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SUSTAINABILITY
REPORT



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Quality is at the heart of every product we make, while responsibility guides every step we take. As we bring our expertise in gum and candy to global markets, we manage our value chain, from employees and suppliers to consumers and society, with sustainability at its core.



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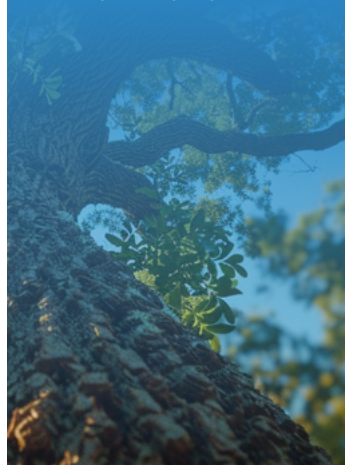
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About the Report



At CCC Gıda, we are pleased to share our sustainability report with our valued stakeholders. We prepared this report to comprehensively and transparently present our approach to sustainability, as well as our operational practices and performance, which are integrated with environmental and social impacts.

Reporting Scope and Standards

Unless otherwise specified in this report, the terms “Our Company,” “Continental Confectionery Company,” “CCC Gıda,” and similar expressions refer to Continental Confectionery Company Gıda

Sanayi ve Ticaret A.Ş.; the term “Gumlink” refers to Gumlink A/S; and the term “GCC” refers to “Gumlink Confectionery Company.” The performance indicators and data included in our sustainability report cover our operations from January 1 to December 31, 2025. All data included in the report was sourced from our production facility located in Ergene, Tekirdağ.

We prepared our report in accordance with the GRI Standards (2021) published by the Global Reporting Initiative. In addition, our report highlights the United Nations Sustainable Development Goals

(SDGs) to which we contribute directly and indirectly through our performance in line with the projects we have implemented and our material topics.

Independent Assurance

We obtain independent assurance services to enhance the accuracy and reliability of the selected environmental and social indicators included in our report. In 2025, our company qualified to receive an assurance statement prepared by an independent organization. You can access this statement in the **Appendix** section of our report.

In line with our principle of transparency, we consider it important for all our stakeholders to review our sustainability performance and contribute to our development with your valuable feedback. You can access our current report and our archive clicking [here](#). You can share any feedback, questions, or suggestions regarding our work with us through the email address continentalcc.sales@continentalcc.com.tr.

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Message from Management

Dear Stakeholders,

At Continental Confectionery Company, we are steadfastly continuing the journey we began in 2009 in partnership with Yildiz Holding A.Ş. and Gumlink A/S, guided by the principles of quality, trust, and sustainability. Our second sustainability report not only highlights our performance over the past period but also reflects our vision for the future, our commitment to transformation, and our approach to long-term value creation. In line with Yildiz Holding's **"This is Our World"** vision and its **"Zero-Waste Company"** business model, we view sustainability as an integral part of how we conduct business; we manage our environmental, social, and governance performance through a holistic view.

2025 was a year in which we took significant steps forward on our sustainability journey. Within the framework of our science-based emissions reduction targets approved by the SBTi, we continue our transformation efforts toward our 2050 Net Zero commitment. In this context, our total energy consumption came in at 88,220 MWh, and we documented that **31%** of our electricity consumption was sourced from renewable energy certified by I-REC.

During the same period, our Scope 1 and 2 emissions totalled 28,188 tons of CO₂e, while we continued our investments in energy efficiency and low-carbon production. We carried out our energy and environmental management, as well as our water footprint efforts, in compliance with ISO 50001, ISO 14001, and ISO 14046 respectively, and documented our environmental management approach with our **Gold-level** Green Check certification.

We also achieved concrete results in the areas of resource efficiency and the circular economy. In 2025 we achieved a **100% recycling rate** by



"Within the framework of our science-based emissions reduction targets approved by the SBTi, we continue our transformation efforts toward our 2050 Net Zero commitment."

diverting all our waste for recycling in line with our Zero Waste Certificate and "Zero Waste to Landfill" approach. Through lightweighting and material conversion efforts carried out on certain products and applications in our packaging processes, we prevented the use of **7.44 tons of plastic** during the year. These results embody the concrete outcomes of our "Zero-Waste Company" approach in our production processes.

We treat water management as one of our strategic priorities at a time when the effects of climate change are becoming increasingly evident. We continue our efforts to use water efficiently,

reduce losses and leaks, and improve recovery opportunities. We manage our production quality and safety in line with international standards; we strengthen our quality and food safety processes through our BRC, IFS, and Halal certifications. Our facility's achievement of Level A in the amfori BSCI assessment also demonstrates our approach to social compliance. In addition, by sourcing 773 tons of RSPO-certified raw materials in 2025, we reinforced our commitment to responsible sourcing. Through our efforts toward responsible sourcing and strengthening our local supply ecosystem, we are increasing the resilience of our supply chain.



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Our human resources form the foundation of our transformation journey. We view Yıldız Holding's "Make Happy, Be Happy" approach as one of the cornerstones of our corporate culture. In line with this, while we strengthen the employee experience through initiatives that support our employees' well-being—such as "A Good Future for You" and the "Happiness Calendar"—we believe that sustainable success is only possible through people, as evidenced by our efforts in the areas of development, inclusion, and occupational health and safety. We continue to invest in learning and leadership programmes that support our employees' development. In 2025, we provided a total of 35,959 hours of training by offering suitable development opportunities to our colleagues

working in both office and administrative roles as well as in our facilities.

Innovation and digitalisation are also among the key drivers of our sustainable growth strategy. Through our R&D centre, digital transformation teams, AI-supported planning systems, IoT-based production monitoring solutions, and data-driven decision-making mechanisms, we manage our operations more efficiently, with greater flexibility, and with a lower environmental impact. We see this transformation as part of our strategic vision, which enables us to respond to today's needs while also preparing for the production models of the future.

At Continental Confectionery Company, we embrace sustainability as an area of

transformation in which efficiency, innovation, a people-focused approach, and responsible production are managed together. In the coming period, guided by this vision, we will continue working toward a business model that creates more value, manages its resources responsibly, and is transparent, resilient, and inclusive. I would like to thank all our employees, business partners, and stakeholders who have contributed to this journey.

Sincerely,

YAHYA ÜLKER

CCC Executive Board Member



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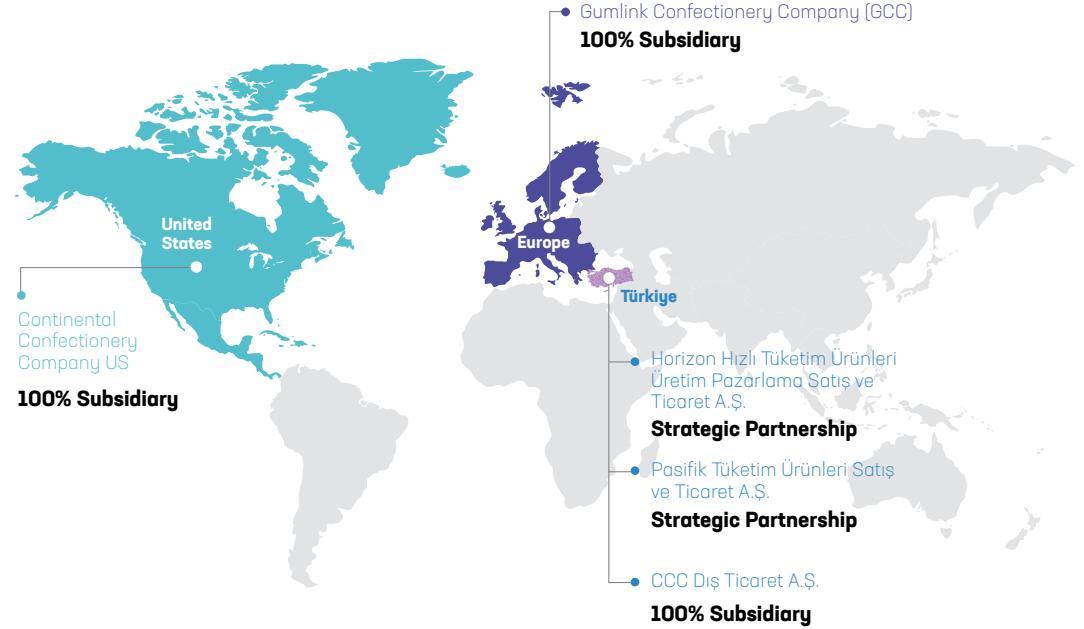
Founded in 2009 as CCC Gıda through an equal joint venture between **Yıldız Holding A.Ş.** and **Gumlink A/S**, one of Europe's leading chewing gum manufacturers, we have been conducting our operations with a focus on quality, innovation, and sustainable growth since our inception. With our modern production facility in Ergene/Tekirdağ, our strong supply chain, and our experienced team, we aim to achieve a position as a trusted and leading player in the food industry.

Through our extensive product portfolio, we address diverse consumer needs and expectations while keeping quality and food safety standards at the heart of all our processes. We ensure efficiency, traceability, and sustainability throughout our value chain—from sourcing to sales—and deliver our products to many countries.

By managing our Türkiye-based operations within an integrated structure alongside our overseas subsidiaries, we currently have an organizational structure that spans **three continents**. We manage our operations in the European market through our 100% subsidiary, the Denmark-based **Gumlink Confectionery Company (GCC)**; our operations in the Americas through our 100% subsidiary, **Continental Confectionery Company US**; and our foreign trade processes through our Türkiye-based 100% subsidiary, **CCC Dış Ticaret A.Ş.** In Türkiye, we work in collaboration with the subsidiaries of Yıldız Holding A.Ş. to meet the demands of the domestic market.

Today, leveraging our institutional expertise, strong business partnerships, and dynamic organizational structure, we are enhancing our global competitiveness by operating effectively and flexibly in various markets. In the coming periods, we aim to continue our commitment to responsible production and contribute to our stakeholders and the ecosystem in which we operate, in line with **our vision of offering high-quality and innovative products in global markets.**

Operation Channel



YILDIZ ★ HOLDING

Yıldız Holding A.Ş.

Began operations in Istanbul in 1944 with biscuit production; today, with more than 300 brands across 5 continents, 45 production facilities, and 82,000 employees, it has become one of Türkiye's largest food and retail groups.

[You can find details about Yıldız Holding A.Ş. here.](#)



Gumlink A/S

Gumlink A/S, which carries on the legacy of DANDY, one of Europe's leading chewing gum manufacturers, is now positioned as a supplier that develops and manufactures functional products in the form of chewing gum and compressed candies for major retailers and companies around the world.

[You can find details about Gumlink A/S here.](#)

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Our Corporate Values



At CCC Gıda, we conduct our operations in accordance with the core values that support Yıldız Holding A.Ş.'s **"Make Happy, Be Happy"** approach and shape the way we do business. This framework guides all our activities, from our decision-making processes to our day-to-day operations.

We exist to serve our customers and consumers.

Our goal is to bring joy to millions of people every day through our high-quality standards and innovative strength. We do more than just offer products; we use our innovative capabilities to create numerous success stories together with our customers. By exceeding expectations and working hand in hand with our stakeholders, we are building a path toward sustainable growth.

We are a high-performing, leading organization that has earned the public's recognition.

We place sustainable and responsible growth at the heart of our success. We focus not only on economic results but also on the value we bring to society and the environment. We support our employees, who are our greatest strength, in realizing their potential, and we embrace a development-oriented approach to leadership.

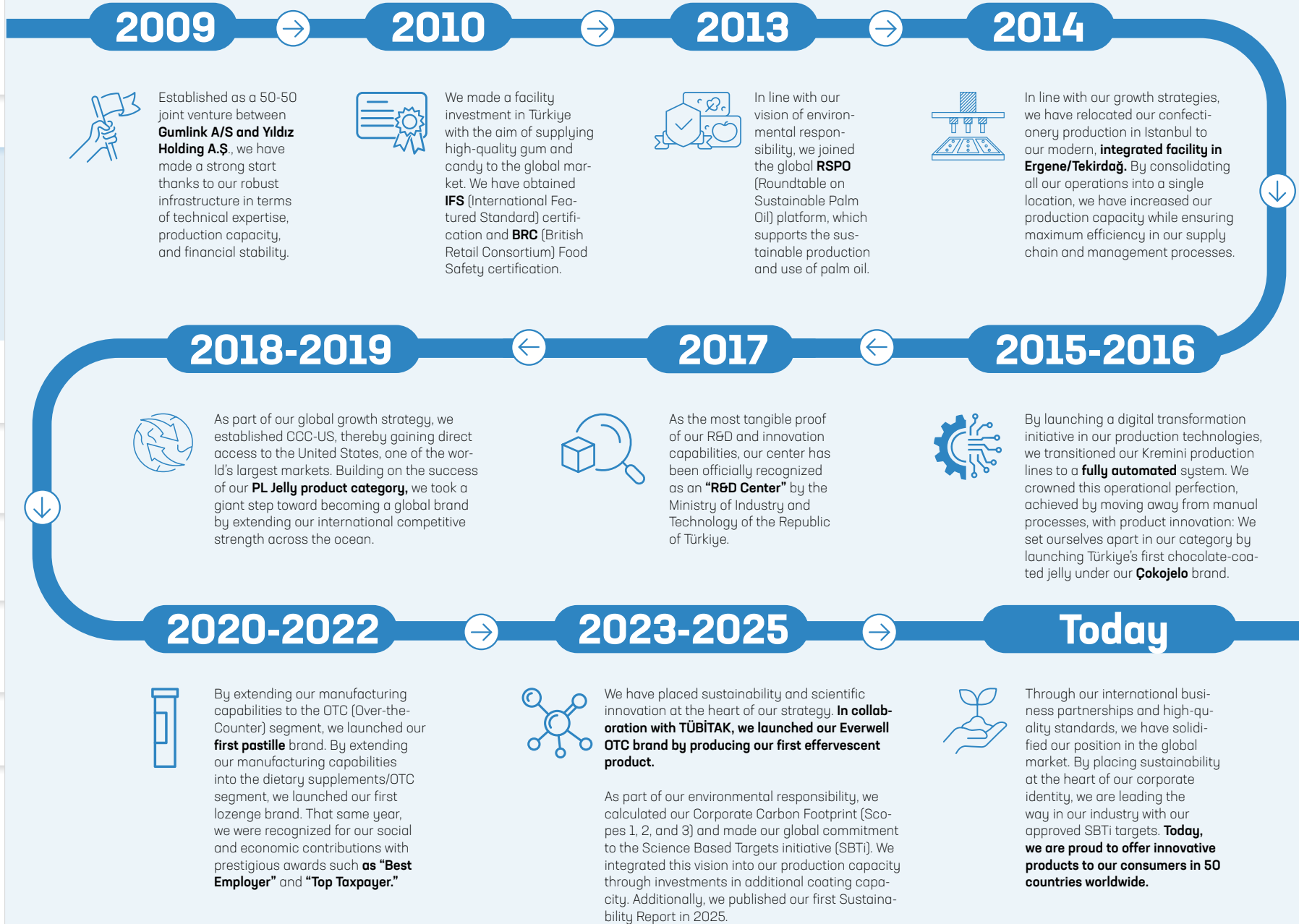
Inclusion and cultural differences are a source of enrichment for us.

