to ensure timely responses and system reliability.

As part of the new furnace project, Park Cam has further strengthened its digital infrastructure. Accordingly, improvements were made to key systems such as the archiving system and camera monitoring infrastructure, while processes were restructured in line with customer expectations and data security requirements.

The responsibility clauses related to the Personal Data Protection Law (KVKK) and the KVKK Compliance and Implementation Committee Regulation, which were integrated into all job descriptions in 2023, remained in effect in 2024 and continue to be fully embedded into corporate operations. Park Cam maintains its awareness-oriented approach to ensure that all employees internalize these data protection policies and obligations.

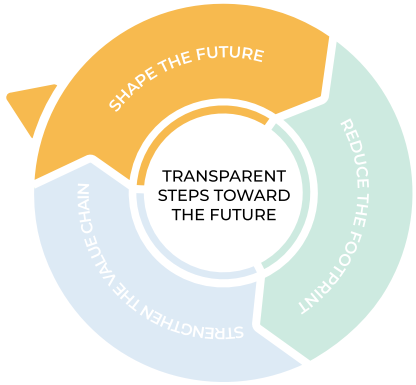
Information Security Incident Reporting

Glass is committed to safeguarding not only its own information but also the confidentiality of all stakeholder data. The company strictly prohibits the unauthorized acquisition or use of information belonging to business partners and treats confidentiality as a core ethical principle.

In line with corporate procedures, any security incident that could compromise the confidentiality, integrity, or accessibility of information must be reported immediately to the IT Department or via email to **ethics@parkcam.com.tr**. These protocols are clearly outlined in both the Park Cam Code of Conduct and the Supplier Code of Conduct, ensuring transparency and accountability across all operations.

Transparent Steps Shaping the Future

While producing safe and high-quality glass packaging, Park Cam upholds not only product excellence but also its responsibility toward its employees, consumers, and society.



In this context, the theme **"Transparent Steps Shaping the Future"**, which centers on the social dimension of sustainability, reflects Park Cam's human-centered management approach and its commitment to stakeholder expectations.

Based on the prioritization and IRO (Impact, Risk, and Opportunity) studies conducted in 2024, the identified social topics were aligned with the European Sustainability Reporting Standards (ESRS) to establish a strategic social sustainability framework. Within this scope, Park Cam views social impact management not merely as an internal responsibility but as a holistic approach that emphasizes inclusivity, fairness, and safety across the entire value chain.

Under the "Transparent Steps Shaping the Future" theme, Park Cam monitors and manages topics aligned with the following ESRS categories:

S1: Own Workforce – Employee Engagement and Well-being

Park Cam prioritizes the physical and mental well-being of its employees and implements various internal communication, development, and motivation programs to strengthen employee engagement.

S3: Affected Communities – Community Engagement and Social Contribution

Park Cam recognizes its responsibility to create positive social impact in the regions where it operates and develops projects that contribute to local communities.

Within this scope, Park Cam monitors the following social sustainability priorities under the theme **"Transparent Steps Shaping the Future",** guided by a principle of continuous improvement:

- Employee Engagement and Well-being
- Occupational Health and Safety
- Contribution to Society

Park Cam acts with consideration not only for today's workforce needs but also for future societal expectations, thereby integrating its sustainability vision with social values.

These transparent steps shaping the future serve as one of the cornerstones of the company's longterm success and corporate reputation.

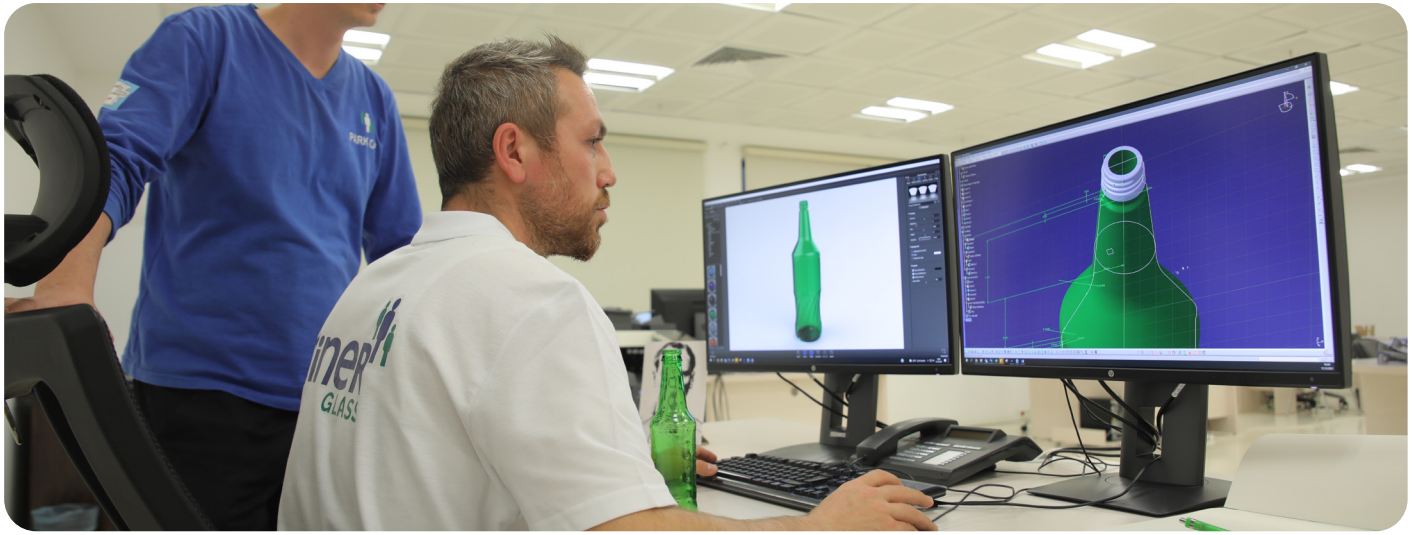
Own Workforce

Employee Engagement and Well-being

Park Cam conducts all practices related to employee rights in alignment with the regulations of its parent Holding, shaping its responsibilities around the “People First” principle. As stated in the company’s policies and procedures, all operations are carried out with respect for human and labor rights, adherence to fair employment principles, and a strong commitment to maintaining an equal, fair, and inclusive work environment.

Beyond its internal operations, Park Cam also upholds its commitment to human rights across social benefit projects and stakeholder relationships, making ethical and responsible business conduct a core component of its corporate policies. The company operates with full respect for fundamental human and employee rights, expecting its business partners to comply with the same principles. It references the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, ensuring its activities are consistent with these global standards.

Practices such as child labor, forced labor, and modern slavery are strictly prohibited within Park Cam’s operations and value chain and are not tolerated under any circumstances. This commitment is reinforced through HR recruitment controls and third-party evaluations and audits conducted by the Procurement Department, ensuring continuous compliance.



Park Cam’s human rights policies are formally embedded within the Park Cam Code of Conduct and the Supplier Code of Conduct, both of which enforce a zero-tolerance policy against informal employment, child labor, and forced labor. During the 2024 reporting period, routine inspections confirmed that no human rights violations were identified within Park Cam’s operations or among its suppliers.

Own Workforce

Employee Engagement and Well-being

As a signatory of the United Nations Global Compact, Park Cam has updated and integrated its Human Resources Policy, Social Responsibility Policy, and Ethical Work Policy into its operational framework.

Recognizing that employee engagement is a key factor in corporate success, Park Cam conducts an annual Employee Satisfaction Survey to measure engagement levels and satisfaction with workplace practices. The 2024 survey once again assessed employees' overall perception of the company and their commitment to it.

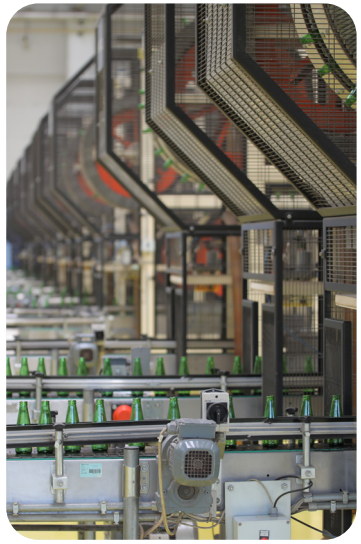
The evaluation focused on eight main areas: Sense of Belonging, Satisfaction with the Company and Working Conditions, Manager-Employee Relations, Nature and Content of Work, Internal Communication, Training System, Team Spirit, and Social Facilities and Work Environment.

2024 Employee Satisfaction Survey

Park Cam views employee satisfaction as a cornerstone of its corporate culture and prioritizes the continuous improvement of employee experience in line with its "People First" approach. In this context, the Employee Satisfaction Survey, conducted annually to create a transparent and participatory environment where employees can openly express their opinions and expectations, was successfully carried out again in 2024.

Held between August 12–30, 2024, the survey was open to all employees and gathered comprehensive feedback on internal communication, governance, managerial interaction, development opportunities, work-life balance, and working conditions. The results were analyzed in September 2024 and shared with senior management, after which improvement plans were developed for priority areas based on employee feedback.

Park Cam aims to maintain an employee satisfaction rate above 80%. In 2024, the rate was 73.2%, serving as an important indicator of areas for further improvement. Moving forward, the company remains committed to enhancing satisfaction levels by focusing on the action areas identified through employee feedback.



Successful Completion of SEDEX Audit

On March 19, 2024, Park Cam successfully completed the SEDEX SMETA follow-up audit, which was conducted unannounced by the independent audit firm SGS. During the audit, no major nonconformities were identified, and it was independently verified that Park Cam's practices in the areas of social compliance, occupational health and safety, environmental management, and ethical governance were fully aligned with SEDEX standards.

As a result of this successful audit, Park Cam has renewed its SEDEX certification, reaffirming the company's commitment to responsible supply chain management, adherence to ethical trade principles, and its continuous improvement approach.

Own Workforce

Diversity, Inclusion, and Equal Opportunity

At Park Cam, the principles of diversity, inclusion, and equal opportunity form the foundation of its corporate governance approach. Demonstrating sensitivity in protecting employee rights and complying with international conventions, Park Cam, as a signatory of the United Nations Global Compact, is committed to upholding its 10 core principles.

In line with this commitment, the company aims to promote ethical business practices and extend its equal opportunity approach throughout the entire value chain. Park Cam prioritizes ensuring that all employees—regardless of gender, age, or profession—work in an inclusive and equitable environment. The company believes that enhancing equal participation across all areas of professional life plays a crucial role in achieving a sustainable future.

Moreover, interns, viewed as the workforce of the future, are provided with meaningful learning and development opportunities. In addition, the company implements awareness-raising initiatives for employees on topics such as professional training and occupational health and safety.

Park Cam's **Human Resources Policy**, which reflects its commitment to these principles, is available on the company's corporate website.