We believe that the synergy created by different perspectives and cultures makes us stronger. We provide an environment where every team member can always feel comfortable, happy, and valued. We view diversity not as a rule, but as a treasure that enriches us; in this climate of trust, we act with collective wisdom.

Ethics and transparency are our fundamental principles.

Integrity and reliability are our cornerstones, on which we never compromise. While ensuring full compliance with the laws in every region where we operate, we manage all our processes in accordance with the principles of transparency and accountability. With an eye toward the future of our planet and the well-being of our stakeholders, we implement our environmental, social, and governance goals with a sense of responsibility to "add value for future generations."

Our Growth Journey



Our Activities and Product Groups



At CCC Gıda, we produce chewing gum, candy, and nutritional supplements thanks to our high production capacity, robust operational infrastructure, and quality-focused approach. Located in Ergene/Tekirdağ on a **110,000 m² site** with **57,000 m²** of covered area, our production facility operates with an annual production capacity of **25,000 tons of chewing gum** and **60,000 tons of candy**. Thanks to our state-of-the-art production lines and integrated quality systems, we manufacture products to international standards and have established ourselves as a reliable business partner in many markets. Our product portfolio consists of 3 main product groups—candy, gum, and nutritional supplements—and is offered to our customers.

You can find details about our product portfolio and products [here](#)

Product Portfolio

3 main product groups



Candies



Chewing Gums



Nutritional
Supplements

Production Capacity (annual)

25,000
tons of chewing gum

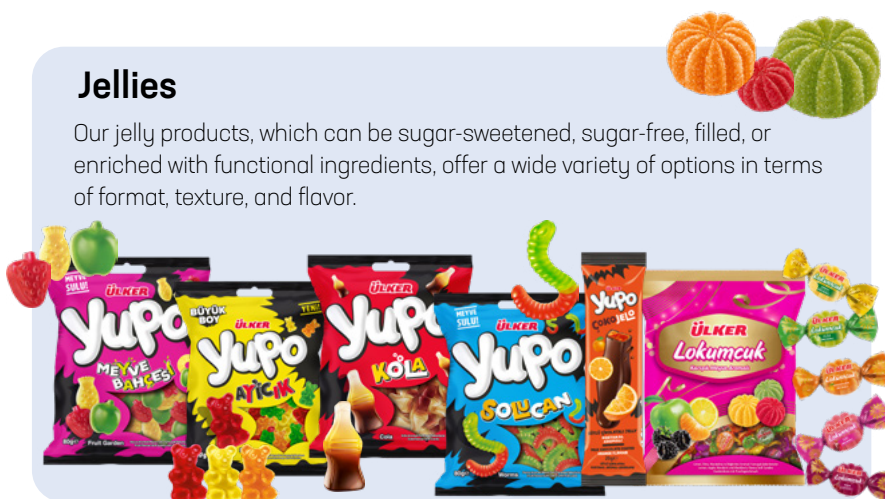
60,000
tons of candy

Candy

Our candy product group constitutes a significant portion of our portfolio, thanks to its wide variety of products and its ability to meet diverse consumer expectations. Developed to suit different age groups and consumption habits, our products are designed with a focus on taste, quality, and innovation. Our extensive production capabilities allow us to offer a variety of forms, ingredients, and packaging options, enabling us to maintain a strong presence in both local and international markets. Our jelly product line, in particular, stands out in the Americas and is in high demand.

Jellies

Our jelly products, which can be sugar-sweetened, sugar-free, filled, or enriched with functional ingredients, offer a wide variety of options in terms of format, texture, and flavor.



Soft Candies

Our soft candies, available in filled, strip, and roll formats as well as coated with sugar and fat, offer options that cater to a variety of consumption habits.



Hard Candies

Our hard candy portfolio, which ranges from gift-worthy candies to products enriched with functional ingredients, is offered in a variety of styles produced using different manufacturing techniques.



Chewable Soft Candies

Our chewable candies, available in coated, filled, and unfilled varieties, stand out for their flavor profiles enriched with natural flavors and fruit extracts.



Lollipops

Developed with natural-based colorings and a wide variety of flavors, our lollipops offer delightful options to suit a variety of tastes.



Dragee Candies

Our dragee candies, which stand out for their colorful and fun design, offer a wide range of products to suit different consumer preferences.



Chewing Gum

Our chewing gum product group, with its wide variety of products and robust production infrastructure, is one of the core areas of our portfolio. Developed to meet diverse consumer needs and usage habits, our products are designed with a focus on taste, functionality, and innovation. Thanks to our advanced production technologies and R&D capabilities, we offer chewing gum products in a variety of shapes, flavors, and aroma combinations; we develop quick and effective solutions to meet the expectations of different markets. Our high export volume in the European market, particularly in the chewing gum segment, along with the products we have developed specifically for this region, enable us to reach a broad consumer base.

Dragee Gums

Our dragee gums, which are available in a variety of sizes, shapes, and colors, come in a wide range of products enriched with functional ingredients such as vitamins and calcium, in addition to a variety of flavor combinations.



Traditional Sugar-Free Gums

Carrying on a long-standing tradition of flavor, our sugar-free gums stand out for their variety, which appeals to a wide range of consumers.



Stick/Mini Stick Gums

Our stick gums, which offer an intense flavor experience thanks to their uncoated design, stand out for its flavor profiles that last a long time. Our mini stick gums, developed with single- or double-layered structures and a soft texture, offers variety with different flavor combinations.



Bubble Sweet Gums

Available in mini pieces, mega pieces, sticks and individual pieces to suit different consumption habits, our bubble sweet gums combine fun and flavor.



Filled Gums

Our filled gums, developed with flavored fillings in liquid or powder form, add an innovative dimension to our product portfolio by offering a surprising experience during consumption.



Nutritional Supplements

Our nutritional supplement product line consists of products that adapt to the fast pace of daily life and stand out for their practical features. Enriched with functional ingredients, these products form an important category that complements our product portfolio by offering alternatives suited to different consumption habits. Developed in accordance with the principles of quality and reliability, our nutritional supplements provide consumers with a trustworthy experience through their regulatory compliance.

Pastilles

Our pastille products, developed with a variety of flavor options, offer practical and functional features that make them ideal for daily use.



Effervescent Tablets

Our effervescent tablets, which dissolve quickly in water, form a product line that stands out for its user-friendly design and functional ingredients.



New Members of Our Product Family in 2025

Candy

As part of our R&D and innovation activities, we expand our portfolio in the candy product category with an innovative approach that puts consumer expectations at the center. In 2025, we introduced our new products—**Peach Rings, Magic Hat, Licorice Blueberry, Strawberry Toffee**, and **coconut**-flavored items—to our consumers.



Chewing Gums

ONEO: We have added new flavors to our iconic 60 Minutes family in the mini stick category.



GUM'N REAL: As part of our innovative approach, we have introduced our new brand, GUM'N REAL, to the Turkish gum market with our **100% naturally sourced** gum product—a first of its kind. Produced using naturally sourced gum base and plant-based sweeteners, this product stands out for its **sugar-free, gluten-free, and vegan** formulation.



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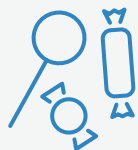
57,000 m²
Integrated Manufacturing Area



+50
Countries Exporting



55.3 million TL
R&D Expenditures



+1,400
Number of Products



89
New Product Project



39%
Women's
Employment Ratio



35,959 hours
Employee Training



1,138
Number of Employees



650
Number of
Suppliers



93%
Local Supplier
Ratio



71%
Local Supplier Ratio by
Procurement Expenditures



773 tons
RSPO Certified Raw
Materials



12,000 MWh
Renewable Energy Usage



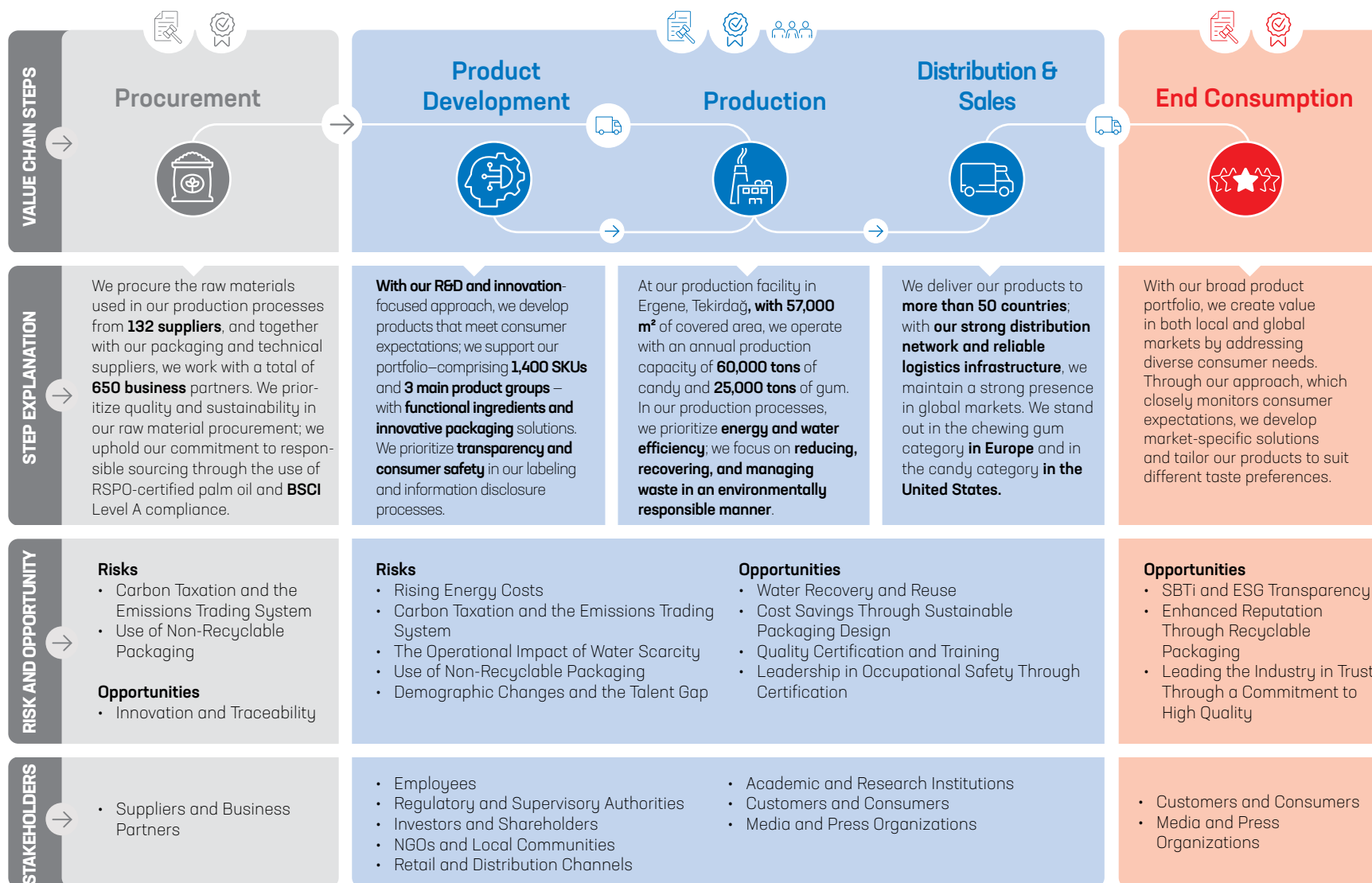
100%
Recycled Waste Ratio



7,440 kg
Plastic Reduction

Our Value Chain

At CCC Gıda, we combine our production expertise with the experience gained in global markets to manage every stage of our value chain, from raw material sourcing to the delivery of our products to end consumers, through a comprehensive approach. Throughout this process, we treat sustainability as an integral part of our business practices and integrate our environmental, social, and governance commitments into every step of our value chain. **Our commitment to high quality, our workforce, our corporate culture, and our commitment to legal compliance** are the key strengths that stand out in **all upstream, operational, and downstream processes** of our value chain.



Our Corporate Governance Structure

Effective corporate governance approach plays a critical role in establishing corporate trust, ensuring sustainable growth, and securing long-term success. In this context, we conduct all our operations in accordance with **the principles of transparency, fairness, accountability, and responsibility**, and in line with the governance principles established by Yıldız Holding A.Ş. Policies and principles in key areas such as ethical standards, information security, human rights, environmental responsibility, and fair competition form an integral part of our business practices and also guide the relationships we build with all our stakeholders.

Our corporate governance structure is based on well-defined roles and shared responsibilities at all levels, from strategic decision-making processes to operational execution. At the top of this structure, our Board of Directors serves as the highest-level decision-making body, setting the company's long-term strategic direction. The Executive Board Member, who implements the Board of Directors' strategic decisions in day-to-day operations, is responsible for the effective management of all the company's activities.

Under the Board of Directors, there is a general management structure and executive team that coordinates the company's operations; the GCC and CCC General Managers play critical roles within this

structure and report to the Board of Directors. The management team consists of senior executives who are experts in their respective fields and are responsible for various functions. This structure ensures the effective implementation of strategic goals while supporting speed and coordination in decision-making processes.

We continuously review and improve our corporate governance system, which we view as a dynamic structure, to ensure it adapts to changing economic, environmental, and social conditions. In this way, we both strengthen our compliance with regulations and continue to build sustainable, trust-based relationships with our stakeholders.

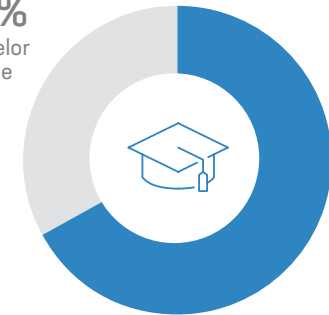
Board Members

Our Board of Directors consists of **a total of six members** with diverse areas of expertise, and they contribute to the company's corporate governance structure through their knowledge, industry experience, and strategic perspectives. The Board oversees the effective, transparent, and accountable conduct of the company's operations, while also evaluating the effectiveness of risk management, internal control, and compliance processes. Thanks to its structure, which brings together diverse perspectives, the Board of Directors supports strategic decision-making across all areas in which our company operates and plays a guiding role in line with our goal of creating long-term value.

Name - Surname	Role
Mehmet Tütüncü	President
Steen Bagger-Sørensen	Vice President
Yahya Ülker	Executive Board Member
Mete Buyurgan	Member
Fahrettin Günalp Ertik	Member
Søren Birn	Member

Education

33%
Bachelor
Degree



67%
Master
Degree



Our Organizational Structure

Our organizational structure is designed to ensure strong coordination between strategic decision-making processes and operational activities. Within this structure, Executive Board Member who is authorized by the Board of Directors, serves as the head of the executive management and is responsible for the overall management of the company and the implementation of its strategic objectives.

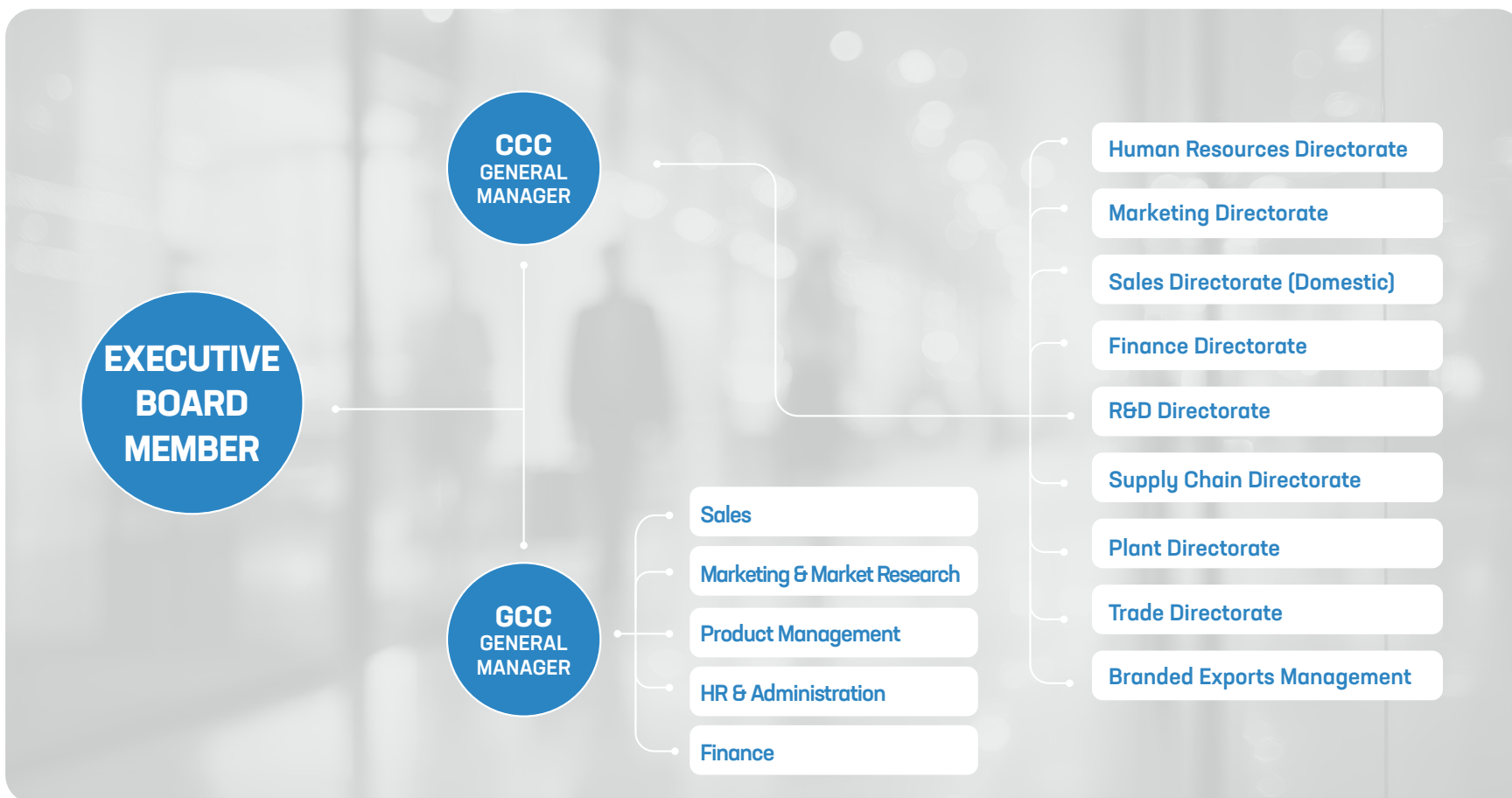
Operating under the Executive Board Member, the General Management structure includes the General Managers of CCC and GCC, who play a critical

role in ensuring that company operations are conducted effectively and in a coordinated manner. The General Management organization is supported by directorates responsible for various functions, thereby ensuring rapid decision-making, coordination, and efficiency.

The directorates within our organizational structure are organized to cover key business functions such as production, supply chain, research and development, finance, sales, marketing, human resources, and international trade. Our team of executives,

who are experts in their respective fields, works in alignment with the company's strategic goals while ensuring operational excellence within their areas of responsibility.

Thanks to this integrated structure, we conduct our operations using an agile organizational model that enables us to adapt quickly to changing market conditions and fosters a high level of collaboration and coordination.



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Our Approach to Business Ethics and Compliance



Business ethics form the foundation of corporate sustainability and stakeholder trust. A way of doing business based on the principles of transparency, integrity, and accountability goes beyond mere legal compliance and enables long-term success. In line with this approach, it is of the utmost importance that all activities are conducted in accordance with ethical principles and potential risks are effectively managed.

At CCC Gıda, we conduct our operations in accordance with ethical values and through a transparent and responsible approach. Our business practices, which we have shaped in line with **Yıldız Holding A.Ş.'s Ethics and Work Principles**, are founded on the principles of integrity, fairness, and accountability. In all our business processes, we prioritize full compliance with national and international regulations, proactively managing ethical risks, and building trustworthy relationships with our stakeholders.

Management of Ethics and Compliance

We clearly define inappropriate conduct that may occur either directly or indirectly within the framework of business ethics. Preventing conflicts

of interest, maintaining fair competition, and ensuring transparency in business relationships are among our top priorities. Furthermore, combating bribery and corruption is treated as one of the most critical elements of our approach to business ethics, and we adhere to a zero-tolerance policy.

A reporting mechanism open to all stakeholders is provided to ensure that situations contrary to ethical principles can be reported safely. In this context, reports can be submitted via the email address **etik.bildirim@gildizholding.com.tr**; all submissions are evaluated in accordance with the principle of confidentiality, and the rights of those making the reports are protected.

Furthermore, regular training and awareness-raising initiatives are conducted to promote an ethical culture throughout the organization. As part of these efforts, a total of **1,806 hours of Anti-Corruption and Anti-Bribery Training** was conducted in 2025, with 903 employees participating in these sessions. These initiatives aim to raise ethical awareness and support sound decision-making processes.

Anti-Corruption and
Anti-Bribery Training
1,806 hours



903
employees
participating



Fair, Safe, and Responsible Work Environment

Our ethical approach is directly reflected in the work environment provided to our employees. We consider it a fundamental responsibility to ensure a fair, safe, inclusive, and human rights-friendly work environment for all employees. Recruitment processes are conducted in accordance with national legislation and international standards, and the principle of equal opportunity is upheld.

As part of our approach to respecting human rights, the prevention of child labor is a top priority; our recruitment processes are structured to fully comply with this principle. We foster an organizational culture based on respect and trust through practices that safeguard the physical and psychological well-being of our employees.

Environmental responsibility and workplace safety are also treated as integral parts of our ethical approach. In carrying out our activities, we aim to minimize environmental impacts, use natural resources efficiently, and maintain the highest safety standards across all operations.



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Our Sustainability Strategy



As a company operating in the food industry, we view sustainability as one of the fundamental elements of our business practices. From procurement to production, product development

to distribution and sales, we take our environmental and social impacts into account and manage our processes with a sense of long-term responsibility at every stage of our value chain.

While our focus areas form the framework of our strategy, we determine which issues to prioritize within these areas from a **double materiality** perspective. Based on our analysis, we assess both the impacts of our activities on the environment and society, as well as the effects of sustainability-related issues on our financial performance and operational resilience. In line with this assessment, we identify our material issues and focus our efforts on these areas.

We define sustainability-focused risks and opportunities based on the impacts of our material issues, and these play a significant role in our strategic decision-making processes. We address environmental and social issues such as climate change, resource efficiency, quality, and the workforce, as both risks and areas for development.

We structure our sustainability approach in alignment with Yildiz Holding A.Ş.'s "This Is Our World" motto, centered on the focus areas of "Working for the Future of Environment", "Growing Stronger with Stakeholders", and "Inspiring the Future". These focus areas not only guide the direction of our sustainability efforts but also form the foundation of our strategic priorities.





We define goals in line with the material topics we identified and regularly monitor our progress. In particular, as part of our efforts to combat climate change, we are shaping our roadmap for reducing greenhouse gas emissions in accordance with the criteria of the **Science Based Targets initiative (SBTi)**. The science-based targets framework allows us to manage our emission reduction efforts within an internationally recognized methodology and to track our performance in a measurable way.

At the domestic and global level, our **management system certifications** for quality, food safety, the environment, and occupational health and safety strengthen the operational foundation of our sustainability approach. These certifications ensure that our business processes are conducted in accordance with specific standards, while supporting the principles of traceability and auditability. At the same time, they contribute to the effective management of risks, thereby reinforcing stakeholder trust.

ecovadis

In addition, we use the EcoVadis platform to independently measure and improve our sustainability performance. This platform, which evaluates four key areas—environment, labor and human rights, ethics, and sustainable procurement—provides a comprehensive view of our sustainability performance. In this context, we earned the “Committed” badge in the 2025 assessment. The fact that we increased our overall score by +9 points compared to the previous assessment period demonstrates that our progress in sustainability has been confirmed by an independent platform.



OUR CERTIFICATIONS AT THE DOMESTIC AND GLOBAL LEVEL



amfori BSCI



Our Sustainability Focus Areas

Our focus areas, which form the foundation of our sustainability strategy, determine the direction and scope of our work. This structure, shaped in line with Yildiz Holding A.Ş.'s approach to sustainability, enables us to address environmental, social, and governance dimensions within a holistic framework.

Considering the dynamics of the sector in which we operate and the impacts of our value chain, we conduct our work under three main focus areas: "Working for the Future of Environment," "Growing Stronger Stakeholders," and "Inspiring the Future." These focus areas provide an inclusive framework for positioning our material issues and structuring our goals.



Working for the Future of Environment

The future of nature is made possible by a production model that uses energy efficiently, shifts toward renewable resources, conserves water, and integrates waste into the circular economy. With this approach, we embrace our environmental responsibility and pursue a path of growth in harmony with nature, guided by our net-zero vision.



Growing Stronger with Stakeholders

At the heart of our success lies an approach to workforce management that is people-centered, fair, inclusive, and safe. We ensure the well-being, development, and equal opportunities of our employees; we embrace diversity, human rights, occupational health and safety, and quality as integral parts of our corporate culture.



Inspiring the Future

An inspiring future is made possible by a business model that is grounded in ethical values, innovative, focused on digital transformation, and instills trust in our stakeholders. With this approach, we are constantly developing our organizational culture and focusing on initiatives that will transform the future.

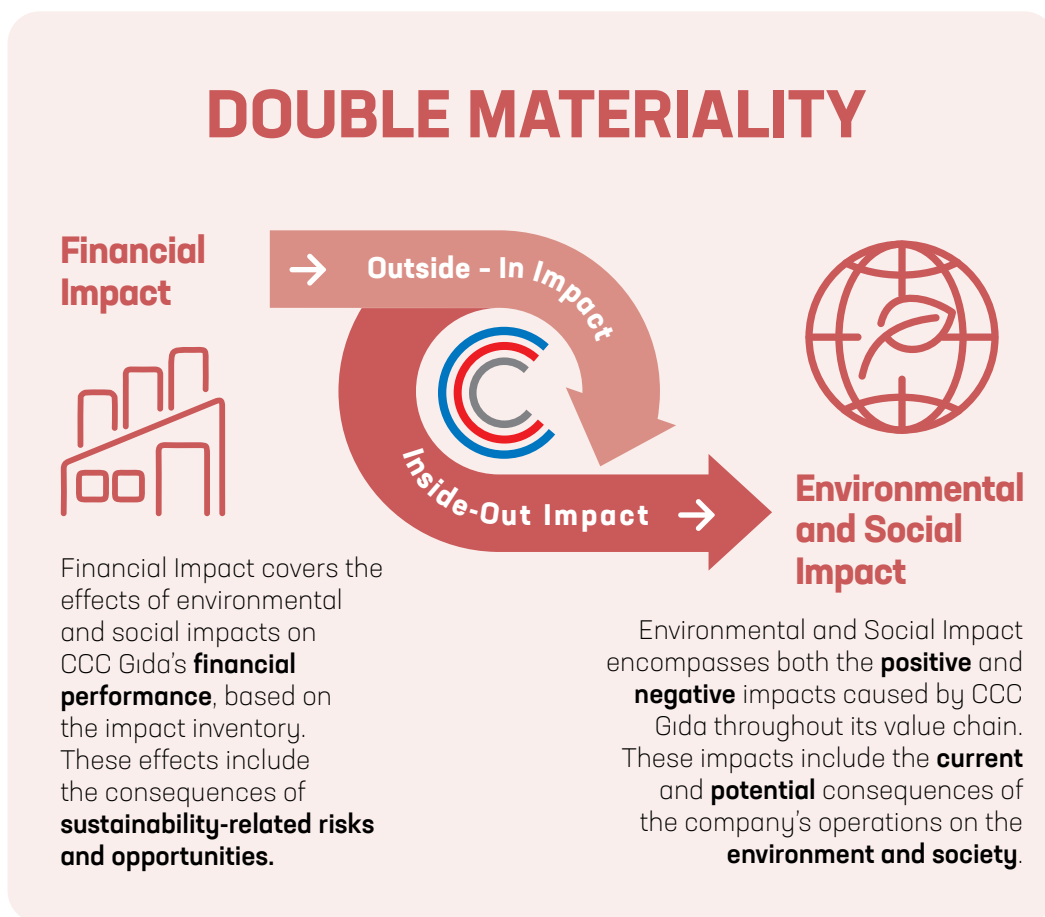


Our Double Materiality Analysis

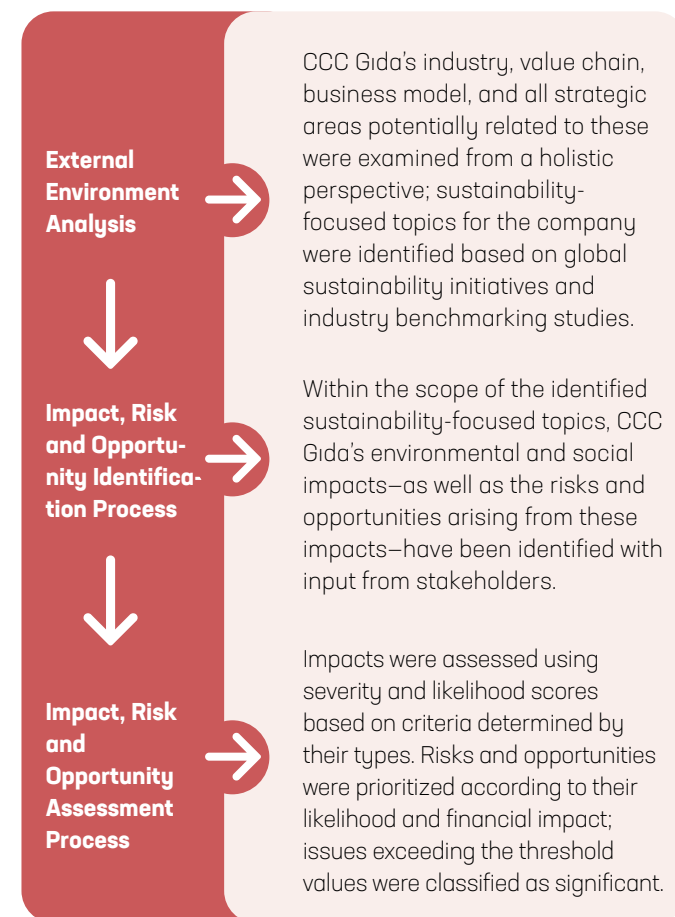
At CCC Gıda, we conducted a materiality analysis to determine the level of importance of sustainability topics in our strategy and reporting approach. We designed this study based on a double materiality approach to assess both our company's impacts on the external environment and the effects of sustainability topics on our financial performance and operations from a holistic perspective.