A Strategic Step Toward Increasing Women's Workforce Participation

Positioning gender equality among its corporate priorities, Park Glass took a concrete step in 2024 to increase women's participation in the workforce. As of May 2024, the company welcomed its first female field employees to the Quality Department, marking a significant milestone.

This development not only demonstrates Park Cam's commitment to gender equality, but also represents an important turning point in the company's transition toward a diverse, inclusive, and innovative workforce structure.

Park Cam believes that empowering women in both society and the workplace is critical for sustainable development. Accordingly, the company's employment policies are based on the principle of gender equality, and female candidates who meet the required qualifications are prioritized during recruitment.

Park Cam aims to increase the number of female employees by 20% by 2030, compared to 2023 levels. As a result of efforts made toward this goal, the rate of female employment increased by approximately 18% in 2024 compared to the previous year.

The company views the promotion of women's employment as a strategic opportunity for the sustainable growth of the glass packaging industry and believes that this step will inspire other companies in the sector, encouraging greater female participation in production processes.

Own Workforce

Diversity, Inclusion, and Equal Opportunity

Compensation and Benefits

Park Cam bases all decisions in its employment processes — including recruitment, promotion, compensation, termination, training, and assignment — on the principles of equality and meritocracy. These decisions rely solely on objective criteria such as qualifications, performance, experience, and competence.

Promotion processes are carried out either internally or in coordination with group companies, taking into account expertise, industry experience, and knowledge and skills in sustainability for management-level appointments.

In terms of compensation, Park Cam follows the principle of “equal pay for equal work.” Through performance evaluation systems, the company ensures a fair and competitive compensation structure.For unionized blue-collar employees, wages and benefits are determined according to the Collective Labor Agreement (CLA), renewed every two years. For white-collar employees, salaries are set based on performance criteria and management evaluations.

For subcontractor employees, wage levels are monitored monthly to ensure compliance with social compliance standards, guaranteeing that payments remain above the legal minimum wage and aligned with local living standards. As of 2024, the lowest salary at Park Cam was 51% higher than the legal minimum wage.

Park Cam fully respects all employee rights defined by law, including retirement and maternity leave, and safeguards the rights to unionization and collective bargaining.

Currently, 63% of employees are union members, receiving wages and benefits determined under the Collective Labor Agreement (CLA).

All Park Cam employees are covered by the Social Security Institution (SGK) and also benefit from supplementary health insurance. Employees may extend this coverage to family members under a group insurance discount.

Additionally, social leaves such as maternity, bereavement, and marriage leave, as well as annual leave entitlements, are offered beyond legal requirements, contributing significantly to employee satisfaction and well-being.

Name of the Union	Turkish Cement, Ceramics, Soil, and Glass Industry Workers’ (Türkiye Çimse-İş Sendikası)
Collective Labor Agreement Date and Coverage Period	01.01.2023 - 31.12.2025
Number of Union Members and Employees Covered by the Collective Labor Agreement	377

63%

Rate of Employees Covered by Employment Contracts

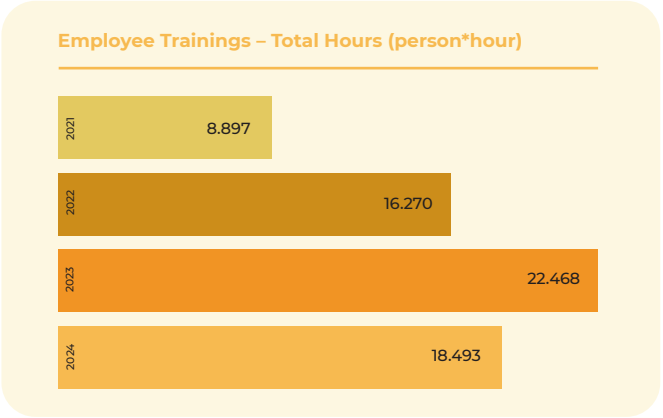
Own Workforce

Employee Training, Development, and Talent Management

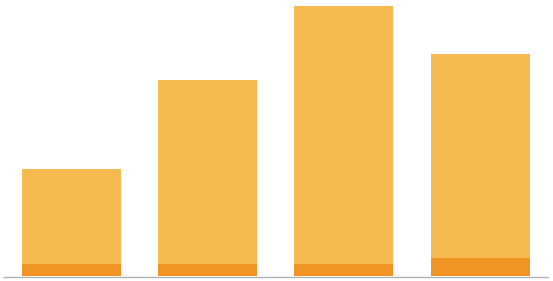
Park Cam regards its employees as one of its most valuable assets and considers supporting their individual, professional, and managerial development as a key element of sustainable success. Increasing employee engagement, fostering a culture of continuous learning, and providing an environment where individuals can realize their full potential are among the company's top priorities.

Accordingly, the training and development programs at Park Cam are structured under three main categories: personal development, professional competencies, and legally required trainings. These are further supported through on-the-job talks, information meetings, seminars, and external training services.

Throughout 2024, a total of 18,493 person-hours of training were provided to employees. The decrease in total training hours compared to 2023 was primarily due to changes in the number of employees during the year.

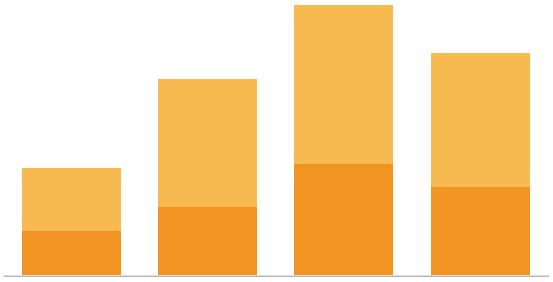


Employee Trainings – Total Hours (person*hour)



	2021	2022	2023	2024
Women	862	969	963	1.558
Men	8.035	15.301	21.504	16.935
Total	8.897	16.270	22.468	18.493

Employee Trainings – Total Hours (person*hour)



	2021	2022	2023	2024
White-collar	3.602	5.551	9.150	7.129
Blue-collar	5.295	10.719	13.317	11.364
Total	8.897	16.270	22.468	18.493

Performance Evaluation System

Since 2022, Park Cam has evaluated all its employees through the 360-Degree Performance Evaluation System. Within this framework, everyone from the General Manager to blue-collar employees participates in the process as both evaluator and evaluatee.

According to the company's 360-Degree Performance Evaluation Procedure, annual employee performance is assessed using MDK (Professional, Behavioral, and Personal) forms and Job Description Compliance Forms, evaluated through superior, peer, subordinate, and selfassessment feedback.

With the integration of the "Pusula360" software in 2023, data collection and consolidation were fully digitized, and the system remained actively in use throughout 2024. The confidentiality principle is strictly observed, and the Human Resources Department ensures that employees face no negative consequences due to their evaluations. To prevent conflicts of interest, personal relationships are considered when assigning evaluators. To ensure an impartial and fair process, a Performance Appeals Committee operates within the company. In promotion and financial reward decisions, not only performance scores but also employees' contributions to sustainability, quality, and efficiency are taken into account. Each year, during the year-end event, highperforming employees are publicly recognized and rewarded.

Own Workforce

Occupational Health and Safety

In line with its “People First” approach, Park Cam designs and manages all work areas and operational sites by effectively controlling potential risks.

Occupational Health and Safety (OHS) is addressed with an inclusive perspective, covering not only employees but also contractor and supplier personnel, interns, and visitors, and is regarded as one of the company’s core values.

At Park Cam, OHS practices go beyond legal requirements, aiming to instill a consciousness of healthy and safe living among individuals. The company strives to create a comprehensive safety culture that encompasses not only physical well-being but also mental and social health.

The OHS management structure at Park Cam includes the Occupational Health and Safety Unit, safety specialists, a company physician, an occupational nurse, a fire safety expert, and field observation teams. This structure operates in compliance with Law No. 6331 on Occupational Health and Safety and related regulations, in alignment with the Park Cam Integrated Management Systems Policy and the ISO 45001 Occupational Health and Safety Management System Standard.

The OHS Unit at Park Cam operates with a staff structure exceeding legal requirements, adopting the prevention of occupational accidents and diseases as a core corporate responsibility.

To ensure the sustainable development of a strong safety culture, a wide range of systematic OHS practices are implemented across the organization. These include OHS Committee Meetings, site inspections, dynamic risk analyses, fire safety activities, emergency drills, training programs, toolbox talks, corrective actions, safety alerts, data analyses, occupational hygiene measurements, health surveillance, hygiene audits, and food and water quality analyses.

Key OHS topics are regularly reported to senior management through Management Review Meetings, OHS Committee Meetings, Target Performance Evaluation Sessions, and Sustainability Committee Meetings,

thereby strengthening corporate awareness and commitment to occupational health and safety. Field observations, near-miss notifications, and accident analyses are evaluated within the OHS Subcommittee with active employee participation and later discussed in OHS Committee Meetings to enhance the effectiveness of risk assessment processes.

To encourage employee involvement in OHS processes, OHS representatives have been appointed in each department, and a worker representative has been designated. Additionally, to ensure the active participation of subcontractor companies, regular subcontractor OHS Committee Meetings are held, and the topics discussed in these meetings form a key part of the main Park Cam OHS Committee agenda.
wThe Near-Miss Reporting System, which has been actively implemented at Park Cam for many years, continued to operate effectively in 2024 to strengthen safety culture and prevent potential accidents.

While “hazardous conditions” and “near-miss incidents” were previously assessed together, starting in 2024, these two categories began to be monitored separately. This change allows for more detailed analyses and more effective planning of preventive actions tailored to each type of report. Starting in 2024, “hazardous condition” and “near-miss” reports began to be monitored separately, allowing for more detailed analysis and better preventive action planning.

That year, 26 near-miss reports were submitted, promptly evaluated, and addressed, with results shared with employees. Reports can be made anonymously, and confidentiality is strictly maintained.Under the OHS management system, employees are empowered to stop work and move to safety if an accident risk is present. Guided by its “People First” principle, Park Cam strictly forbids retaliation for using this right, which is regularly reinforced through OHS training and the Code of Conduct.

Own Workforce

Occupational Health and Safety (OHS)

Health Surveillance

At Park Cam, employee health surveillance extends beyond legal requirements. It is planned by the company physician based on individual health conditions and workplace risk assessments, starting from the recruitment stage. The physical and psychological suitability of candidates is assessed through a two-stage medical examination, coordinated with Human Resources, forming the foundation of the health monitoring process. Early follow-up checks after the probation period evaluate both job adaptation and the impact of work on the employee.

The frequency and scope of periodic health checks are determined by legal standards and the physician's medical evaluations, considering age, gender, health status, job risks, and individual needs. When necessary, personalized health monitoring plans are applied.