We structured the analysis process based on the Materiality Assessment Implementation Guidance published by the European Financial Reporting Advisory Group (EFRAG) and the GRI 3: Material Topics 2021 published by the Global Reporting Initiative (GRI). Accordingly, our assessments were conducted within a methodology consistent with internationally accepted approaches, taking into account not only the company's impacts on its external environment but also the current and potential impacts of sustainability dynamics on the company itself.

How We Define Double Materiality



How We Conduct the Analysis





External Environment Analysis

The External Environment Analysis, which constitutes the initial phase of the Double Materiality Analysis, was conducted to assess the sectoral, regulatory, and strategic framework within which CCC Gida operates using a holistic approach. The primary objective of this phase is to identify sustainability-focused issues related to the company's business activities and to establish a solid foundation for the scope of the assessment process. In this context, CCC Gida's business model, strategic priorities, products and services, and geographic areas of operation were analyzed. The legal and regulatory requirements to which the company is subject, sustainability trends in the sector, investor expectations, and competitive dynamics were taken into account.

In external environmental analysis, the examination of global sustainability initiatives and sector-specific best practices plays a significant role. In this context, the **ESG Sector Prioritization Map** assessments published by **Morgan Stanley Capital Index (MSCI)**, the disclosure topics defined by the **Sustainability Accounting Standards Board (SASB)** for the **Processed Foods sector**, and the **London Stock Exchange Group (LSEG)** sustainability assessment framework were examined; and a comparative analysis was conducted, taking into

account global reporting standards and examples of sector-specific practices.

As a result of this comprehensive desk research, potential material sustainability topics were identified in relation to CCC Gida's operations, and a systematic list of topics was created for the impact, risk, and opportunity areas to be evaluated in the following stages of the materiality analysis. This strengthened the methodological framework of the analysis process and ensured that the assessment was structured in accordance with international standards.

Impact, Risk and Opportunity Identification Process

In the second step of the analysis, CCC Gida's environmental and social impacts were examined under the sustainability issues identified as a result of the external environment analysis. The objective at this stage was to clarify the company's current and potential impacts on these issues and to identify the financial implications that could arise from these impacts.

Firstly, the **current positive and negative impacts** resulting from the company's operations, as well as the **potential impacts** that may arise in the future were identified under each topic heading. As a result of this study, a **total of 40 impacts—20 environmental and 20 social**—were identified.

The identified impacts were matched with the sustainability topic headings established in the first step to create an impact inventory.

During this process, the views of CCC Gida's key internal and external stakeholders were also included in the analysis. The views of Board of Directors members, senior management representatives, employees, investors and shareholders, suppliers, and business partners were gathered through surveys. **The views of a total of 115 internal and external stakeholders** were included in the analysis, thereby addressing the areas of impact from different perspectives.

After identifying the impacts, the potential financial impacts of these impacts on CCC Gida were also examined. In this context, risks and opportunities related to sustainability-focused issues were identified. Risks and opportunities were not identified separately; rather, each was determined following an assessment of the identified impacts. This approach ensured that the financial dimension was addressed in connection with the impacts the company generates or is exposed to.

You can find details about our sustainability-related risks and opportunities from [here](#).

Impact, Risk and Opportunity Assessment Process

In the second phase, the impact levels of the impacts, risks, and opportunities identified were scored using a rating scale based on different criteria depending on the type and definition of each impact, risk, and opportunity. In this context; **the severity of existing impacts** was calculated by taking the average of the severity, scale, and scope components, as well as the reversibility component for adverse impacts. On the other hand, **potential impacts** were assessed by multiplying the severity and probability scores.

All criteria were scored on four different scales ranging from 1 to 4; a score of 0 was not used for severity levels. A threshold value approach was adopted for the materiality assessment; for existing impacts, those with a **severity score of ≥ 3** were considered “**material**”, while for potential impacts, those with a **severity $\times$ probability score of ≥ 9** were classified as “**material**.”

As a result of these assessments, **a total of nine of the 40 identified impacts**—five environmental and four social—were classified as “material impacts.” The impacts classified as material are described **under the relevant material topic titles**.

Risks and opportunities were assessed by considering both their likelihood of occurrence and the severity of their potential financial impact. Likelihood levels were rated on a scale of 1 to 4. In the financial impact assessment, consideration was given not only to directly measurable financial outcomes but also to qualitative impacts that, while difficult to measure, could lead to financially significant results. Accordingly, risks and opportunities were addressed from both quantitative and qualitative perspectives.

Severity	Scale	Scope	Remediability
4	Extremely High Impact	Global	Irremediable
3	High Impact	Widespread	Very difficult or long-term recovery
2	Medium Impact	Medium	Difficult or medium-term recovery
1	Low Impact	Concentrated	Remediable or short-term recovery

SEVERITY

Scale:

Magnitude of the impact

Scope:

Prevalence of the impact

Remediability:

The reversibility of the effect, and the resources and effort required for recovery

Likelihood	Explanation
4: Critical	The likelihood is very high (75%-100%)
3: High	High likelihood (50%-75%)
2: Medium	May occur over time (25%-50%)
1: Low	Low likelihood (0%-25%)

Level	Quantitative (Financial Impact - Financial Magnitude)	Qualitative (Reputation, Brand Value, Operational Impact)
5: Critical	1.5% of the company's revenue, loss/gain.	A global loss of brand and reputation, or a major opportunity.
4: Very High	1-1.5% of the company's revenue, loss/gain.	Loss or gain of strategic reputation.
3: High	0.75% to 1% of the company's revenue, loss/gain.	Factors that influence regional brand perception.
2: Medium	0.5% to 0.75% of the company's revenue, loss/gain.	Changes in operating costs, medium-scale sustainability projects.
1: Low	0% to 0.5% of the company's revenue, loss/gain.	Minor reputational or operational impact.

You can find a detailed list of the risks and opportunities deemed material as a result of the impact and financial materiality assessment under the heading **Our Approach to Sustainability-Focused Risks and Opportunities**.

Our Sustainability Approach

Our Sustainability Strategy

Our Approach to Sustainability-Focused Risk and Opportunities

Sustainability Governance

Working for the Future of Environment

Growing Stronger with Stakeholders

Inspiring the Future

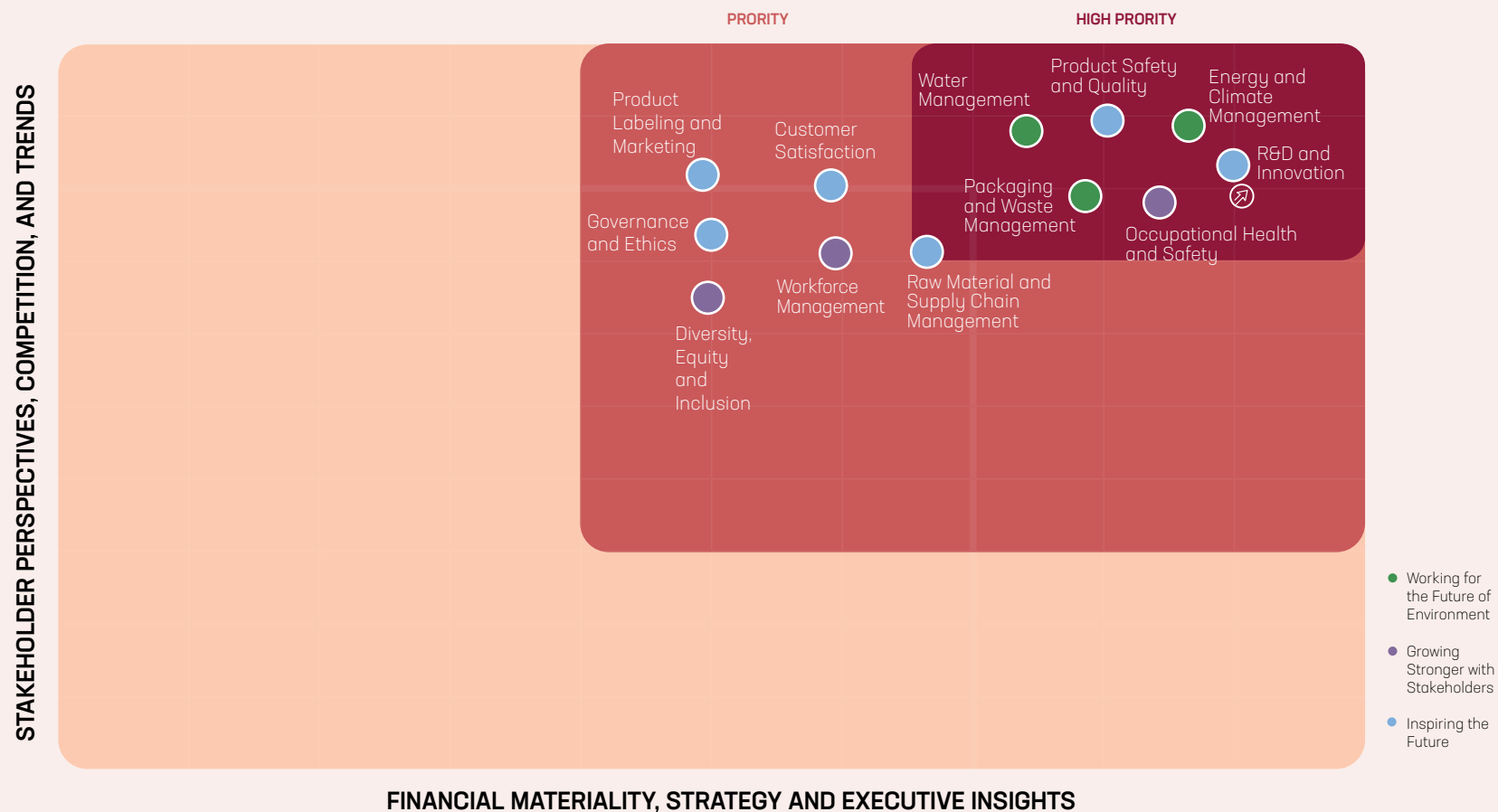
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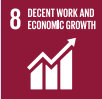
Our Material Topics

As a result of the analysis, impact materiality and financial materiality assessments were considered together, and a comprehensive prioritization was conducted. Issues for which CCC Gida has a high impact on its external environment and that also have the potential to yield financially significant outcomes for CCC Gida were classified as "high material." An issue can be considered significant solely from an impact perspective, solely from a financial perspective, or from both perspectives. However, in many cases, these two dimensions overlap. This is because environmental and social impacts are expected to have financial consequences in the medium and long term. The matrix below lists sustainability topic classified as high material and material.

MATRIX OF MATERIAL TOPICS

Following our analysis in line with our strategic perspective for 2025, the views of our executive management and industry trends, we concluded that R&D and Innovation needs to be elevated to the higher ranks of our strategic planning and material topics.



FOCUS AREA	MATERIAL TOPIC	TARGET	SDG CONTRIBUTIONS
 Working for the Future of Environment 	Energy and Climate Management	By 2026, achieve a 30% share of electricity purchased from renewable sources in total electricity consumption. Achieve a 42% reduction in Scope 1 and 2 emissions and a 51.6% reduction in Scope 3 emissions per metric ton of production by 2030. By 2050, achieve net-zero emissions across the value chain.	   
	Water Management	Monitoring water consumption levels, increasing water recovery rates, conducting water risk analyses, and tracking water conservation projects	
	Packaging and Waste Management	Tracking the percentage of sustainable materials in packaging, setting recycling and waste reduction targets, and preparing annual waste performance reports	
 Growing Stronger with Stakeholders 	Occupational Health and Safety	To make a culture of occupational health and safety a permanent feature across all areas of work.	   
	Workforce Management	Ensuring equal rights and a safe work environment for our employees; achieving a positive improvement in the climate survey score; and maintaining our past successful scores in social audit evaluations—or at least not falling below them Ensure the continuity of training and development programs; increase training hours by 7-10 percent compared to the previous year Developing wellness programs to ensure our employees' social rights and work-life balance	
	Diversity, Equity and Inclusion	Increase diversity in leadership positions and strengthen women's representation by 2030.	
 Inspiring the Future 	Product Safety and Quality	Maintaining compliance with current international quality and food safety standards.	    
	Raw Material and Supply Chain Management	Having a sustainable and robust supply chain	
	Product Labeling and Marketing	Maintaining proper labeling and a responsible marketing approach	
	Customer Satisfaction	Improving customer satisfaction through the effective management of customer feedback	
	R&D and Innovation	Continue to increase investments in R&D and innovation.	
	Governance and Ethics	Achieving a score above the industry average in social compliance audits	

Our Approach to Sustainability-Focused Risk and Opportunities



In today's business world, growing uncertainties and deepening challenges are reshaping companies' approach to risk management. Financial performance is no longer viewed as the sole indicator of corporate success; performance in the areas of environmental, social, and governance is also recognized as an integral part of long-term value creation. **The World Economic Forum's 2025 Global Risks Report** reveals that the most critical risks over the next decade are concentrated in the environmental and social spheres. Risks such as extreme weather events, biodiversity loss, and natural

resource scarcity, along with risks like inequality and social polarization, rank among the top long-term risks. This picture demonstrates that a sustainability-focused understanding of risks and opportunities is critical not only for regulatory compliance but also for sustainable growth and resilience.

At CCC Gida, we do not adopt a narrow perspective that reduces sustainability-related risks and opportunities to mere economic outcomes. Risk management at our company is conducted using a holistic approach that evaluates both the potential

impacts of various factors on our business operations and their financial consequences.

In this context, based on the assessments we conducted as part of the double materiality analysis process, we identified sustainability-related risks that could impact our company, as well as opportunities that could contribute to long-term value creation. In line with these key priorities, we are resolutely continuing our efforts to manage risks and strategically evaluate opportunities.

You can find details about our process for identifying and assessing sustainability-related risks and opportunities from [here](#).

	RISK	DEFINITION	VALUE CHAIN STAGE	MATERIAL TOPIC
	Rising Energy Costs 	Fluctuations in energy prices and volatility in the Turkish energy market pose a risk of increasing our production costs. In particular, increases in natural gas and electricity prices could raise unit product costs, thereby negatively impacting profitability and price competitiveness. This impact could become even more pronounced if energy efficiency cannot be improved.	Operations	Energy and Climate Management
	Carbon Taxation and the Emissions Trading System 	Under carbon pricing regulations—including the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), and the Emissions Trading System (ETS) planned for implementation in Türkiye—the financial obligations of companies engaged in emission-intensive production may increase. If we are unable to reduce our Scope 1 and 2 emissions, our export costs may rise due to carbon pricing, and access to certain markets may become more difficult. This situation could lead to revenue loss and reputational risk.	Upstream Flow Operations	Energy and Climate Management
	The Operational Impact of Water Scarcity 	Our operations in the Ergene/Tekirdağ region, which is under high water stress, pose a risk to operational continuity due to the depletion of groundwater resources and potential allocation restrictions. This situation could put pressure on production capacity and the cost structure.	Operations	Water Management
	The Use of Non-Recyclable Packaging 	Unnecessarily large packaging volumes increase raw material costs and reduce logistics efficiency. This situation can drive up costs, affecting product prices and reducing competitiveness.	Upstream Flow Operations	Packaging and Waste Management
	Demographic Changes and the Talent Gap 	Changes in the demographic structure and a decline in interest in the manufacturing sector could make it more difficult to access a skilled workforce in the long term. In particular, the limited participation of women and young talent in the sector could narrow our talent pool, thereby affecting our capacity for innovation and productivity.	Operations	Workforce Management

	OPPORTUNITY	DEFINITION	VALUE CHAIN STAGE	MATERIAL TOPIC
	SBTi and ESG Transparency 	Our Science-Based Targets (SBTi)-approved emissions reduction commitments and our sustainability-focused business model are increasing our appeal, particularly among customers in the European market who consider ESG criteria important. Along with rising sustainability expectations, these commitments create opportunities to attract new customers and strengthen existing relationships.	Downstream Flow	Energy and Climate Management
	Water Recovery and Reuse 	Water recovery and reuse practices offer an opportunity to reduce water consumption and dependence on external sources while lowering operational costs. By prioritizing these practices in our production processes, we aim to ensure sustainable and efficient water management.	Operations	Water Management
	Cost Savings Through Sustainable Packaging Design 	Simplifying packaging and using recycled materials offers an opportunity to reduce costs per unit of packaging by lowering raw material costs. While this approach has the potential to increase profitability in the short term, it also strengthens sustainable production practices.	Operations	Packaging and Waste Management
	Enhanced Reputation Through Recyclable Packaging 	The use of packaging compatible with recycling systems offers an opportunity to increase consumer confidence, demonstrate our environmental responsibility, and strengthen our brand reputation.	Downstream Flow	Packaging and Waste Management
	Leading the Industry in Trust Through a Commitment to High Quality 	Our state-of-the-art quality and food safety systems, combined with our robust production infrastructure, provide us with the opportunity to become the "leader in trust" in the industry over the long term. This approach helps increase customer loyalty and fosters new partnerships as a reliable supplier in export markets.	Downstream Flow	Product Safety and Quality
	Innovation and Traceability 	Enhancing the traceability tests conducted through our ERP (SAP) infrastructure with blockchain solutions, smart packaging, and advanced quality control systems offers an opportunity to make product safety more transparent. This approach helps boost customer satisfaction while strengthening our brand reputation and market position.	Upstream Flow	R&D and Innovation
	Quality Certification and Training 	Our robust operational infrastructure, which holds international certifications such as BRC (including the FSMA module) and IFS, provides a significant advantage in food safety and quality management. Extending these standards throughout the supply chain and systematizing employee training in the future will create opportunities to enhance our internal audit capabilities and boost our competitiveness in international markets.	Operations	Product Safety and Quality
	Leadership in Occupational Safety Through Certification 	Our ability to implement and promote internationally recognized occupational health and safety management systems, such as ISO 45001, at our facility gives us a strong position in the industry. Our level of BSCI compliance and our strong performance in WCA audits position us as a preferred partner among global partners and customers. This approach offers the advantage of developing new partnerships and ensuring long-term customer loyalty.	Operations	Occupational Health and Safety

Sustainability Governance



In today's business world, the integration of sustainability into corporate governance is critical to a company's long-term success. Effectively managing the impacts created, identifying risks in a timely manner, evaluating opportunities, and balancing stakeholder expectations are only possible through a strong and accountable governance structure. For this reason, sustainability must be addressed not merely as an operational practice but as a fundamental component of strategic decision-making mechanisms.

At CCC Gıda, sustainability governance is carried out through a holistic approach aligned with

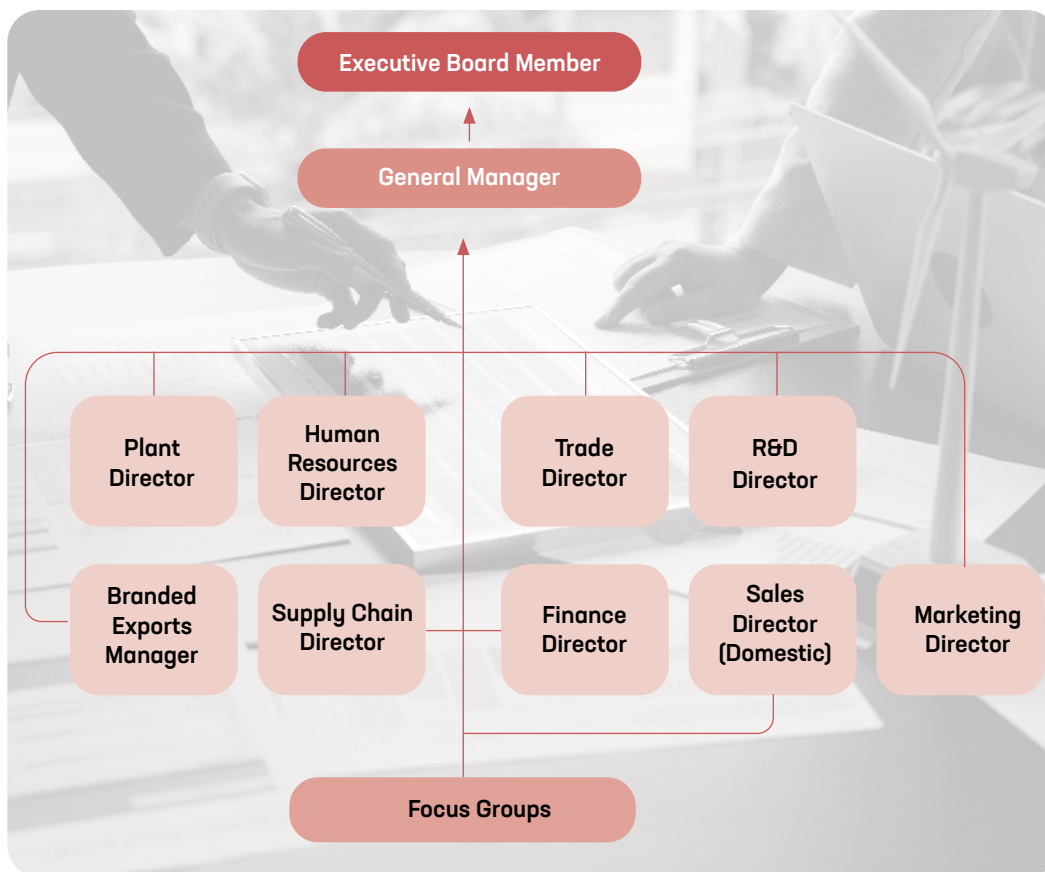
corporate strategy and supported by senior management. The coordination and strategic direction of sustainability initiatives are carried out through the Sustainability Committee, established under the leadership of senior management. Thanks to this structure, sustainability priorities are defined in alignment with company strategies; performance is regularly monitored; and decisions are implemented across the entire organization.

To ensure that sustainability governance is systematically implemented at the operational level, three main focus groups have been

established: the Environmental Focus Group, the Social Responsibility Focus Group, and the Customer Engagement Focus Group. Operating under the leadership of senior management representatives, these focus groups are responsible for planning and implementing actions, as well as monitoring performance, on priority issues within their respective areas of responsibility. Thus, sustainability management is carried out within a holistic framework at both the strategic and operational levels.

Sustainability Committee

Sustainability Committee has been established at CCC Gida to ensure that sustainability initiatives are effectively carried out at the corporate level. The Committee is a senior-level governance mechanism responsible for defining the sustainability strategy, identifying priorities, and monitoring performance. The Board of Directors has delegated its responsibility for sustainability to the Executive Board Member. In this context, the Sustainability Committee operates under the leadership of the General Manager, and the General Manager regularly reports on the work being carried out to the Executive Board Member. Composed of senior executives who are experts in their respective fields, the Committee meets at least four times a year and holds additional meetings as needed. During these meetings, the Committee reviews progress toward sustainability goals, assesses risks and opportunities in the environmental, social, and governance areas, and evaluates the activities carried out by the focus groups and the results of those activities. As part of these responsibilities, the Committee works with three focus groups—Environment, Social Responsibility, and Customer Engagement—to ensure the effective implementation of sustainability initiatives at the operational level.



The Committee's Duties and Responsibilities

- Developing, reviewing, and updating strategies and policies in line with the sustainability vision
- Setting short-, medium-, and long-term goals in line with sustainability priorities and ensuring their integration into company plans
- Identifying and assessing climate change, environmental, social, and supply chain risks and opportunities, and approving action plans
- Ensuring the integration of climate risks and other ESG risks into corporate risk management processes
- Defining sustainability performance indicators, monitoring them regularly, and assessing their alignment with targets
- Assessing environmental, social, and governance performance and developing recommendations for areas of improvement
- Ensuring and monitoring compliance with national and international legal regulations, standards, and principles
- Coordinating and approving sustainability reporting in accordance with international standards and ensuring transparency
- Ensuring communication with internal and external stakeholders on sustainability issues and integrating stakeholder expectations into strategies
- Supporting industry-specific initiatives, university-industry collaborations, and partnerships with civil society organizations that will enhance the company's reputation
- Embedding a culture of sustainability within the company and encouraging greater employee awareness
- Supporting innovative projects and initiatives in the areas of energy efficiency, carbon reduction, the circular economy, and workplace safety; researching and implementing new technologies and practices to improve sustainability performance
- Making decisions regarding sustainability, ensuring implementation, and coordinating among relevant departments
- Monitoring national and international best practices, standards, and sustainability trends

Sustainability Committee Focus Groups

The implementation of the strategic priorities set by the Sustainability Committee at the operational level is supported by a systematic working structure. The Environmental Focus Group, Social Responsibility Focus Group, and Customer Engagement Focus Group, established within this framework, ensure the planning and implementation of actions and the monitoring of performance in their respective areas of responsibility.

Focus groups are formed with the participation of representatives from relevant functions and operate under the leadership of the appropriate Sustainability Committee members, depending on the focus areas. The groups meet regularly to assess current performance, identify areas for improvement, and report to the Committee in line with sustainability goals.

Environmental Focus Group

Plant Director

- Maintenance & Project Manager
- Procurement Manager
- Logistics Manager
- Operational Excellence & EHS and Sustainability Manager
- Packaging R&D Manager



Social Responsibility Focus Group

Human Resources Director

- Supply Chain Director
- Finance Director
- OHS Executive
- Operations Manager
- Procurement Manager
- Planning Manager



Customer Engagement Focus Group

R&D Director

- Private Label Sales Manager
- Brand Managers (Candy & OTC)
- Senior Brand Manager (Gum)
- Marketing Director
- Quality Assurance Manager
- New Product Development (NPI) Manager
- R&D Manager
- Regulatory Specialist



FOCUS GROUP	MATERIAL TOPIC	RESPONSIBILITY
Environmental Focus Group 	Energy and Climate Management >	Measuring energy consumption and greenhouse gas emissions (Scopes 1, 2, and 3), setting reduction targets, and planning and implementing renewable energy projects.
	Water Management >	Monitoring water consumption levels, increasing recovery rates, conducting water risk analyses, and tracking water conservation projects.
	Packaging and Waste Management >	Tracking the percentage of sustainable materials in packaging, setting recycling and waste reduction targets, and preparing annual waste performance reports.
Social Responsibility Focus Group 	Raw Material and Supply Chain Management >	Monitoring suppliers' compliance rates with social and environmental audits, identifying high-risk suppliers, and implementing action plans.
	Workforce Management >	Conducting employee satisfaction and engagement surveys, implementing development programs, and monitoring fair compensation systems.
	Diversity, Equity and Inclusion >	Tracking metrics such as the rate of female managers and the employment rate of people with disabilities, implementing equal opportunity policies, and conducting awareness-raising training.
	Occupational Health and Safety >	Monitoring OSH indicators such as the frequency and severity of workplace accidents, conducting occupational safety training, and performing periodic on-site inspections.
	Governance and Ethics >	Monitoring of ethics reporting mechanisms, reporting of ethics violations, and evaluation of transparency and accountability performance in accordance with governance principles.
Customer Engagement Focus Group 	Product Safety and Quality >	Monitoring product quality complaints, tracking the results of internal and external audits, and developing traceability systems.
	Product Labeling and Marketing >	Verifying the accuracy of product packaging information and nutritional values, monitoring compliance with regulations, and conducting ethical reviews of marketing materials.
	R&D and Innovation >	Promoting sustainable product and process innovations, tracking innovative projects using metrics, and reporting annual innovation performance metrics.
	Customer Satisfaction >	Measuring the effectiveness of feedback systems, tracking complaint resolution time metrics, and evaluating customer satisfaction survey results.



2025 Sustainability Report

Introduction

About Us

Our Sustainability
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**Working for the Future
of Environment**

Growing Stronger
with Stakeholders

Inspiring the
Future

Appendix

WORKING FOR THE FUTURE OF ENVIRONMENT

Energy and Climate Management

Our Strategic Approach
Projects and Progress
Performance and Future Outlook

Water Management

Our Strategic Approach
Projects and Progress
Performance and Future Outlook

Packaging and Waste Management

Our Strategic Approach
Projects and Progress
Performance and Future Outlook

Energy and Climate Management



The effects of climate change on the food industry are becoming increasingly evident throughout the entire value chain, from raw material procurement to production processes, and from logistics operations to the delivery of products to customers. At CCC Gıda, we are aware that how efficiently we manage our energy use, the extent to which we reduce our greenhouse gas emissions, and the decisive steps we take to combat climate change are critical to the future of our business. In this regard, we are adopting an approach that goes beyond simply adapting to changing conditions to actively support transformation in our operations.

As part of the double materiality analysis we conducted last year, we assessed the positive and negative impacts of our operations on the environment and climate to identify our material impacts. The findings helped us clarify our materialities and build our strategic roadmap on a stronger foundation.

Impact	Definition of the Impact and Our Actions
Energy Usage	CCC Gıda's energy consumption throughout its production processes and value chain relies heavily on fossil fuel-based sources. This situation increases the company's carbon footprint, particularly through Scope 1 and Scope 2 emissions. However, company optimize its energy use and reducing its emissions intensity through the energy efficiency projects and the multimodal transportation model adopted in logistics. Additionally, it is increasing the share of renewable sources in its energy consumption through the purchase of renewable energy certificates (I-RECs).
Science-Based Greenhouse Gas Emission Reduction Targets	CCC Gıda conducts its operations in line with emissions reduction targets approved by the SBTi as part of its efforts to combat climate change. The company regularly monitors and reports its Scope 1, Scope 2, and Scope 3 emissions. Developed within the framework of science-based targets, this approach ensures the data-driven and systematic management of emissions while providing a reliable roadmap for the transition to a low-carbon economy.
Potential for Reducing Greenhouse Gas Emissions in the Supply Chain	Greenhouse gas emissions generated throughout the value chain are managed through collaboration with suppliers, in line with a sustainable procurement approach. Emissions reduction targets are shared with specific suppliers, and long-term partnerships are developed with business partners who meet sustainability criteria. Monitoring Scope 1, 2, and 3 emissions and managing them in line with Science Based Targets initiative (SBTi)-approved targets ensures a holistic approach to addressing impacts throughout the supply chain. In the future, initiatives aimed at increasing supplier participation and the widespread adoption of low-carbon sourcing options hold significant potential for reducing upstream emissions.