A Special Monitoring Group—including employees with disabilities, pregnant or breastfeeding women, those with chronic illnesses, and employees with repeated work accidents—is regularly followed, and their specific working conditions are shared with Human Resources to ensure a safe and supportive work environment.

Although not legally required, Park Cam provides 24/7 healthcare services through its comprehensive and professional Occupational Health Department. Employees can seek assistance from the onsite medical unit even for non-occupational health issues, and when necessary, are referred to hospitals or rehabilitation centers by the company physician.

As a facility subject to the Dust Control Regulation of 2013, Park Cam monitors employees' respiratory health using methods defined by the regulation. The company recognizes silicosis, caused by crystalline silica exposure, as an occupational disease, and upholds a transparent, reliable, and proactive health management approach in this area.

Additionally, food safety and hygiene practices are regularly inspected under the supervision of a food engineer and company physician, ensuring employees' access to safe food and water.

The employee transportation service, managed in collaboration with subcontractor firms, is also overseen by the Occupational Health and Safety Departments of Park Cam, ensuring vehicle safety, comfort, and driver health compliance.

Park Cam OHS Performance

	2021	2022	2023	2024
Number of Fatal Accidents	**0**	**0**	**0**	**0**
Total Number of Recorded Accidents Regardless of Lost Time)	3	1	13	8
Number of Lost Days*	1	46	319	338
Accident Frequency Rate**	2,63	0,82	10,54	6,978
Accident Severity Rate***	0,303	0,006	1,941	2,211
Accident Probability Rate	494,2	154,8	2015,5	1349,07
Number of First Aid Cases	3	6	5	6
Number of Occupational Diseases	0	1	1	0
Number of Near-Miss Cases	47	106	61	26
Number of Hazardous Conditions	47	106	61	40
Number of Drills Conducted	15	23	34	40

** Accident Frequency Rate: (Total Number of Accidents / Total Person-Hours Worked) × 1,000,000- ** Accident Severity Rate: (Total Number of Lost Days Due to Accidents / Total Person-Hours Worked) × 1,000- *** Accident Probability Rate: (Total Number of Accidents / Total Number of Employees) × 100,000

Subcontractor OHS Performance

	2021	2022	2023	2024
Number of Fatal Accident	**0**	**0**	**0**	**0**
Total Number of Recorded Accidents (Regardless of Lost Time)	4	-	3	1
Number of Lost Days	26	-	2	5
Accident Frequency Rate	19,56	-	20,84	29,43
Accident Severity Rate	0,950	-	0,104	0,147

Own Workforce

Occupational Health and Safety (OHS)

OHS Risk Management

Park Cam not only provides its employees with the mandatory trainings required by law, but also organizes in-person training programs designed to support their professional development. Through on-site inspections and work environment assessments, potential hazards and unsafe behaviors are identified, and necessary corrective actions are promptly implemented. These practices are carried out in a comprehensive manner, covering not only Park Cam employees but also the personnel of subcontractor companies working within the facility.

In 2024, risk analysis studies were reviewed and revised through department-specific meetings held with each unit individually. Additionally, Park Cam management conducted on-site inspections related to the completed risk assessments. For each identified hazard, intervention methods were evaluated at the source, environmental, and individual levels. Periodic inspections and scheduled maintenance of work equipment were carried out regularly. The company also conducted environmental and personal exposure measurements as well as hygiene audits in the field. Near-miss incidents were reported to the relevant departments, and corrective actions were implemented promptly. Following any incident, analysis meetings were organized to determine root causes and to establish preventive measures aimed at avoiding recurrence.

Park Cam also adopts a proactive approach to fire safety. Regular fire risk analyses and emergency drills are conducted across the facility to enhance employee awareness. Throughout 2024, hands-on fire extinguishing training sessions were carried out, further strengthening fire safety awareness and preparedness among employees.

To ensure preparedness for emergency situations, Park Cam has established an Emergency Coordination Center (ACOM) equipped with advanced technological infrastructure, including camera systems, satellite phones, sirens, and announcement systems, to respond effectively to potential crisis scenarios. For volunteer employees, the Occupational Safety Department conducted earthquake awareness trainings, while the company physician provided first aid training sessions to strengthen overall emergency readiness.

To minimize the risk of malfunctions or operational interruptions in machinery and equipment within the facility, Park Cam implements preventive maintenance programs effectively and consistently. This proactive approach covers all systems, devices, and equipment related to Occupational Health and Safety (OHS). Within the framework of corporate risk management, the activities of the OHS units are also continuously developed and aligned with this approach.

The OHS management system of Park Cam is audited annually, both through internal inspections and by independent auditing organizations. These audits not only ensure ongoing system improvement but also contribute to the widespread adoption of a strong safety culture throughout the organization.

Own Workforce

Occupational Health and Safety (OHS)

OHS Trainings

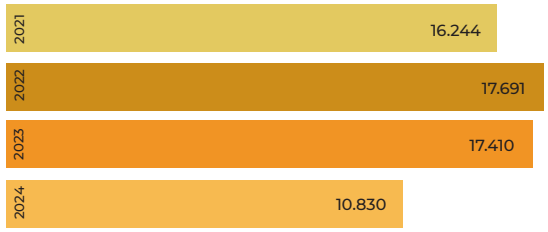
At Park Cam, the Occupational Health and Safety (OHS) training program is structured in accordance with legal regulations, the requirements of the ISO 45001 OHS Management System, and internally identified organizational needs. The training process begins with an orientation session during an employee's first week, followed by on-site training specific to their assigned work area and periodic OHS refresher courses conducted at regular intervals.

Information screens located throughout the factory serve as an effective communication tool for delivering OHSrelated announcements and updates quickly and efficiently to employees.

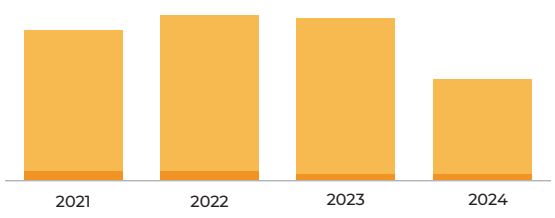
Technical trainings such as working at heights, working in confined spaces, general health and first aid are delivered in person by occupational safety specialists and the company physician. In 2024, a total of 10,830 person-hours of OHS training were conducted. The variation in total training hours compared to the previous year resulted from certain first aid and technical courses—typically provided every two or three years—not being scheduled in the 2024 training calendar. Employees of subcontracted security service providers are also included in the training program, and they are required to complete 16 hours of OHS training annually.

Adopting an approach that goes beyond legal compliance, Park Cam conducted various awareness and educational activities throughout 2024. In addition to mandatory OHS trainings, the company organized earthquake awareness sessions, first aid courses, chronic disease awareness sessions, and fire safety trainings to further enhance the health and safety culture among all employees.

OHS Trainings – Total Hours (person*hour)

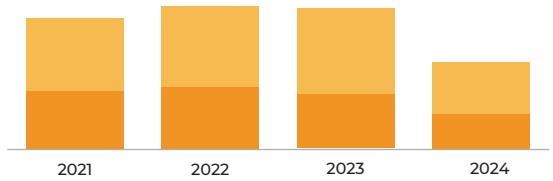


OHS Trainings – Total Hours (person*hour)



	2021	2022	2023	2024
Women	870	909	641	548
Men	15.374	16.782	16.769	10.282
Total	**16.244**	**17.691**	**17.410**	**10.830**

OHS Trainings – Total Hours (person*hour)



	2021	2022	2023	2024
White-collar	7.167	7.652	6.792	4.181
Blue-collar	9.077	10.039	10.618	6.649
Total	**16.244**	**17.691**	**17.410**	**10.830**

The blood donation campaign organized in collaboration with the Turkish Red Crescent (Kızılay) and the partnership with the Foundation for Children with Leukemia (LÖSEV) were among the key initiatives aimed at raising awareness among employees about health and social solidarity.

In addition, ergonomic risk factors for office employees were integrated into the 2024 risk assessment studies. Within this scope, an informational brochure on office ergonomics was prepared, and the topic was incorporated into both the OHS training materials and the consultations conducted by the company physician with employees.

2024 Fire, Evacuation, and Earthquake Drills

Park Cam regards Occupational Health and Safety (OHS) as an integral part of all its operations and adopts an inclusive OHS approach that encompasses all stakeholders on-site. This approach, which covers employees, subcontractor personnel, interns, suppliers, and visitors, is considered one of the core corporate values of Park Cam.

In line with this understanding, the annual fire, evacuation, and earthquake drills were successfully conducted in August 2024. These drills aimed to enhance emergency preparedness, strengthen coordination in potential risk scenarios, and raise awareness levels among all stakeholders.

Park Cam continues to reinforce its commitment to providing a safe working environment through proactive preventive practices and maintains its focus on continuous improvement in OHS performance.

Affected Communities

Contribution to Society

Social contribution is a broad concept encompassing all activities and services carried out for the benefit of society and aligns with the understanding of sustainability as a state of “well-being for all.” Located in the Bozüyük Organized Industrial Zone, Park Cam operates without direct interaction with the local population; however, it proactively works to anticipate and prevent potential social and environmental impacts in the region while enhancing its positive effects.

Park Cam shapes its community investments and social responsibility initiatives in social, cultural, and regional infrastructure areas based on the priorities and needs of the local community, ensuring effectiveness through active and two-way stakeholder dialogue.

Throughout 2024, the company maintained collaborations with various public institutions, non-governmental organizations, and local authorities to strengthen the impact of its community contribution activities, aiming to support regional development. Considering the demographic and socioeconomic characteristics of the Bozüyük/Bilecik region, where the factory is located, Park Cam is recognized as a significant source of local employment. Accordingly, supporting local labor remained a priority in recruitment processes during 2024.

Sports Complex for Regional Village Schools

Park Cam places great importance on projects that support social and community development in the regions where it operates. In line with this vision, two major sports infrastructure projects were implemented in 2024 to contribute to the physical and social development of young people.

Within the Bilecik province, a basketball and volleyball court was established at a village school, providing students with a safe and modern environment to engage in sports activities. In the same year, a social sports complex was completed in collaboration with the Bozüyük Municipality.

The complex, which includes basketball and volleyball courts, facilitates public access to sports and helps promote healthy lifestyle habits among the local community.

Through such initiatives, Park Cam continues to strengthen its ties with the community and contribute to enhancing social well-being in the regions where it operates.

Participation in the Sustainability Summit

On March 2, 2024, Park Cam participated as a speaker in the Sustainability Summit organized by the Environmental and Sustainability Club of Eskişehir Technical University.

The summit was designed as a platform to approach sustainability from a holistic perspective, addressing not only its environmental aspects but also its economic and social dimensions.

The event brought together many experts and professionals, who shared best practices in sustainability, successful corporate initiatives, and responsibility areas for the future, fostering an exchange of knowledge and experience.

Park Cam expressed great satisfaction in contributing to the promotion of sustainability awareness among younger generations and in engaging with future engineers and managers to share insights that strengthen their professional motivation and environmental consciousness.

Affected Communities

Contribution to Society

Participation in University Career Days

In March 2024, Park Cam participated in two major university events to connect directly with young talents, share industry knowledge, and present career opportunities to students. Within this scope;

- on March 7–8, 2024, Park Cam participated in the Hacettepe University Career Days.
- and on March 15–16, 2024, Park Cam participated in the Middle East Technical University (METU) Career Days

At both events, which hosted over 150 companies, students had the opportunity to interact directly with potential employers and learn about internship and employment opportunities. Meanwhile, participating companies were able to introduce their organizations and engage one-on-one with young talent.

By taking part in these events, Park Cam aims to strengthen university–industry collaboration, connect with future professionals, and contribute to society by supporting young people in their career journeys.

J une 5 – World Environment Day: BUİKAD “Why Green Transformation” Event – Speaker Participation

On June 5, 2024, in celebration of World Environment Day, Park Cam participated as a speaker in the event titled “Why Green Transformation,” organized by the Green Future Commission of BUİKAD – Bursa Businesswomen and Managers Association.

The event explored in depth the global significance of climate change, its impact on daily life, the key role of women in the green transition, and the effects of the climate crisis on agriculture, water resources, and natural ecosystems. Participants engaged in discussions and shared knowledge and experiences related to sustainable development, environmental responsibility, and social awareness.

During the session, Park Cam emphasized that environmental responsibility is embraced at the corporate level through projects conducted in line with the principles of natural resource conservation and sustainability. The company underlined its commitment to supporting transformation across both industry and society, and by contributing to such platforms, it continues to promote and expand environmental awareness.

5th International Eskişehir Half Marathon – Participation on Behalf of LÖSEV

On August 25–26, 2024, Park Cam participated in the 5th International Eskişehir Half Marathon together with its volunteer employees, representing the Foundation for Children with Leukemia (LÖSEV). The event was organized in cooperation with the Turkish Athletics Federation and the Eskişehir Metropolitan Municipality.

Starting from the Sazova Science, Culture, and Art Park, the marathon brought together approximately 3,000 amateur and professional athletes from across Türkiye, featuring races in 21K and 10K categories.

Park Cam volunteers took an active role in the marathon to raise awareness for children with leukemia and adult cancer patients, bringing the spirit of social responsibility onto the field. In line with its commitment to supporting projects that generate social benefit, Park Cam expressed great pride in being part of a movement of goodwill within this international event.

Affected Communities

Contribution to Society

From February 19–21, 2024, Park Cam participated in Gulfood 2024, one of the world's largest food and beverage supply fairs, held at the Dubai World Trade Centre. The event brought together over 5,500 participants and visitors from more than 190 countries, spread across 24 exhibition halls, and addressed numerous critical topics concerning the future of the global food supply chain.

Key themes of the event included the transition from linear to circular food systems, investment and financing opportunities, technology-driven digital transformation, innovation-focused approaches, and food safety and transparency. Throughout the exhibition, Park Cam took an active role in discussions and panels focused on redesigning global food systems through a sustainability perspective.

Participating in this significant platform—bringing together leading manufacturers, distributors, and suppliers in the food industry—offered Park Cam an important opportunity to strengthen collaborations with international stakeholders and to closely follow developments and trends within the sector.

Participation in the Glass Industry Workshop

On February 16, 2024, Park Cam participated in the Glass Industry Workshop organized by the Cement, Glass, Ceramics, and Soil Products Exporters' Association. The workshop, held in Ankara, brought together key figures including Mr. Seyit Ardıç, Chairman of the Ankara Chamber of Industry (ASO); Mr. Alper Eriten, Head of the Department of Chemicals, Soil, and Health Industries at the Ministry of Trade's Directorate General of Exports; Mr. Tansu Kumru, Vice President of the Association; and numerous representatives from companies operating in the sector.

During the workshop, discussions focused on the impact of high energy costs on exports, structural issues affecting the competitiveness of the industry, and potential solution strategies. As emphasized by ASO Chairman Mr. Seyit Ardıç, it was noted that industrialists in Türkiye indirectly support households through energy subsidies, while high energy tariffs applied to the industrial sector negatively affect export performance.

Park Cam expressed its satisfaction in taking part in this workshop, where strategies to enhance the export potential of the Turkish glass industry, sectoral priorities, and collaborative public–private solutions were comprehensively evaluated.

Participation in the MASUDER Board Meeting

On May 21, 2024, Park Cam participated in the Mineral Water Producers Association (MASUDER) Board Meeting, held at Kristal Sapanca facilities and hosted by Kristal Kola ve Meşrubat Sanayi Ticaret A.Ş. MASUDER, which operates with the aim of supporting the development of the mineral water sector in Türkiye, strengthening collaboration among its members, and ensuring the sector's sustainable advancement at a contemporary level, provided an important platform that brought together key industry stakeholders through this meeting.

During the session, participants discussed planned communication campaigns to increase mineral water consumption, proposed amendments to the association's bylaws, and principles and procedures related to the implementation of the deposit management system. Additionally, ideas were exchanged regarding the sector's priorities for the upcoming period. By taking part in such multi-stakeholder platforms, Park Cam continues to contribute to sectoral development and to offer sustainable solutions specific to glass packaging.

Affected Communities

Contribution to Society

Participation in the Bilecik Science Festival – Glass Painting Workshop

In 2024, Park Cam contributed to the “Bilecik Science Festival under the Light of the Century of Türkiye”, an event organized to encourage the participation of younger generations in scientific and creative activities. As part of the festival, Park Cam supported and took an active role in the Glass Painting and Decoration Workshop. The company donated glass bottles for the event and engaged directly with students during the glass painting sessions.

This participation reflects Park Cam’s commitment to social responsibility and its emphasis on education, creativity, and environmental awareness among younger generations. Through the workshop activities, the recyclability and sustainability potential of glass were highlighted, while fostering artistic and environmental sensitivity among the participants.

By taking part in such community-oriented social responsibility projects, Park Cam continues to strengthen its contribution to sustainable development and its connection with society.

Sponsorship Participation in ÇEVŞEN’24 Environmental Festival

On May 18, 2024, Park Cam supported the ÇEVŞEN’24 Environmental Festival organized by the Environmental and Sustainability Club of Eskişehir Technical University under the slogan “Our Future is Green, Our Decision is Sustainability.” Celebrating its 11th edition, the event brought together over 8,000 participants, evolving into a large-scale organization aimed at raising awareness on sustainability.

During the festival, participants were informed about sustainable lifestyles, the importance of recycling, energy efficiency, and environmentally friendly technologies. The event also featured nature walks, tree planting activities, recycling themed workshops, and project presentations, all designed to increase participants’ environmental awareness.

Park Cam took great pride in contributing to the growth of environmentally conscious future generations and in supporting young people on their career journeys. In line with its corporate commitment to sustainability, the company continues to support such social responsibility projects that promote environmental awareness and collective well-being.

Leukemia Awareness Day Event

Recognizing public health support and social solidarity as part of its corporate priorities, Park Cam hosted the Foundation for Children with Leukemia (LÖSEV) at its factory on Tuesday, October 15, 2024. As part of the event, a “LSV Shop” stand was set up, showcasing handcrafted products made by the mothers of children diagnosed with leukemia under LÖSEV’s care. Employees actively participated and supported this meaningful awareness initiative.

On the same day, an informative seminar was held to highlight LÖSEV’s 25-year-long journey, its areas of activity, and its efforts to raise social awareness about leukemia and cancer. Employees attending the seminar had the opportunity to gain detailed insight into the foundation’s social responsibility projects and its work in combating the disease.

Through this event, Park Cam expressed its satisfaction in supporting LÖSEV and contributing to its goal of fostering social awareness and sensitivity among its employees.

Annexes

Annex 1: Carbon Footprint Verification Statement

VERIFICATION

kiwa

CORPORATE CARBON FOOTPRINT VERIFICATION STATEMENT

PARK CAM SAN. VE TİCARET A.Ş.

Bozüyük Organized Industrial Zone 3. Cadde No:12 Bozüyük / Bilecik / Türkiye

In the scope of

GLASS PACKAGING PRODUCTION

GHG EMISSIONS

Scope 1	161,232.46	t CO_{2e}
Indirect Emissions		
Scope 2	51,400.09	t CO_{2e}
Scope 3	159,270.43	t CO_{2e}
Removal	0	t CO_{2e}
Assurance level: (Limited assurance level)	%93	
Uncertainty	%7	

Certificate No. : SUS-20254
Verification Period : 01.01.2024-31.12.2024
Certificate Date : 25.06.2025

Kiwa Belgelendirme Hizmetleri A.Ş.
İTOSB 9. Cadde No: 15 Tepeören Tuzla
İstanbul / Türkiye

Tel: + 90 216 593 25 75
Faks: + 90 216 593 25 74
info@kiwa.com.tr
www.kiwa.com.tr

Certificates are valid provided that periodic interim audits are successfully completed. For detailed information, please contact the numbers above.

Annex 2: Water Footprint Verification Statement

VERIFICATION

kiwa

WATER FOOTPRINT VERIFICATION STATEMENT

PARK CAM SAN. VE TİCARET A.Ş.

Bozüyük Organized Industrial Zone 3. Cadde No:12 Bozüyük / Bilecik / Türkiye

In the scope of

GLASS PACKAGING PRODUCTION

Blue Water Footprint:	122,320.00 m3 /year
Green Water Footprint:	29,570.23 m3 / year
Grey Water Footprint:	34,253.93 m3 / year
Water Wells Freshwater:	121,989.00 m3 / year
Borsab Freshwater:	331.00 m3 / year
Total Freshwater:	122,320.00 m3 / year
Evaporating Water:	61,773.37 m3 / year
Water Discharged:	59,334.60 m3 / year
COD:	1,865.89 kg/ year
Suspended Solids:	1,234.89 kg/ year
Oil And Grease:	685.08 kg/ year

Certificate No. : SUS-20255
Verification Period : 01.01.2024-31.12.2024
Certificate Date : 25.06.2025

Kiwa Belgelendirme Hizmetleri A.Ş.
İTOSB 9. Cadde No: 15 Tepeören Tuzla
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Tel: + 90 216 593 25 75
Faks: + 90 216 593 25 74
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www.kiwa.com.tr

Certificates are valid provided that periodic interim audits are successfully completed. For detailed information, please contact the numbers above.