Our Strategic Approach

At CCC Gıda, we view reducing our energy consumption, increasing energy efficiency, and conducting our production processes without harming the environment as one of our core responsibilities. We uphold this approach at every level, from our management team to our colleagues on the production line, and we are committed to improving our processes.

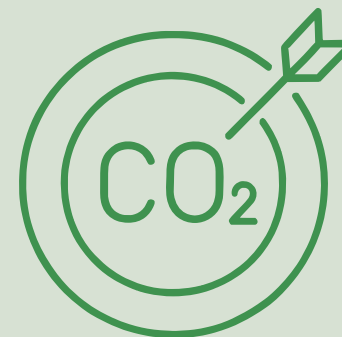
We conduct all our energy management activities in accordance with our **Energy Policy**, in compliance with environmental laws and regulations, and in line with international standards. As part of this effort, we regularly analyze our energy consumption, identify opportunities for reduction, and measure and report on our performance. In addition, we strive to raise our employees' awareness of energy efficiency by addressing this issue in the training programs we provide.

This comprehensive approach serves as a strategic compass that continuously improves our company's energy performance, supported by employee awareness and guided by management commitment. **The ISO 50001 Energy Management System, the ISO 14001 Environmental Management System,** and our **Green Check certification**, which we earned at the highest Gold level in 2025, stand out as key indicators highlighting the reliability and sustainability of our approach to energy and environmental management.



Science-Based Targets and Net-Zero Commitment

Our targets, approved by the Science Based Targets initiative (SBTi) in 2025, form the foundation of our roadmap for combating climate change. These targets, based on the 2022 baseline year, encompass both our long-term net-zero vision, which we are committed to achieving by 2050, and our interim targets through 2030. Our goals enable us to adopt an effective strategy across all our operations, ranging from energy efficiency to sustainable procurement and from preventing deforestation to data-driven management approaches.



By **2030**



-42%

We aim to reduce our Scope 1 and 2 emissions by 42% compared to the 2022 base year

-51.6%

We aim to reduce our emissions per unit of product produced by 51.6% compared to the 2022 base year

-30.3%

We aim to reduce our Scope 3 FLAG emissions by 30.3% compared to the 2022 base year.

By **2050**



-90%

We aim to reduce our Scope 1 and 2 emissions by 90% compared to the 2022 base year

-90%

We aim to reduce our emissions per unit of product produced by 90% compared to the 2022 base year

-72%

We aim to reduce our Scope 3 FLAG emissions by 72% compared to the 2022 base year.

Decarbonization Road Map



2022-2024

2023

- We completed our calculations based on the year 2022.
- We analyzed our current situation and determined our decarbonization roadmap.
- We have made a commitment to reduce greenhouse gas emissions as part of the Science-Based Targets Initiative.

2024

- We have completed our 2023 emissions calculations in accordance with the GHG Protocol.
- Thanks to the multimodal logistics model, we prevented 764,424 kg of CO₂ emissions that would have been generated if only road transport had been used.
- We have completed the conversion to LED lighting systems, covering 90% of our candy factory.
- We increased natural gas combustion efficiency using an oxygen trim system.
- By commissioning the new air-handling unit at the candy factory, we reduced electricity consumption during the coating processes.

2025-2029

2025-2026

- Through the centrifugal chiller retrofit project, we aim to increase energy efficiency in gum production processes;
- Through the reverse osmosis project, we aim to reduce energy losses in our steam boiler processes;
- We also aim to meet 50% of our electricity consumption from renewable energy sources (I-REC).

2027

- We target to meet 70% of our electricity consumption from renewable energy sources (I-REC).
- As part of the centrifugal chiller renovation project, we aim to reduce energy consumption in candy production processes.

2028

- We aim to meet 90% of our electricity consumption from renewable energy sources (I-REC) and accelerate decarbonization efforts in our supply chain.

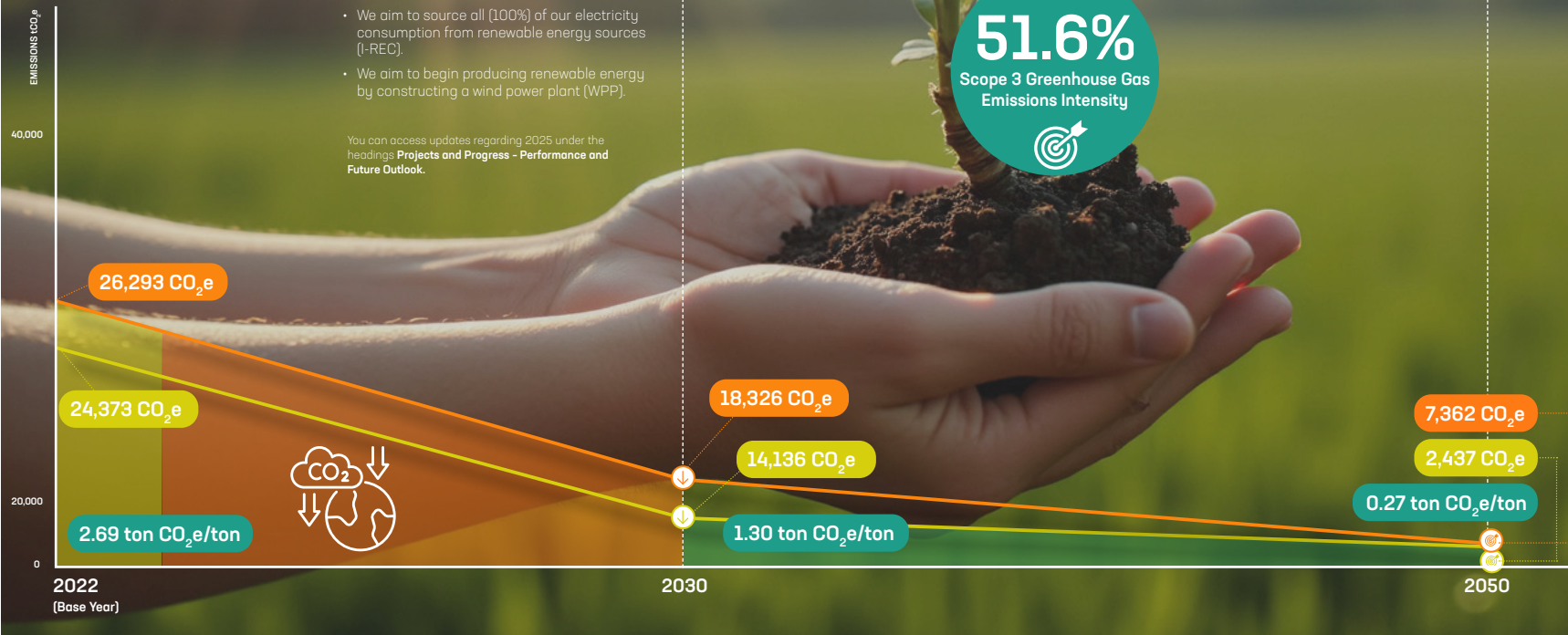
2029

- We aim to source all (100%) of our electricity consumption from renewable energy sources (I-REC).
- We aim to begin producing renewable energy by constructing a wind power plant (WPP).

You can access updates regarding 2025 under the headings **Projects and Progress - Performance and Future Outlook**.

2030 TARGETS

2050 TARGETS



Projects and Progress



At CCC Gıda, we shape our energy and climate-focused projects in line with our decarbonization roadmap and science-based targets. Through the projects we undertake, particularly in the area of energy efficiency, we prioritize reducing the energy intensity of our operational processes while bringing our emissions under control.

At the same time, while reducing emissions from our value chain through the multimodal transportation model we have adopted in our logistics operations, we are increasing the share of renewable sources in our electricity consumption through I-REC certificates. Thanks to this approach, we are not only making progress toward our short-term emissions reduction targets but also strengthening our decarbonization process with concrete steps in line with our 2050 net-zero commitment.

Our Energy Efficiency Initiatives

We view energy efficiency as one of the cornerstones of our decarbonization roadmap, and we manage our efforts in this area through a data-driven approach rather than limiting them to technical implementations. By digitalizing our energy consumption processes and analyzing the data we obtain from real-time monitoring, we identify areas for improvement and shape our actions accordingly.

We are reinforcing this approach, which supports our operational processes, with training programs designed to raise our employees' awareness of energy efficiency. In line with this, our team of qualified managers in the field of energy efficiency consists of 5 people as of 2025.

Through the projects we have implemented in the field, we are turning this approach into tangible results.

Chiller Project Forecast



8,500 MWh/year
annual electricity savings

~3,800 tons
CO₂ emissions

47 million TL
annual financial savings of

The LED conversion project at our candy factory, which we completed 90% last year, has begun to show results this year and has led to improvements in electricity consumption related to lighting.

Centrifugal Chiller Project

We plan to upgrade the chiller system used at our facility with state-of-the-art solutions to improve the efficiency of our central cooling infrastructure. As part of this project, which we are implementing in collaboration with **Siemens Sanayi ve Ticaret A.Ş.**, we will restructure the existing system with more efficient equipment and **"Demand Flow"** automation, which operates based on demand. This will allow us to meet cooling needs just as effectively while ensuring the system operates only at the required capacity, thereby preventing unnecessary energy consumption.

With this transformation, which is scheduled for completion on a turnkey basis in 2026, we will enable real-time monitoring and optimization of system performance. We will enhance transparency and control in energy management while also strengthening operational reliability through digital twin and demand flow technologies.

Upon completion of the project, we will achieve annual electricity savings of **8,500 MWh** and accordingly, prevent approximately **3,800 tons of CO₂ emissions**. In addition, we will significantly improve our operational costs through annual financial savings of approximately **47 million TL**. Along with these benefits, we anticipate that the project will directly contribute to reducing our Scope 1 and Scope 2 emissions while marking significant progress toward achieving our targets approved by the Science Based Targets initiative (SBTi).

Energy-Efficient Motor Transition

As part of our efforts to improve energy efficiency in our production processes, we are continuing our conversion process to replace the existing electric motors at our facilities with high-efficiency motors. With this project, we aim to replace our old, low-efficiency motors with IE4-class motors that offer high energy performance at the "Super Premium Efficiency" level.

By using energy-efficient motors, we aim to reduce our electricity consumption and operational costs while maintaining our production capacity, and to ensure that our equipment operates more efficiently and reliably. According to our feasibility studies, the project is projected to result in energy savings of **389 MWh per year with an investment of approximately 1.5 million TL**, leading to a corresponding reduction in emissions of approximately **215.8 kg CO₂e** per year. This project not only constitutes a key component of our technical transformation initiatives aimed at improving energy efficiency, but also makes a tangible contribution toward achieving our decarbonization goals.

Leak Detection in Condensate Lines

We regularly monitor the performance of the condensate traps in our high-pressure steam lines to strengthen energy management practices at our facilities. Condensate traps are critical components that direct condensed steam water to the condensate tank, and leaks can occur over time due to wear and tear. These leaks can lead to energy losses and a decline in operational efficiency.

As part of this project, we quickly and accurately detect leaks in condensate traps using hypersonic measurement devices. We prevent potential energy losses in the system by performing the necessary maintenance, repairs, and part replacements at the identified points. In this way, we not only improve energy efficiency but also extend the service life of our equipment and ensure the continuity of our production processes.

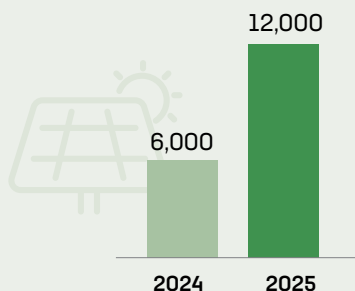
As part of this work, we measured a total of 132 condensate trap locations and detected leaks at 45 of them. We will repair the condensate traps where leaks were detected, and in cases where repair is not possible, we will replace them to prevent further leaks.

Reverse Osmos System

We plan to implement a reverse osmos system in our steam boiler processes to improve water efficiency and reduce energy losses. Currently, when our steam boilers reach a certain conductivity level, a portion of the water is drained and replaced with feedwater of lower conductivity. This process can lead to more frequent steam drainage due to high conductivity levels, resulting in associated energy losses. As part of our planned project, we aim to significantly reduce the conductivity of the feedwater using the reverse osmos system to be installed. By using reverse osmos technology to lower the water's conductivity to below 50 µS, we aim to slow the rate of conductivity increase within the steam boiler and reduce the need for drainage. We aim to reduce high-pressure steam discharge



Renewable Energy Consumption (MWh)



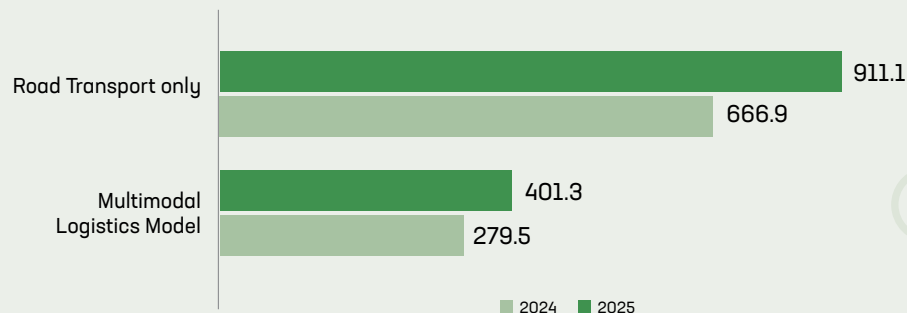
through this improvement, thereby lowering our energy consumption and increasing our operational efficiency. With this investment, which we plan to commission in 2026, we aim to contribute to our sustainability goals by achieving energy savings and reducing emissions.

Our Renewable Energy Initiatives

At CCC Gida, we are prioritizing investments in renewable energy to diversify our energy sources and reduce our carbon footprint. As of 2025, we met **31% of our electricity consumption** with renewable energy certified through I-REC (International Renewable Energy Certificate) purchases. As part of this effort, we purchased a **total of 12,000 MWh** of energy from renewable energy facilities operating in various locations, thereby reducing our Scope 2 emissions. We prevented the release of approximately **5,232 tons of CO₂e** in greenhouse gas emissions as a result of this initiative.

Meanwhile, we continue to conduct feasibility studies and carry out the necessary infrastructure work for investments in low-carbon sources such as solar and wind energy. Through these steps, we

Multimodal Logistics - Emissions (tons CO₂e)



aim to increase the share of renewable sources in our energy consumption, reduce our environmental impact, and strengthen our approach to sustainable production.

Our Multimodal Logistics Model

Our logistics operations play a key role in our decarbonization journey aimed at reducing greenhouse gas emissions. To this end, we are implementing our Multimodal Logistics Model, which integrates road, rail, and sea transport rather than relying solely on road transport. This approach not only increases our operational efficiency but also enables us to significantly reduce emissions from our logistics activities.

In 2024, as part of our multimodal logistics model, we covered a total of **476,370 km**. **91% of this was by rail, while 9% was by road**; there was no maritime transport for our European shipments. Our logistics operations resulted in **279.5 tons of CO₂e emissions**; however, we calculated that if we had carried out the same logistics activities using only road transport, the resulting emissions would have been **666.9 tons of CO₂e**. Thus, **our emissions reduction rate**

for the past year was 58% thanks to our Multimodal Logistics Model.