Annex

Annex 3: Stakeholder Participation List

Stakeholder Groups	Communication Method	Communication Frequency	Stakeholder Expectations
Employees	General announcements and newsletters, Training sessions, Meetings, Internal audits, Seminars, Ethics reporting channels and complaint mechanisms, Suggestion and incentive programme, Employee engagement and satisfaction survey, 360-degree performance appraisal system, Social benefit and volunteer activities, Park Cam Code of Conduct and training programme, Corporate website, Social media channels, Sustainability and CDP reports	Regular	Ensuring communication of company policies, procedures and objectives and raising awareness of management systems, Recognition, Incentive and reward systems, Respect for human rights, Employee rights and satisfaction, Employee training and development, Talent management and career planning, Performance evaluation, Ethics and compliance issues, Environment, OHS and sustainability issues, Employee participation in projects such as social responsibility, volunteering and biodiversity.
Partners (Customers, Suppliers, Subcontractors, Manufacturers, Joint Ventures, Third-Party Service Providers, Consultants, etc.)	Visits, Industry meetings, Trade fairs, Meetings, Audits, Written and visual promotional documents, Relevant forms and specifications, Ethics reporting channels and complaint mechanisms, Park Cam Supplier Code of Conduct, Supplier Sustainability Survey, Sustainability and CDP reports, Customer satisfaction surveys, Corporate website, Social media channels, Social benefit projects	Regular and Periodic	Work carried out under the service contract, Business partners' experience, Marketing activities, Design activities, Shipping, level of development of the logistics network, Sales technical support, Customer satisfaction and complaint handling, Evaluation and response to customer complaints, Information flow within the food chain, Legal conditions and regulatory changes affecting customers, Future plans, Supply of raw materials, packaging and glass cullet, Product and service quality, Environmental, OHS and sustainability issues, Cooperation in social responsibility, volunteering and biodiversity projects, etc., Employee training and development, Supplier development programmes, Ethics and compliance issues, Creating and implementing innovation and technology projects
Shareholders	General assembly meetings, Visits, Periodic briefings, Written and visual promotional documents, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Park Cam Supplier Code of Conduct, Sustainability and CDP reports	At Regular Intervals	Monitoring and reporting of economic and operational performance, Ethical and compliance issues
Group Companies	Visits, Meetings, General announcements and newsletters, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Park Cam Code of Conduct and Supplier Code of Conduct, Sustainability and CDP reports, Joint project work	Regular	Work covered by the service agreement, Environmental and sustainability issues, Cooperation in social responsibility and volunteer projects, Ethics and compliance issues, Future plans
Competitors	Visits, Sectoral meetings, Trade fairs, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Sustainability and CDP reports	At Regular Intervals	Market share situation, Fair competition, Success in competition, Ethics and compliance issues
End User	Customer-mediated social events, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Sustainability and CDP reports	When Required	Satisfaction, Reliable information flow, Transparency, Awareness, Ethics and compliance issues
Public Institutions and Organisations (Governments, Local Authorities, Universities and Academic Institutions, Industry Groups, etc.)	Surveys, Conferences, Seminars, Trade fairs, Visits, Industry meetings, Audits, Official correspondence, Corporate memberships, Park Cam Supplier Code of Conduct, Ethics reporting channels and complaint mechanisms, Sustainability and CDP reports, Career days, University club and community events, Internship and mentoring programmes, Social benefit projects	Regular	Compliance with laws, External audit, Investment projects, Innovation and technology projects, Document and document renewal applications and permits, Certificate/course applications and processes, Ethics and compliance issues, Collaboration on projects such as social responsibility, volunteering and biodiversity.
Neighbouring Organisations	OSB meetings, Factory visits, Social events, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Sustainability and CDP reports	Periodic	Social events, Sharing of resources, Ethical and compliance issues
Trade Union	Union representation and collective bargaining agreements, representation meetings, Factory visits, Ethics reporting channels and grievance mechanisms, Park Cam Code of Conduct and Supplier Code of Conduct, Sustainability and CDP reports	Periodic	Employee rights and satisfaction, Ethics and compliance issues
Social Stakeholder Groups (Local Communities, NGOs, Media)	Project partnerships, Corporate memberships, Participation in conferences, seminars and trade fairs, Prioritisation analysis surveys, Corporate website, Social media channels, Ethics reporting channels and complaint mechanisms, Park Cam Supplier Code of Conduct, Sustainability and CDP reports, Social benefit projects and volunteering activities	Regular	Products and services provided, Marketing and promotional campaigns, Sustainability performance and news, Ethics and compliance issues, Environment, health and safety, and sustainability issues, Collaboration on social responsibility, volunteering, biodiversity, and similar projects

Annex

Annex 4: Park Cam Sustainability Goals

Strategic Focus Areas	Related ESRS	Current Status Comp. to the Base Year	Actions	Targets	İlgili SKA
Transparent Steps that Reduce the Footprint	E1 Climate Change	A 3% reduction was achieved in the total Scope 1 and Scope 2 emissions per ton of melted glass.	Increasing Cullet Ratio, Solar Energy, Solar Panels, Wind Energy, and Energy Generation from Waste Heat (ORC)	Park Cam aims to reduce total Scope 1 and Scope 2 greenhouse gas emissions per ton of melted glass by 22% by 2030, compared to the 2021 base year.	
	E1 Climate Change	A 2.4% reduction was achieved in Scope 1 emissions, and a 4.7% reduction was achieved in Scope 2 emissions per ton of melted glass.	Increasing Cullet Ratio, Solar Energy, Solar Panels, Wind Energy, and Energy Generation from Waste Heat (ORC)	By 2030, compared to the 2021 base year, Park Cam aims to achieve a 17% reduction in Scope 1 emissions and a 35% reduction in Scope 2 emissions per ton of melted glass.	
	E1 Climate Change E5 Resource Use and Circular Economy	An 11.22% increase was achieved in the cullet (recycled glass) usage rate.	Increasing the Cullet Ratio	Park Cam aims to increase the total cullet (recycled glass) usage rate to 35% by 2030, in line with its environmental and energy objectives	
	E2 Pollution E5 Resource Use and Circular Economy	Product trials are ongoing.	Recycled Material Usage Rate, Supplier Recycled Material Tonnage	By increasing the tonnage of recycled materials requested from suppliers by 30%, Park Cam aims to ensure that 30% of all packaging materials used in its packaging process contain recycled content by the end of 2025. Furthermore, by 2030, the company targets making 50% of the plastic packaging used for its products reusable or recyclable.	
	E3 Water and Marine Resources	A 9% increase in water consumption was recorded due to the construction activities related to the third furnace investment.	Hybrid Cooling Tower	The company aims to reduce total water consumption across the entire plant by 40% by 2030, compared to the consumption level recorded in 2021.	
Transparent Steps that Strengthen the Value Chain	S2 Workers in the Value Chain	38% of suppliers have been subject to audits.	Supplier Sustainability Development Program (Tier 1 & Tier 2)	It is aimed to conduct Supplier Sustainability Audits for all approved suppliers by 2030.	
	S4 Consumers and End Users	Work has been carried out on 30 products.	To optimize product designs and carry out lightweighting studies for at least three mass-produced products.	It is aimed to produce lighter glass packaging products with the same level of quality.	
	E5 Resource Use and Circular Economy	It is in the planning stage.	Increasing the rate of digitalization	It is aimed to fully digitalize administrative process management by 2030.	
Transparent Steps that Shape the Future	S1 Employee Engagement and Well-being	The Accident Severity Rate increased by 14% compared to 2023.	To reduce the Accident Severity Rate by 5% compared to 2023.	It is aimed to reduce the Accident Severity Rate by 5% compared to 2023.	
	S1 Employee Engagement and Well-being	A total of 6,731 person-hours of training were provided to employees, excluding legally required trainings.	To ensure that all employees receive at least 1,200 person/hours of training annually, excluding legally required trainings.	It is aimed to ensure that all employees receive at least 1,200 person-hours of training each year, excluding legally required trainings.	
	S1 Employee Engagement and Well-being	The employee satisfaction survey result was 73.2%.	To ensure that the Employee Satisfaction Survey score does not fall below 80%.	It is aimed to maintain the Employee Satisfaction Survey score at no less than 80%.	
	S1 Employee Engagement and Well-being	There was an 18% increase in female employment compared to 2023.	To revise recruitment procedures to include positive discrimination, giving priority to female candidates in new hires.	It is aimed to increase female employment by 20% by 2030, compared to 2023.	

Annexes

Annex 5: Park Cam ESG Risks and Opportunities

Risk	Risk Disclosure	Opportunity Created by the Relevant Risk	Time	Stakeholder Expectations	Park Cam's Approach and Activities	Related SKA	Related KPI	Relevant Strategy Branch
Reputation Risks	It refers to the potential risks that the business may face if its reputation is damaged or negatively affected. It can cause financial losses and long-term damages due to the effects on customer trust, business relationships and brand value.	All corporate sustainability efforts carried out in terms of managing reputational risks create opportunities to attract talent, score high in sustainability indices and meet customer expectations.	Long	• Institutions are expected to review their business practices and take necessary actions (such as combating the climate crisis, decarbonization) in a way that will contribute to country and world goals and international developments (such as Net zero, Paris Agreement). • Meeting the requirements expected in signed international agreements such as UNGC • Reasons such as quality, food safety, hygiene, sustainability, compliance or meeting changing customer expectations • Increase in customer satisfaction • To provide innovative, circular economy and sustainable products that meet customer demands in developing market conditions. • Embedding ethical behavior into the corporate culture • Corruption, anti-bribery and internal transparency policies	• Providing services in compliance with all relevant national and international laws and regulations and internationally accepted ethical values, adhering to ethical and responsible business conduct, and carrying out active work with organizations of which we are a member. • Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years • Risk management, control and audit mechanisms • Company values, policies and ESG approach • Sustainability and CDP reporting, UNGC Communication on Progress Reporting • Successfully passing national and international customer and third party audits • Product lightweighting and LCA studies within the scope of innovation studies • Studies carried out to increase the usage rate of cullet, establishment of BİRCAM Foundation to contribute to glass recycling activities on a national scale, and BİRCAM Foundation activities carried out within the scope of the pilot project		All KPI's	**Transparent Steps that Reduce the Footprint** **Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**
Legislative Risks Related to Climate Change Mitigation (Transition Risks)	It includes the cost and compliance challenges of complying with regulations such as reducing carbon emissions, improving energy efficiency, and sustainability reporting requirements.	If transition risks are managed well, an advantage will be achieved in a competitive environment. In addition, clarification of the decarbonization journey provides advantages in possible taxation processes.	Medium Long	• Compliance with legal risks developing within the scope of the EU Green Deal and the EU Emissions Trading System • Meeting regulatory risks, including legal regulations that may come to the fore regarding Turkey's ratification of the Paris Agreement and Turkey's adaptation to the 2053 climate target. • Decarbonization strategies and practices • Expectation of transparency in Sustainability Reporting • Setting Science-Based Targets	• Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years • Company values, policies, ESG approach and objectives • Sustainability and CDP reporting, UNGC Communication on Progress Reporting ·Greenhouse gas report (MRV) submitted to the Ministry every year • Carbon and water footprint calculation and renewable energy evaluation and feasibility studies • Ministry report verification and audit processes, third-party carbon and water footprint verification processes		Reduce Scope 1 + Scope 2 emissions per ton of molted glass by 22% 40% reduction in water consumption Increasing the cullet glass rate to 35%	**Transparent Steps that Reduce the Footprint** **Transparent Steps that Shape the Future**
Market Risks	It refers to the uncertainty and difficulties that may be encountered in the sale of products and services due to changes in customer demands, increased competition, price fluctuations and changes in sectoral trends.	Expanding the supplier portfolio increases the ability to respond quickly to sudden and unexpected customer demands and use competitive advantage.	Medium Long	• Meeting the increasing demands of customers and other stakeholders from companies to review, evaluate and report ESG-related risk and opportunity analyses. • Park Cam carries out its export activities to large companies on an international scale • Meeting the increasing demands of customers and being competitive • Ability to provide lightweight products with a high recycling rate within the industry • Increasing the rate of glass cullet used in production • Successful completion of increasing evaluation questions and examinations related to climate crisis risks in the financing process of financial rating agencies.	• Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years • Company policies, approach and ESG strategy • Sustainability and CDP reporting, UNGC Communication on Progress Reporting • Producing glass packaging, which is one of the healthy and environmentally friendly product options. • Product lightweighting and LCA studies within the scope of innovation studies • Park Cam has gained a reputation among both national and international companies in its sector for offering the most innovative and quality products • Studies carried out to increase the usage rate of cullet, establishment of BİRCAM Foundation to contribute to glass recycling activities on a national scale, and BİRCAM Foundation Activities carried out within the scope of the pilot project		All KPI's	**Transparent Steps that Reduce the Footprint** **Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**

Annex 5: Park Cam ESG Risks and Opportunities

Risk	Risk Disclosure	Opportunity Created by the Relevant Risk	Time	Stakeholder Expectations	Park Cam's Approach and Activities	Related SKA	Related KPI	Relevant Strategy Branch
Technological Risks	It refers to the possibility of losing competitive advantage or experiencing efficiency and security problems due to rapid technological changes, cyber security threats and obsolete technologies.	All new technologies ensure that information security requirements are met, increased digitalization increases efficiency and prevents waste of resources. In addition, we have the opportunity to be prepared against information security and cyber risks.	Medium Long	• Quickly adapt to new technologies such as artificial intelligence and virtual reality • Systems in automation, digital solutions and product innovations meet international standards and benefit from advanced and new technologies • Ensuring business continuity due to risks such as cyber security and information security violations and energy outages • Benefiting from advanced and new technologies such as electricity and hydrogen, which are followed on the path to decarbonization	• Data, information security and cyber security studies carried out within the institution • Redundant infrastructure systems, risk management, control and audit mechanisms • Following national and international developments and participating in events such as seminars and conferences in order to benefit from technology at the highest level and follow the latest developments closely. • Park Cam has a high-tech automation, machinery and equipment park • Establishment of technical staff and departments experienced in innovative studies		Company digitalization rate	**Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**
Physical Risks	It means interruptions and financial losses that may arise from damages that may occur in facilities and assets due to events such as natural disasters, fire, etc.	Taking precautions against physical risks prevents service interruption in emergency situations and ensures reliability in the eyes of stakeholders.	Medium Long	• Ensuring business continuity when faced with the effects of extreme weather events, as stated in the World Economic Forum reports • Ensuring business continuity and managing these risks effectively (avoiding problems in logistics and supply chain) when faced with acute risks including sudden weather events such as tornadoes, excessive rainfall, hail and floods. • The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the climate, with precautions.	• Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years • Fire safety and earthquake safety management, backup infrastructure systems • Risk management, control and audit mechanisms • Sustainability and CDP reporting, UNGC Communication on Progress Reporting		All KPI's	**Transparent Steps that Reduce the Footprint** **Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**
Occupational Safety and Health Risks	It refers to the legal and financial responsibilities arising from problems such as accidents, occupational diseases or risky working conditions that may endanger the safety and health of employees.	It creates the opportunity to reduce accident costs, work efficiency, happy employees and be a preferred workplace.	Medium	• Creating an OHS culture and disseminating it throughout the company • No injuries, permanent damage, occupational diseases and loss of life in the workplace • Subcontractor companies demonstrate high OHS performance • Effective management of the process when faced with risks brought by natural disaster, fire, epidemic disease	• OHS management systems have been in place within the company for many years. • Risk management, control and audit mechanisms • Epidemic disease management • Internal and third-party OHS audits and continuous health surveillance • Food safety management system • Fire safety and earthquake safety management • Hygiene and ventilation systems, back-up infrastructure systems • Occupational disease management processes and control system		Company digitalization rate	**Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**

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Annex 5: Park Cam ESG Risks and Opportunities

Risk	Risk Disclosure	Opportunity Created by the Relevant Risk	Time	Stakeholder Expectations	Park Cam's Approach and Activities	Related SKA	Related KPI	Relevant Strategy Branch
Ethical and Compliance Risks	It refers to the potential to face loss of reputation, legal sanctions and financial losses due to unethical practices such as corruption, cheating, conflict of interest or behavior contrary to legal regulations.	Employees committed to the company provide the opportunity for long-term stakeholder relationships, high-performance employees and high social harmony scores.	Medium Long	· Ensuring full compliance with laws on issues such as human and employee rights, anti-bribery and anti-corruption in the activities carried out in the company and its value chain · Effective monitoring of ESG, ethics and compliance requirements in third party management · Avoiding any violations within the scope of employee and human rights, anti-bribery and anti-corruption and preventing the company's reputation from being damaged accordingly · To be able to prove that they handle ethical and compliance risks in a responsible and accountable manner throughout their own activities and value chain in line with increasing demands and to be able to fully integrate these practices into internal company activities · Not to damage the brand and company reputation, employee and business partner loyalty and trust due to ethics and compliance violations, and not to suffer financial losses and legal consequences accordingly	· Ethics and compliance approach taken in Ethics Committee management, third party consultancy services · Park Cam Code of Conduct and Park Cam Supplier Code of Conduct and training program · Notification and grivance mechanisms · Passing internal audits and 3rd party social compliance audits · Sustainability practices in the supply chain - Supplier Selection, Performance Evaluation, Audit		All KPI's	**Transparent Steps that Reduce the Footprint** **Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**
Human Resources Risks	It refers to the problems it may face in terms of workforce stability and productivity due to employee-related conflicts, loss of skilled personnel, workforce inefficiency and inadequate personnel policies.	It includes opportunities such as high performance in governance and sustainability indices, reduction in employee turnover, being a more preferred company for prospective employees, and increasing its prestige and value in the market.	Short Medium	· Interacting ESG strategies with employees · Adoption of ESG culture by employees · Effective management of human and employee rights risks · Demonstrating high performance in social compliance audits · Supporting employee development · Training competent candidates for managerial positions · Bringing new, young and competent employees into the glass packaging industry · Increased employee loyalty and satisfaction rate · Increasing the female employment rate	· Interacting ESG strategies with employees · Adoption of ESG culture by employees · Effective management of human and employee rights risks · Demonstrating high performance in social compliance audits · Supporting employee development · Training competent candidates for managerial positions, · Bringing new, young and competent employees into the glass packaging industry · Increased employee loyalty and satisfaction rate · Increasing the female employment rate		Maintaining Employee Satisfaction Survey Rate above 80%	**Transparent Steps that Strengthen the Value Chain** **Transparent Steps that Shape the Future**
Environmental Risks	Environmental risks are elements that have the potential to harm the environment and natural resources during the activities of companies. These risks include environmental impacts such as water pollution, air pollution, soil erosion, and reduced biodiversity	It is the company's potential to reduce costs and gain a competitive advantage by adopting environmental sustainability practices such as energy efficiency measures or switching to the use of renewable energy. It provides opportunities such as low raw material, energy and water usage, low costs and high CDP scores.	Short Medium	· Monitoring and sharing the water footprint · Water consumption reduction projects · Use of recycled raw materials · Setting Science-Based Targets · The ability to meet chronic risks, including events such as temperature increase, water scarcity, and rise in sea levels, which are expected to occur as a result of long-term changes in the climate, with precautions.	· Environment, energy, OHS, food safety and quality management systems that have been established within the company for many years · Fire safety and earthquake safety management, backup infrastructure systems · Risk management, control and audit mechanisms · Sustainability and CDP reporting, UNGC Communication on Progress Reporting		Reduce Scope 1 + Scope 2 emissions per ton of molted glas by 22% 40% reduction in water consumption Increasing the cullet glass rate to 35%	**Transparent Steps that Reduce the Footprint**

Annex

	2021	2022	2023	2024
Percentage of Glass Cullet Used (%)	14,33	19,81	24,95	25,55
Greenhouse Gas Emissions (ton CO2e)	**2021**	**2022**	**2023**	**2024**
Scope 1	165.528	161.773	163.063	161.232
Scope 2	53.980	55.211	54.256	51.400
Scope 3	169.754	163.689	138.536	159.270
Total	389.262	380.673	355.855	371.903
Greenhouse Gas Emissions per Ton of Melted Glass (ton CO2e)	**2021**	**2022**	**2023**	**2024**
Scope 1	0,453	0,445	0,449	0,442
Scope 2	0,148	0,152	0,149	0,141
Scope 3	0,464	0,450	0,382	0,437
Total	1,065	1,047	0,980	1,020

Annex 6: Park Cam Performance Indicators - Environmental

Energy Management	2021	2022	2023	2024
Purchased Electricity Consumption (kWh)	124.663.522,50	125.480.056,45	123.589.887,30	116.283.083,05
Natural Gas Consumption Volume (m3)	50.478.569	49.314.389	49.731.555	53.464.752
Energy Savings Achieved from Energy Efficiency Projects (kWh)	473.039	10.620.962	12.005.716	3.617.950
Savings Achieved from Energy Efficiency Projects(TL)	2.233.806	18.766.409	13.228.172	6.121.415
Energy Savings Achieved Each Year as a Result of Energy Efficiency Measures Implemented Since the Company's Establishment (kWh/year)	29.886.522	40.507.484	52.513.200	56.131.150
Annual Savings Achieved as a Result of Energy Efficiency Measures Implemented Since the Company's Establishment (TL/year)	15.573.182	34.339.591	47.567.763	53.689.178