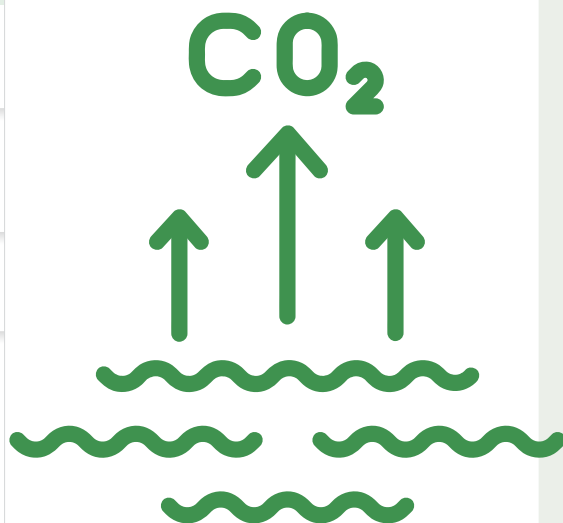
According to 2025 data, we covered a total of **687,479 km** under our multimodal logistics model, with **rail transport accounting for 86.7%, road transport for 6.5%, and maritime transport for 6.7%**. Our logistics operations resulted in **401.3 tons of CO₂e** emissions; however, we calculated that if we had carried out the same logistics activities using only road transport, the resulting emissions would have been **911.1 tons of CO₂e**. In this scenario, our Multimodal Logistics Model achieved an emissions reduction rate of **56%**.

In this context, while the findings show that maritime transport has reduced our emissions reduction rate, they do not alter the fact that we have achieved significant emissions reductions thanks to our Multimodal Logistics Model. This model supports emissions management not only in our own operations but also across our entire value chain, thereby accelerating the decarbonization process in collaboration with our suppliers.

Performance and Future Outlook

At CCC Gida, we continuously monitor our energy consumption and continue our efforts to improve efficiency. As of 2025, natural gas accounted for the largest share of our energy consumption at **55%**, while **electricity** consumption made up **44%** of the total. Vehicle fuels and diesel generator use accounted for a limited share of our total energy consumption. Our total energy consumption stood at **88,220 MWh**, an **increase of approximately 2%** compared to 2024, while our total renewable energy consumption in 2025 was **12,000 MWh**.

Along with the modest increase in our total energy consumption, we also observed a modest increase in energy intensity relative to the volume of products we produced. In 2025, we measured our energy consumption per ton of product produced at **2.11 MWh**.



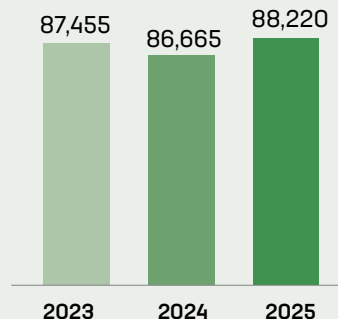
Vehicle Fuels, Generator
(Petrol, Diesel)

1%

Natural
Gas
55%

Electricity
44%

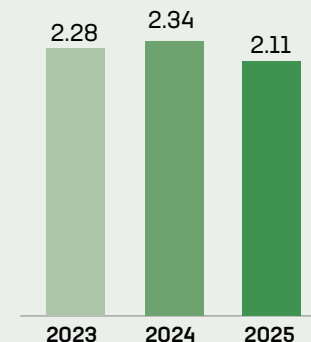
Total Energy Consumption (MWh)*



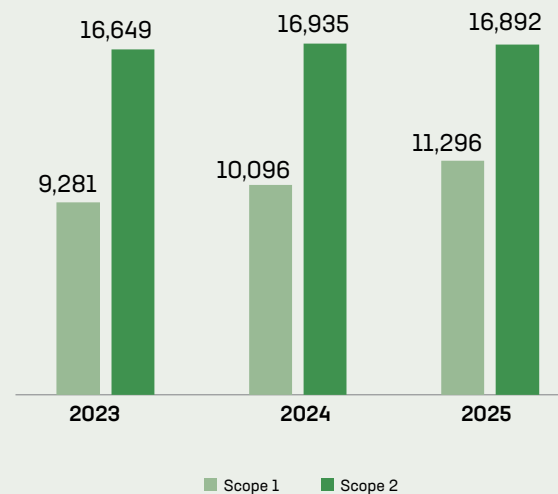
*Energy consumption data for 2023 and 2024 have been recalculated due to updates to the conversion factors used to convert LPG, natural gas, diesel (generators), diesel (off-road vehicles), diesel (on-road vehicles), and gasoline (on-road vehicles) consumption into MWh.



Energy Intensity (MWh/ton)



Greenhouse Gas Emissions (ton CO₂e)



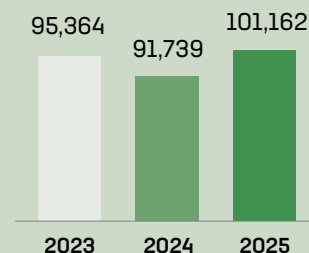
■ Scope 1 ■ Scope 2



In line with the increase in our total energy consumption, there was also a modest increase in our greenhouse gas emissions. In 2025, our Scope 1 emissions totaled **11,296 tons of CO₂e**, our Scope 2 emissions totaled **16,892 tons of CO₂e**, and our total Scope 1 and 2 emissions totaled **28,188 tons of CO₂e**.

We have been tracking our Scope 3 emissions since 2022 and calculating them in accordance with the GHG Protocol. We are working to reduce the emissions we generate throughout our value chain. As part of this effort, we are engaging our suppliers in the process to raise their awareness and encouraging their participation in our ecosystem by sharing our SBTi-approved reduction targets. In this context, our Scope 3 emissions totaled **101,162 tons of CO₂e** as of 2025.

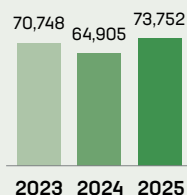
Scope 3 Emissions (ton CO₂e)



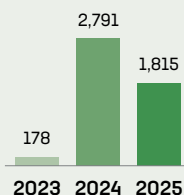
Scope 3 Emissions by Category (ton CO₂e)



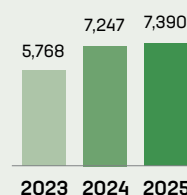
Purchased Goods and Services



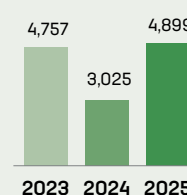
Capital Goods



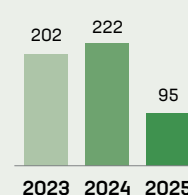
Fuel and Energy-Related Activities



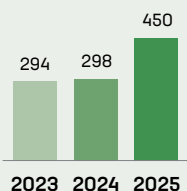
Upstream Transportation and Distribution



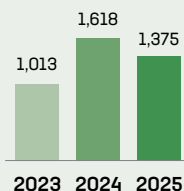
Waste Generated in Operations



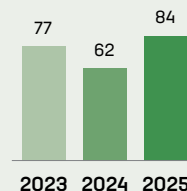
Business Travel



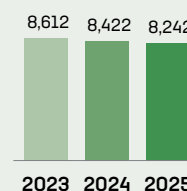
Employee Commuting



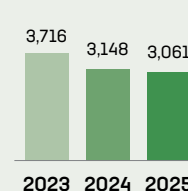
Upstream Leased Assets



Downstream Transportation and Distribution



End-of-life Treatment of Sold Products



Water Management



Beyond being a fundamental resource for food production, water is an irreplaceable natural resource for the continuity of life and the balance of ecosystems. In our country, which lies within the Mediterranean climate zone and exhibits semi-arid climate characteristics, irregular rainfall patterns caused by climate change, rising evaporation rates, and irresponsible consumption are increasing the pressure on water resources day by day.*

Operating in a sector with water-intensive operations, we are aware of the environmental impact that our water usage in production processes has on local water resources, as well as our dependence on these resources. Accordingly, we prioritize using water as efficiently as possible in our operations, continuously improving the quality of our wastewater, and increasing opportunities for water recovery.

Impact	Definition of the Impact and Our Actions
High Water Consumption in the Value Chain	The intensive water-intensive production processes for sugar, our primary raw material, along with the cooking, cooling, and cleaning operations at our facility, constitute the main sources of our fresh water usage. Since water recovery systems are still in the development phase at our current facility, this continues to create a need for new water sources in every production cycle, thereby placing indirect pressure on local ecosystems. Minimizing this impact is a strategic priority for us, given our significant potential in this area. While strengthening our partnerships with suppliers focused on sustainable agriculture, we aim to significantly reduce our water footprint through projects planned for the reuse of wastewater and the implementation of recycling technologies at our production facility.

* National Water Plan (2026-2035), Republic of Türkiye Ministry of Agriculture and Forestry

Our Strategic Approach

At CCC Gıda, we view water management as one of the key elements of our production continuity and resource efficiency. By regularly monitoring water usage areas, consumption intensity, and wastewater generation in our operations, we identify areas with potential for improvement.

In this context, we prioritize optimizing process-based water usage, minimizing water losses, and maximizing water recovery opportunities from both technical and operational perspectives. We measure our water footprint performance in accordance with the **ISO 14046 Water Footprint Standard**, in line with our data-driven management philosophy. Furthermore, we conduct all our operations within the framework of a traceable, auditable, and continuously improving management approach based on the principles of the **ISO 14001 Environmental Management System**, in addition to meeting our legal obligations.

In addition, in accordance with the obligations set forth in the Water Efficiency Regulation, we began our efforts to comply with the water efficiency management system in 2025. As part of this effort, we established our water efficiency team and began conducting regular meetings to address regulatory requirements. Our goal is to ensure that our water management practices are fully compliant with the regulations and to complete the necessary certification processes.



ISO 14046 Water Footprint Verification

We track our environmental impact using transparent, data-driven metrics by calculating our annual water footprint. As a result of these policies, we successfully completed the ISO 14046 Water Footprint Verification process in 2025.



Our Water Stress Analysis

In order to anticipate current and future risks to water resources, we use the Aqueduct Water Risks map developed by the World Resources Institute (WRI) as a guide. Since we source all the water used in our production activities from groundwater sources, water stress in the Ergene/Tekirdağ basin where our facility is located makes this an even more critical area for us to monitor.

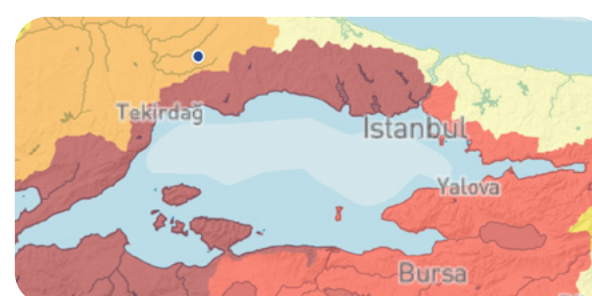
According to WRI Aqueduct data, the region where our facility is located faces a water stress level

of “Medium-High” (20-40%) as of 2025. Under a business-as-usual (BAU) scenario, this risk is projected to remain at the same level in 2030 but is expected to reach the “High” (40-80%) level by 2050. Given our direct dependence on groundwater and the current risk situation in the region, we view water efficiency not only as an operational necessity but also as a social responsibility to protect the water security and ecosystem balance of the watershed where we operate.

2030



2050



Location of Water Withdrawal	Volume (m³/year)	Risk Level	
		2030	2050
Tekirdağ, Ergene	141,483	Medium - High	High

Projects and Progress



In line with our water management strategy, we are implementing concrete projects aimed at improving water efficiency in our operational processes. As of 2025, our focus has been on optimizing cleaning and preparation processes with high water consumption through technological investments and minimizing resource use.

Our Water Efficiency Projects

Soft Candy Production Line Automation CIP (Cleaning in Place) System

We redesigned the cleaning processes for the cooking tanks on the Kremini production line using an approach focused on resource efficiency. We modernized the cleaning process, which traditionally relied on soaking the tanks in hot water with chemicals, by integrating high-pressure wash heads into the tanks.

With the implementation of pressure washing technology, we not only significantly reduced cleaning times but also achieved savings of approximately 80% in water, chemical, and energy consumption for the relevant processes. This improvement has not only led to more efficient water use but has also resulted in significant gains in labor and time efficiency.

Water Leak Detection and Prevention Project

We conducted a systematic review to identify points of loss and leakage in our production processes as part of the water management improvement efforts underway at our facility. As a result of this effort, we took the necessary actions to address the identified leakage points, and we prevented the daily waste of approximately 95 metric tons of water, thanks to the measures we implemented.

Process Improvement for Coating Drum Washing

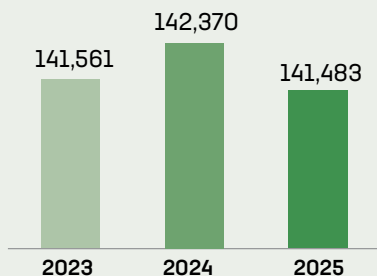
We analyzed the washing processes used to remove residues that form on the inner surface of the drum during product transit in gum coating processes. In the field trials we conducted, we determined that using high-temperature water improved cleaning performance while reducing water consumption per unit of processing, and we therefore designed the installation of a hot water supply system. With this project, which is currently in the implementation phase, we aim to increase washing efficiency through the use of food-grade auxiliary chemicals and to optimize our cleaning cycles by minimizing the amount of fresh water used in the coating processes.

Performance and Future Outlook

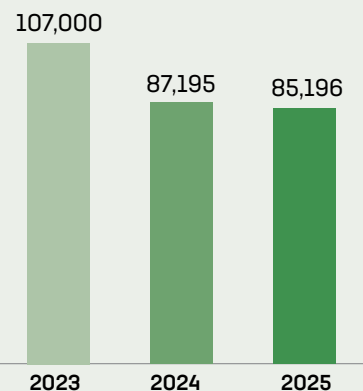
At CCC Gida, we regularly monitor our water management performance using indicators such as total consumption, wastewater generation, and unit intensity. Our total water consumption, which was 142,370 m³ in 2024, decreased by approximately 1% in 2025, falling to 141,483 m³. In line with the decrease in water consumption, our total annual wastewater volume also fell from 87,195 m³ to 85,196 m³ in 2025. However, based on the quantity of product we produced, we observed a slight increase in the water intensity indicator from 3.85 m³/ton to 3.91 m³/ton. In the coming period, in line with our vision of reducing our water footprint, we aim to further lower our absolute water consumption and improve our operational efficiency by increasing our investments in water recovery systems.



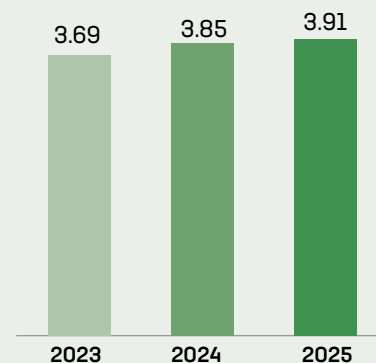
Total Water Consumption (m³)



Waste Water (m³)



Water Intensity (m³/ton)



Packaging and Waste Management



Waste, which emerges as a natural outcome of every production process, places a burden on the environment when not managed effectively; when handled with the right approach, it can be transformed into a resource that can be reused. Rapid population growth, urbanization, rising income levels, and changing consumption patterns are currently causing waste generation to increase rapidly on a global scale, placing significant pressure on existing waste management systems. Unless current trends continue, global waste generation is projected to reach 3.86 billion metric tons by 2050.*

The ineffective management of waste leads to increased environmental pollution, rising greenhouse gas emissions, and the waste of valuable natural resources; managing waste through a circular economy approach plays a significant role in mitigating these impacts. At CCC Gıda, we view packaging and waste management not merely as an operational necessity, but as a priority aimed at reducing our environmental impact.