Annex

Water Management	2021	2022	2023	2024
Total amount of water withdrawn (m3)	104.788	109.672	108.503	121.989
Total amount of water consumed (m3)	56.446	58.100	57.050	61.773
Total volume of water discharged (m3)	46.861	51.572	52.017	59.335
Water Consumption per Ton of Molten Glass (m3)	**2021**	**2022**	**2023**	**2024**
Total amount of water withdrawn (m3)	0,287	0,302	0,299	0,334
Total amount of water consumed (m3)	0,154	0,160	0,157	0,169
Total volume of water discharged (m3)	0,128	0,142	0,143	0,163
Pollutant Parameters (kg/year)	**2021**	**2022**	**2023**	**2024**
Suspended Solids	883	875	648	0,334
Chemical Oxygen Demand	3.268	2.673	2.481	0,169
Oil and Grease	479	661	439	0,163

Annex 6: Park Cam Performance Indicators - Environmental

Air Emissions Management Glass Melting Furnace Stack 1	2021	2022	2023	2024
NOx (mg/Nm3)	388,49	653,29	643,45	643,45
SOx (mg/Nm3)	105,12	204,21	299,05	299,05
Particulate Matter (PM) (mg/Nm3)	25,36	19,05	4,65	4,65
Carbon monoxide (CO) (mg/Nm3)	< 1,25	14,88	3,8	3,8
Hydrochloric Acid (HCl) (mg/Nm3)	0,3348	1,58	4,9704	4,9704
Hydrogen Fluoride (HF) (mg/Nm3)	< 0,0104	< 0,10	< 0,3952	< 0,3952
Glass Melting Furnace Stack 2	**2021**	**2022**	**2023**	**2024**
NOx (mg/Nm3)	294,82	841,02	761,19	761,19
SOx (mg/Nm3)	53,40	174,00	223,81	223,81
Particulate Matter (PM) (mg/Nm3)	33,63	20,25	4,66	4,66
Carbon monoxide (CO) (mg/Nm3)	< 1,25	17,9	3,8	3,8
Hydrochloric Acid (HCl) (mg/Nm3)	0,5002	< 0,10	0,4464	0,4464
Hydrogen Fluoride (HF) (mg/Nm3)	< 0,0107	< 0,10	< 0,3870	< 0,3870
Batch Dust Filter Stack	**2021**	**2022**	**2023**	**2024**
Particulate Matter (PM) (mg/Nm3)	2,50	10,48	1,5	1,5

Annex

Annex 6: Park Cam Performance Indicators - Environmental

Waste Management	2021	2022	2023	2024
Total Amount of Waste	**646.655**	**663.661**	**552.906**	**986.146**
Amount of Non-Hazardous Waste Generated by Type (kg)	**498.705**	**508.950**	**426.670**	**791.550**
Metal	244.350	28.300	41.350	202.700
Plastic	74.005	66.450	60.550	103.850
Paper - Cardboard	50.900	50.750	49.250	154.800
Wood	122.850	363.450	275.520	323.200
Other	6.600	-	-	7.000
Amount of Hazardous Waste Generated by Type (kg)	**147.950**	**154.711**	**126.236**	**194.596**
Contaminated Waste	31.450	21.750	17.450	12.550
Contaminated Packaging	9.950	6.550	6.400	6.950
Slag	62.350	86.600	66.310	74.700
Electronic Waste	-	2.000	-	-
Waste Battery / Accumulator	500	-	-	35.420
Medical Waste	129	111	126	126
Other	43.571	37.700	35.950	64.850
Total Amount of Waste Sent for Disposal (kg)	**143.850**	**145.761**	**114.036**	**152.226**
Total Amount of Non-Hazardous Waste Sent for Disposal (kg)	**6.600**	**0**	**0**	**0**
Diğer tehlikesiz atıklar	6.600	0	0	0
Total Amount of Hazardous Waste Sent for Disposal (kg)	**137.250**	**145.761**	**114.036**	**152.226**

Waste Management	2021	2022	2023	2024
Contaminated Waste	31.450	21.750	17.450	12.550
Slag	62.350	86.600	66.310	74.700
Medical Waste	129	111	126	126
Other	43.321	37.300	30.150	64.850
Total Amount of Waste Prevented from Disposal (kg)	**502.805**	**517.900**	**438.870**	**833.920**
Amount of Non-Hazardous Waste (kg)	**492.105**	**508.950**	**426.670**	**791.550**
Metal	244.350	28.300	41.350	202.700
Plastic	74.005	66.450	60.550	103.850
Paper - Cardboard	50.900	50.750	49.250	154.800
Wood	122.850	363.450	275.520	323.200
Other	-	-	-	7.000
Amount of Hazardous Waste (kg)	**10.700**	**8.950**	**12.200**	**42.370**
Contaminated Packaging	9.950	6.550	6.400	6.950
Waste Battery / Accumulator	500	2.000	0	35.420
Other	250	400	5.800	-
Amount of Waste Prevented from Disposal through Recycling(kg)	**502.805**	**517.900**	**438.870**	**833.920**
Non-Hazardous Waste	492.105	508.950	426.670	791.550
Preparation for Reuse	48.100	308.400	221.370	145.050
Recycling	444.005	200.550	205.300	646.500
Hazardous Waste	**10.700**	**8.950**	**12.200**	**42.370**
Preparation for Reuse	2.050	1.894	6.790	750
Recycling	8.650	7.056	5.410	41.620

Annex

Annex 6: Park Cam Performance Indicators - Economic

Other Financial Data (TL)	2021	2022	2023	2024
Net Sales	1.023.853.021	2.401.073.398	2.851.063.617	5.168.382.677
Amount of tax paid to the government	43.316.076	59.484.660	69.970.920	265.938.544
Financial Aid Received from the Government	7.217.044	20.594.411	1.219.792	1.245.705
Salaries and Benefits Paid to Employees	89.777.655	166.386.811	323.128.299	545.678.133
Annual Amount Spent on Training and Development Activities	200.000	777.960	1.183.886	1.195.180

Annex

Annex 6: Park Cam Performance Indicators - Social

Employee Demographics	2021	2022	2023	2024
Total Number of Employees	**618**	**671**	**594**	**595**
Women	34	33	22	26
Men	584	638	572	569
Number of Turkish/Local Employees	618	671	594	595
Number of Subcontractor Employees	166	176	71	80
Total Number of Turkish/Local and Subcontracted Employees	784	847	665	675
Total Number of Employees by Category	**2021**	**2022**	**2023**	**2024**
Blue-collar	358	391	373	377
Women	-	-	-	5
Men	358	391	373	372
White-collar	260	280	221	218
Women	34	33	22	21
Men	226	247	199	197
Number of Senior Executives	**27**	**27**	**10**	**11**
Women	4	4	1	1
Men	23	23	9	10

Employee Demographics	2021	2022	2023	2024
Number of disabled employees	18	18	18	18
Blue-collar	-	-	-	-
White-collar	18	18	18	18
Number of Employees by Contract Type (Türkiye)				
Indefinite Employment Contract	617	670	593	594
Temporary Employment Contracti	1	1	1	1
Number of Employees by Gender Breakdown by Contract Type				
Women	34	33	22	26
Men	584	638	572	569
Number of Full-Time and Part-Time Employees				
Full-Time	618	669	594	595
Part-Time	-	2	-	-
Number of Full-Time Employees by Gender				
Women	34	33	22	26
Men	584	636	572	569

Annex

Annex 6: Park Cam Performance Indicators - Social

Total Number of Employees by Age Group	2021	2022	2023	2024
Number of employees under 30 years of age	**252**	**207**	**162**	**142**
Blue-collar	188	157	129	119
White-collar	64	50	33	23
Number of employees aged 30-50	**341**	**429**	**408**	**422**
Blue-collar	170	233	242	256
White-collar	171	196	166	166
Number of employees aged 50 and over	**25**	**35**	**24**	**31**
Blue-collar	-	1	2	2
White-collar	25	34	22	29
Number of employees in senior management by age group	**27**	**27**	**15**	**16**
Number of employees under 30 years of age	1	1	0	0
Number of employees aged 30-50	14	14	8	8
Number of employees aged 50 and over	12	12	7	8

Total Number of Employees by Age Group	2021	2022	2023	2024
Number of employees under 30 years of age	**252**	**207**	**152**	**142**
Women	18	11	6	11
Men	234	196	146	131
Number of employees aged 30-50	**341**	**429**	**415**	**422**
Women	15	21	16	15
Men	326	408	399	407
Number of employees aged 50 and over	**25**	**35**	**27**	**31**
Women	1	1	0	0
Men	24	34	27	31

Turnover Rate	2021	2022	2023	2024
Voluntary turnover rate	4,14	3,41	5,12	3,71
Involuntary turnover rate	0,33	1,70	9,62	6,24
Total turnover rate	**4,47**	**5,11**	**14,74**	**9,95**
The difference between the lowest employee wage and the local minimum wage	%41	%53	%45	%51

Annex

Annex 6: Park Cam Performance Indicators - Social

Çeşitlilik ve Kapsayıcılık	2021	2022	2023	2024
Doğum ve babalık iznine ayrılan çalışan sayısı	**49**	**53**	**50**	**40**
Kadın	0	2	2	0
Erkek	49	51	48	40
Doğum ve babalık izninden dönen çalışan sayısı	**49**	**53**	**50**	**40**
Kadın	0	2	2	0
Erkek	49	51	48	40
Doğum ve babalık izninden dönen ve takiben 12 ay çalışmaya devam eden çalışan sayısı	**47**	**52**	**48**	**38**
Kadın	0	2	2	0
Erkek	47	50	46	38
Toplu sözleşme kapsamındaki çalışan sayısı	**358**	**391**	**373**	**377**

Çalışan Gelişimi	2021	2022	2023	2024
Çalışan Eğitimleri Toplam Saat (kişi*saat)	**8.897**	**16.270**	**22.468**	**18.493**
Kadın	862	969	963	1.558
Erkek	8.035	15.301	21.504	16.935
Mavi Yaka	5.295	10.719	13.317	11.364
Beyaz Yaka	3.602	5.551	9.150	7.129
Enerji Verimliliği Eğitimleri (kişi*saat)	**642**	**566**	**72**	**150**
Çevre Eğitimleri (kişi*saat)	**697**	**698**	**703**	**654**
ISG Eğitimleri (kişi*saat)	**16.244**	**17.691**	**17.410**	**10.830**
Kadın	870	909	641	548
Erkek	15.374	16.782	16.769	10.282
Mavi Yaka	9.077	10.039	10.618	6.649
Beyaz Yaka	7.167	7.652	6.792	4.181

Annex

Annex 6: Park Cam Performance Indicators - Social

Occupational Health and Safety Park Cam OHS Performance	2021	2022	2023	2024
Number of Fatal Accidents	0	0	0	0
Total Number of Recorded Accidents (Regardless of Lost Time)	3	1	13	8
Number of Lost Days	1	46	319	338
Accident Frequency Rate	2,63	0,82	10,54	6,978
Accident Severity Rate	0,303	0,006	1,941	2,211
Accident Probability Rate	494,2	154,8	2015,5	1349,072
Number of First Aid Cases	3	6	5	6
Number of Occupational Diseases	0	1	1	0
Number of Near-Miss Cases	47	106	61	26
Number of Hazardous Conditions	47	106	61	40
Number of Drills Conducted	15	23	34	40

Subcontractor OHS Performance	2021	2022	2023	2024
Number of Fatal Accidents	0	0	0	0
Total Number of Recorded Accidents (Regardless of Lost Time)	4	-	3	1
Number of Lost Days	26	-	2	5
Accident Frequency Rate	19,56	-	20,843	29,43
Accident Severity Rate	0,95	-	0,104	0,147

Supply Chain	2021	2022	2023	2024
Number of Active Suppliers	745	789	684	768
Domestic purchase ratio (%)	94	95,4	91,2	93,9
International purchase ratio (%)	6	4,6	8,8	6,1
Local purchase rate (%) (Bilecik Region)	7	7,1	6	6,5

Annex

Annex 7: Institutions and Organisations of Which Park Cam is a Member

United Nations Global Compact	United Nations Global Compact	**Fruit Juice Industry Association (MEYED)**	Turkish Fruit Juice Industry Association
Türkiye Ethics and Reputation Associationi (TEİD)	TEİD Etik ve İtibar Derneği Ethics & Reputation Society	**Cement, Glass, Ceramics and Clay Products Exporters' Association**	ÇİMENTO, CAM, SERAMİK VE TOPRAK ÜRÜNLERİ İHRACATÇILARI BİRLİĞİ
Packaging Manufacturers Association (ASD)	ASD	**The European Container Glass Federation (FEVE)**	FEVE The European Container Glass Federation
Türkiye Mineral Water Producers Association (MASUDER)	masuder Türkiye Maden Suyu Üreticileri Derneği	**Central Anatolian Exporters Associations**	OAİB ORTA ANADOLU İHRACATÇI BİRLİKLERİ
Türkiye Association of Bottled Water Producers (SUDER)	SUDER AMBALAJLI SU ÜRETİCİLERİ DERNEĞİ	**Turkish Quality Association (KalDer)**	KalDer Türkiye Kalite Derneği
TurkishGlass	Turkish Glass		

Annex

Annex 8: United Nations Global Compact Index

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

Annex

Ek 9: Sustainable Development Goals Index

	SDG	Pages
SDG 3	Good Health and Well-Being	56, 100-105
SDG 4	Quality Education	62, 68, 69, 72, 73, 91
SDG 5	Gender Equality	96-99
SDG 6	Clean Water and Sanitation	62-63
SDG 7	Affordable and Clean Energy	72-75
SDG 8	Decent Work and Economic Growth	22-23, 94-95
SDG 9	Industry, Innovation and Infrastructure	22-23, 85
SDG 10	Reduced Inequalities	94-99
SDG 11	Sustainable Cities and Communities	105-109
SDG 12	Responsible Consumption and Production	60-75
SDG 13	Climate Action	64-69
SDG 15	Life on Land	76-77
SDG 16	Peace and Justice Strong Institutions	32-35
SDG 17	Partnerships for the Goals	18-19, Annexes

Annex

Annex 10: GRI Content Index

Statement of Use	Park Cam has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
Used GRI	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021	2-1 Organizational details	16
	2-2 Entities included in the organization's sustainability reporting	16
	2-3 Reporting period, frequency and contact point	3
	2-4 Restatements of information	There has been no change in information during the reporting period
	2-5 External assurance	No external assurance has been obtained, except for emission and water data
	2-6 Activities, value chain and other business relationships	6-7-8-9-10
	2-7 Employees	Ekler
	2-8 Workers who are not employees	Ekler
	2-9 Governance structure and composition	15-16-17
	2-10 Nomination and selection of the highest governance body	15-16
	2-11 Chair of the highest governance body	15-16
	2-12 Role of the highest governance body in overseeing the management of impacts	15-16
	2-13 Delegation of responsibility for managing impacts	15-16
	2-14 Role of the highest governance body in sustainability reporting	17
	2-15 Conflicts of interest	18
	2-16 Communication of critical concerns	18
	2-17 Collective knowledge of the highest governance body	17
	2-18 Evaluation of the performance of the highest governance body	65
	2-19 Remuneration policies	65
	2-20 Process to determine remuneration	65

Annex

Ek 10: GRI İçerik Endeksi

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021	2-21 Annual total compensation ratio	65
	2-22 Statement on sustainable development strategy	27
	2-23 Policy commitments	23
	2-24 Embedding policy commitments	23
	2-25 Processes to remediate negative impacts	18
	2-26 Mechanisms for seeking advice and raising concerns	18
	2-27 Compliance with laws and regulations	15
	2-28 Membership associations	Annex 7: Institutions and Organizations of Which Park Cam Is a MembeR
	2-29 Approach to stakeholder engagement	30-31-32
	2-30 Collective bargaining agreements	65
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	30-31
	3-2 List of material topics	32
	3-3 Management of material topics	31-32-33
Diversity and Equal Opportunity [Employee Engagement and Wellbeing - Diversity, Inclusion and Equal Opportunity]		
GRI 3: Material Topics 2021	3-3 Management of material topics	64
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	65
GRI 405: Diversity and Equal Opportunity 2016	202-2 Proportion of senior management hired from the local community	Annexes- Social Performans Indicators
	405-2 Ratio of basic salary and remuneration of women to men	65
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	64-65
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annexes- Social Performans Indicators
	401-3 Parental leave	Annexes- Social Performans Indicators
Waste Management (Waste Management with a Zero Waste Approach, Pollution Reduction and Prevention of Pollution Source)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Annexes- Social Performans Indicators
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	47-48-49
	306-2 Management of significant waste-related impacts	Annexes- Environmental Performans Indicators
	306-3 Waste generated	Annexes- Environmental Performans Indicators
	306-4 Waste diverted from disposal	Annexes- Environmental Performans Indicators
	306-5 Waste directed to disposal	Annexes- Environmental Performans Indicators

Annex

Ek 10: GRI İçerik Endeksi

GRI Standard	Disclosure	Location
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Annexes- Environmental Performans Indicators
	308-2 Negative environmental impacts in the supply chain and actions taken	60-61
Materials (Sustainabile Product and Market Creation- Digital Transformatipn & Innovation and R&D)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 301: Materials 2016	302-1 Energy consumption within the organization	39-40;Annexes- Environmental Performans Indicators
	302-4 Reduction of energy consumption	41,42,43;Annexes- Environmental Performans Indicators
	302-5 Reductions in energy requirements of products and services	41,42,43;Annexes- Environmental Performans Indicators
Energy (Energy Management)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 302: Energy 2016	302-1 Energy consumption within the organization	39-40;Annexes- Environmental Performans Indicators
	302-4 Reduction of energy consumption	41,42,43;Annexes- Environmental Performans Indicators
	302-5 Reductions in energy requirements of products and services	41,42,43;Annexes- Environmental Performans Indicators
Water and Effluents (Water Management)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	50-51
	303-2 Management of water discharge-related impacts	50-51
	303-3 Water withdrawal	Annexes- Environmental Performans Indicators
	303-4 Water discharge	Annexes- Environmental Performans Indicators
	303-5 Water consumption	Annexes- Environmental Performans Indicators
Emissions (Climate Change Adaptation and Mitigation)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Annex – ESG Risks and Opportunities
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	35; Annex – Environmental Performance Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	35; Annex – Environmental Performance Indicators
	305-3 Other indirect (Scope 3) GHG emissions	35; Annex – Environmental Performance Indicators
	305-4 GHG emissions intensity	36
	305-5 Reduction of GHG emissions	35-36-37;Annex – Environmental Performance Indicators
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	35-36-37;Annex – Environmental Performance Indicators
Customer Privacy & Customer Health and Safety (Customer Orientation and Customer Experience)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47

Annex

Ek 10: GRI İçerik Endeksi

GRI Standard	Disclosure	Location
GRI 416: Customer Health and Safety 2016	416-1 Ürün ve hizmet kategorilerinin sağlık ve güvenlik etkilerinin değerlendirilmesi	25-26
	416-2 Ürün ve hizmetlerin sağlık ve güvenlik etkilerine ilişkin uyumsuzluk vakaları	25-26
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	25-26
	417-2 Incidents of non-compliance concerning product and service information and labeling	25-26
	417-3 Incidents of non-compliance concerning marketing communications	25-26
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	18
Local Communities (Communtity Contribution]		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	71-72-73-74
	413-2 Operations with significant actual and potential negative impacts on local communities	Annex – ESG Risks and Opportunities
Customer Privacy (Information and Data Security with Corporate Memory)		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	18
Economic Performance (Corporate Governance])		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annexes- Social Performans Indicators
	201-2 Financial implications and other risks and opportunities due to climate change	Annex – ESG Risks and Opportunities
	201-4 Financial assistance received from government	23
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	123; Annexes- Social Performans Indicators
	401-3 Parental leave	123; Annexes- Social Performans Indicators
Biodiversity		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	52
	304-2 Significant impacts of activities, products and services on biodiversity	52
	304-3 Habitats protected or restored	52
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	52
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annexes -Social Performans Indicators
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annexes -Social Performans Indicators
	401-3 Parental leave	Annexes -Social Performans Indicators

Annex

Ek 10: GRI İçerik Endeksi

GRI Standard	Disclosure	Location
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	67-68-69-70
	403-2 Hazard identification, risk assessment, and incident investigation	67-68-69-70, Annex – ESG Risks and Opportunities
	403-3 Occupational health services	67-68-69-70
	403-4 Worker participation, consultation, and communication on occupational health and safety	67-68-69-70,Annex – ESG Risks and Opportunities
	403-5 Worker training on occupational health and safety	67-68-69-70, Annex – ESG Risks and Opportunities
	403-6 Promotion of worker health	67-68-69-70
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	67-68-69-70, Annex – ESG Risks and Opportunities
	403-8 Workers covered by an occupational health and safety management system	67-68-69-70
	403-9 Work-related injuries	67-68-69-70, Annex – ESG Risks and Opportunities
	403-10 Work-related ill health	67-68-69-70,Annex – ESG Risks and Opportunities
Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Annexes- Social Performans Indicators
	404-2 Programs for upgrading employee skills and transition assistance programs	66
	404-3 Percentage of employees receiving regular performance and career development reviews	66
Labor Right		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	65
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	65
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	65
	413-2 Operations with significant actual and potential negative impacts on local communities	Annex – ESG Risks and Opportunities

PARKCAM

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