*What a Waste 3.0, World Bank Group

Impact	Definition of the Impact and Our Actions
Post-Consumer Packaging Waste	The packaging waste generated after our products are consumed represents a significant area of environmental impact further down our value chain. In particular, when single-use packaging is not collected properly, it can end up scattered in the environment, leading to the accumulation of plastic waste in natural habitats, the formation of microplastics, and negative impacts on wildlife. Furthermore, we have the potential to reduce this impact by becoming more actively involved in the management of packaging waste. In this context, initiatives such as increasing the amount of guidance provided on packaging, raising consumer awareness about waste separation, and participating in industry-wide collection and return systems are taking center stage. Additionally, we focus on reducing our environmental impact in this area through measures such as using less material in packaging, adopting sustainable packaging solutions, and increasing the use of recyclable materials.

Our Strategic Approach



Sustainability and Design in Packaging

At CCC Gıda, we view our packaging not solely as a material used for product protection and transportation, but as a tool aligned with our sustainability goals. By optimizing our packaging designs without compromising functionality, we aim to use less material and reduce our environmental impact. By taking into account packaging regulations in the countries where our products are sold and industry innovations around the world, we focus on making our packaging lighter, simpler, and more circular. Every gram of material we reduce helps minimize our environmental footprint.

Our sustainable packaging solutions not only reduce our environmental impact but also enable us to adapt to changing consumer preferences. Research conducted worldwide shows that while factors such

as price and quality are top priorities for consumers in their purchasing decisions, the environmental impact of packaging also plays a significant role in shaping perceptions of sustainability.* The steps we have taken in this regard both strengthen our commitment to environmental responsibility and enable us to meet consumer expectations.

Waste Management and the Circular Economy Approach

We believe that implementing effective waste management and adopting the principles of the circular economy are among our fundamental responsibilities. By adopting Yıldız Holding A.Ş.'s "Zero-Waste Company" model, we prioritize reusing products that would otherwise become waste, whenever possible, to contribute to the economy. We base our operations on the Zero Waste concept;

we sort waste at the source and ensure the efficient recovery of recyclable materials. These practices, which we implement in compliance with Türkiye's Zero Waste Regulation, enable us to integrate the principles of the circular economy into our operations and strengthen our environmental performance. As a concrete demonstration of these efforts, our facility's **Zero Waste Certificate** and **Zero Waste to Landfill** certification stand out and are integrated with the environmental management system we operate under **ISO 14001**.



*Sustainability in packaging 2025: Inside the minds of global consumers, McKinsey & Company

Working for the Future of Environment

Energy and Climate
Management

Water Management

Packaging and Waste
Management

Growing Stronger
with Stakeholders

Inspiring the
Future

Appendix

Projects and Progress

Our Sustainable Packaging Initiatives

Our top priority in our packaging processes is to use less material and ensure recyclability without compromising product safety and quality. In line with this goal, we aim to reduce our packaging-related environmental impact and strengthen our compliance with recycling processes through various projects. One of the concrete steps we have taken in this area is switching from plastic tape to paper tape in our box sealing processes. In 2025, we used paper tape instead of 247,856 meters of plastic tape.



Reducing the Weight of Packaging

Through our efforts to **reduce the weight** of the plastic in our bottles, we gradually reduce the amount of material used per package and aim to increase resource efficiency. In this context, the weight of bottles in the 150-ml packaging group, which was initially 19.5 grams, has been reduced to 15.5 grams as a result of the improvements made. As part of our current efforts, production line trials and performance evaluations are ongoing to transition this packaging group to a 14-gram level. In the 100-ml packaging group, efforts are underway to reduce the bottle weight from 12.5 grams to 10.5 grams.

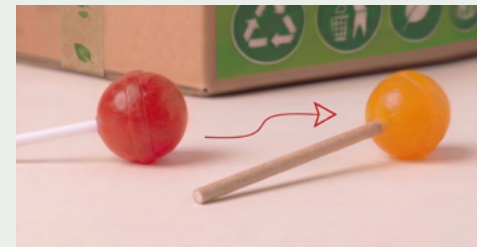
In these weight reduction projects, the packaging's mechanical strength, product protection performance, filling line compatibility, and consumer experience are evaluated holistically. Through these efforts, we aim to use less material while maintaining product functionality; reduce plastic consumption; and limit the environmental impacts caused by packaging.



Optimization of Material Composition in Packaging

In addition to reducing packaging weights, we are conducting R&D efforts to simplify packaging structures and make them more compatible with recycling processes. We continue to work on transitioning our bottle packaging lines so that both the body and cap components are made **entirely from polyethylene (PE)-based materials**. This approach aims to enhance the compatibility of packaging with recycling streams and to facilitate material separation processes.

For flexible packaging, we are working on **three-layer OPP mono-material structures**—which offer greater advantages for recycling—instead of multi-layer composite structures. These alternatives are being evaluated in terms of product protection, shelf life, print performance, and production line compatibility. By simplifying the material structure, we aim to improve the packaging's compatibility with recycling processes, support the conversion of post-consumer packaging waste into economic value, and contribute to our circular economy goals.



Our Product-Based Projects

As part of our product-specific initiatives, we have completed **the transition to using paper sticks** in certain product categories as of 2025. With this transition, we aim to reduce both the use of plastic in our production processes and the amount of plastic waste generated after consumption. Furthermore, our packaging not only facilitates the transport of our products but also includes elements that inform customers about our approach to sustainability. On our recyclable packaging, we implement **labeling practices that promote recycling awareness** for eligible products and for customers who request them.

In this context, we aim to help consumers sort their waste correctly by including guidance icons and messages on packaging that provide information on "recycling." In this way, we make **sustainable packaging communication more visible** while helping to raise awareness about recycling.

Waste Reduction and Circularity Initiatives

We contribute to the circular economy model by reducing waste generation and recycling as much of the generated waste as possible, in line with our waste management approach.

Industrial Symbiosis

Through our industrial symbiosis initiatives, we redirect the starch generated from our production processes to various facilities for use in animal feed production. In this way, by transforming an output that could otherwise be considered waste into a valuable input for another sector, we reduce the amount of waste disposed of and increase our resource efficiency. In 2025, we facilitated the reuse of **169,697 kg** of waste.

Digitalization in Import Documentation

The digitalization of our import documentation processes was another important step toward reducing waste generation in our operational processes. Thanks to our collaborations with suppliers, we have transitioned the import documents, which we previously obtained in physical form and which contained approximately 35 pages of paper per file, to a digital format. Considering that we handle approximately 700 import files annually, this transformation has led to a significant reduction in paper consumption.

Pallet Circulation and Sustainability in Logistics

We strive to establish a circular model for pallet usage in our logistics processes. This model, which enables the reuse of pallets within Europe for our European shipments, reduces the need for single-use pallets, limits logistics-related waste, and supports the more efficient use of resources.

~170,000 kg

In 2025, we facilitated the reuse of 169,697 kg of waste.



~700

Considering that we handle ~700 import files annually, this transformation has led to a significant reduction in paper consumption.



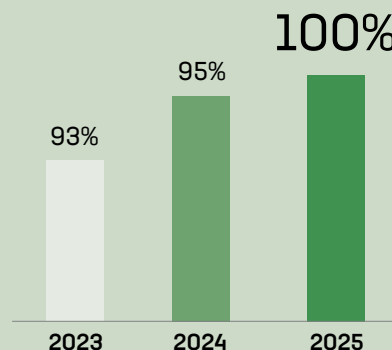
Performance and Future Outlook

At CCC Gıda, we implement our strategic approach to packaging and waste management using a data-driven approach. In 2025, **our total waste amount was 4,445 tons; 98 tons of this was hazardous waste, while 4,347 tons was non-hazardous waste.** Compared to 2024, we succeeded in **reducing our hazardous waste amount by 23%** and our total waste amount by **1%**. Additionally, **in 2025, we recycled all of our waste, bringing our recycling rate to 100%.** In doing so, we reintroduced our waste into the economy, thereby strengthening our commitment to the circular economy.

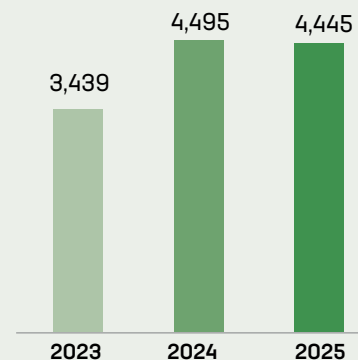
We saw a slight increase in the use of packaging materials; in 2025, **our total packaging material usage was 9,273 tons, 9,143 tons of which were recyclable materials.** Our use of plastic packaging materials totaled **2,816 tons, all of that were recyclable.** In addition, thanks to the efforts we made throughout the year, we achieved **a plastic savings of 7.44 tons.**

Looking ahead, we aim to further reduce our use of packaging materials and plastics through our projects; and to strengthen our environmental performance by continuing to ensure that all waste we cannot prevent is fully recycled.

Recycling Rate (%)



Total Waste Amount (tons)

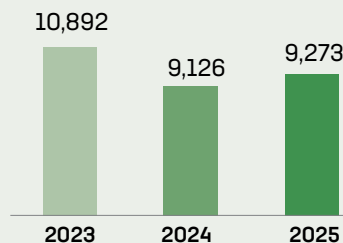


Hazardous Waste

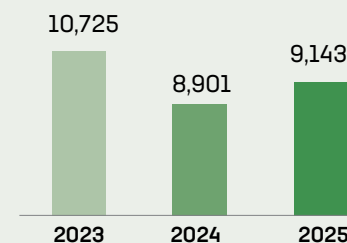


Non-hazardous Waste

Material Used in Packaging (tons)



Recyclable Material Used in Packaging (tons)





2025 Sustainability Report

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Approach

Working for the Future
of Environment

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Inspiring the
Future

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GROWING STRONGER WITH STAKEHOLDERS

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Workforce Management



Workforce plays a decisive role in helping companies gain a competitive advantage and achieve sustainable success in today's business world. Digitalization, changing ways of working and increasing competition for talent make it essential to view employees not merely as an operational component, but also as a strategic asset. Effective workforce management has a direct impact on companies' productivity, innovation, and financial performance metrics.

This strong correlation is also supported by global research. Companies that focus on both human capital and organizational performance are found to be significantly more likely to demonstrate superior long-term financial performance compared to average companies.* Therefore, performance management, training programs that support employees' continuous development, and the development of initiatives focused on employee satisfaction are among the areas companies should prioritize to ensure sustainable success.

*The State of Organizations 2026, McKinsey & Company

Impact	Definition of the Impact and Our Actions
Highly Skilled Workforce and Employee Engagement	We strengthen the quality, loyalty and motivation of our workforce through the training and development opportunities we offer our employees, our regular performance evaluation processes, and our collective bargaining agreement practices. Thanks to this holistic approach, we support our employees' development while increasing our operational efficiency and service quality. We regularly monitor employee satisfaction and turnover rates to ensure the effectiveness of our workforce management practices, and we identify potential risks early on to take the necessary measures. Our current low turnover rate reflects our steadfast commitment in this area.

Our Strategic Approach

At CCC Gida, we believe that sustainable growth is built on a competent, committed, and development-oriented workforce. We view our human resources not solely as part of our operational processes, but as a key element of our long-term success. Supporting the development of our employees, highlighting their contributions, and enhancing their satisfaction are among the key areas of focus in our workforce management approach. We are committed to providing a work environment where our employees can realize their potential and feel valued.

We conduct all our human resources processes in compliance with national legislation, international labor standards, and ethical principles. Furthermore, we believe that young talent makes a significant contribution to our company's future growth and capacity for innovation. In this regard, we place great importance on attracting young talent to our organization and supporting their development.



Projects and Progress

Business Social Compliance Initiative (amfori BSCI) and Workplace Conditions Assessment (WCA)

Independently demonstrating that our working conditions meet international standards is an important part of our workforce management processes. In this context, our facility undergoes amfori BSCI (Business Social Compliance Initiative) and WCA (Workplace Conditions Assessment) audits.

amfori BSCI is an international methodology based not only on International Labour Organization (ILO) conventions and the UN Universal Declaration of Human Rights, but also on the UN Guiding Principles on Business and Human Rights (UNGPR) and the OECD Guidelines for Multinational Enterprises, and it focuses on social compliance and continuous improvement in supply chains. The system comprehensively evaluates companies across key performance areas such as the elimination of child labor, fair wages, decent working hours, occupational health and safety, the prevention of discrimination and harassment, freedom of association, and environmental protection. Rather than being a one-time certification, amfori BSCI measures both current

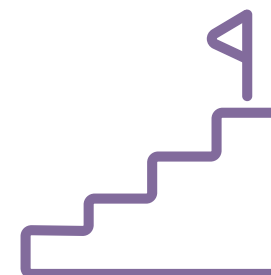
compliance and long-term development through its structure, which consists of self-assessment, independent social audits, and continuous improvement steps.

Meanwhile, WCA is an audit program that measures, evaluates, and reports on working conditions at facilities in accordance with global standards and best practices. By presenting a comprehensive overview through a numerical scoring system across five key areas—working hours, wages and social rights, occupational health and safety, management systems, and environmental factors—it makes the quality of conditions at facilities visible through concrete and comparable data.

Our facility achieved Level A—the highest performance category possible in the amfori BSCI assessment. This result confirms that we meet international standards in all key areas evaluated, including fair wages, a safe working environment, respect for workers' rights, and ethical business practices, as verified through an independent audit.

100%

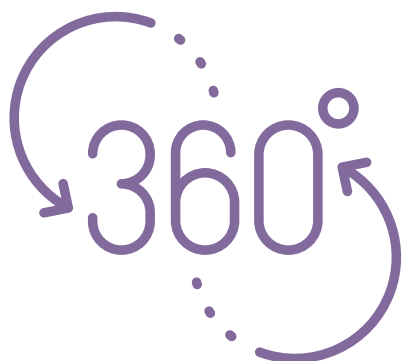
In 2025, we included all (100%) of our employees in performance evaluation processes.





Score: 5.2

While the target average score for 360-degree evaluation results in 2025 was 4.0, we measured the actual score at 5.2.



Performance and Career Management

At CCC Gıda, we approach performance and career management processes as a framework that evaluates employee contributions and supports their development.

Performance Management with OKR

We use **the OKR (Objectives and Key Results) methodology** in performance management. We view the OKR system not only as a tool for setting goals, but also as an approach that strengthens a shared understanding of goals among employees and enables transparent tracking of performance.

We conduct the OKR process twice a year. During this process, we set goals for our employees that align with the SMART criteria and make these goals trackable through our system. Our employees can regularly monitor their own progress toward their goals, as well as view the organization-wide goals. This structure ensures that goals align not only with individual objectives but also with the company's strategy.

The system covers both the setting of goals and their periodic monitoring and evaluation. At the end of each period, performance scores are calculated based on the achievement of these goals, and the results obtained throughout the year are reflected in performance-based incentive mechanisms.

We also view the OKR approach as a tool for communication and feedback. This framework supports regular interaction between managers and employees, making it possible to update and, when necessary, redefine goals.

Furthermore, we aim to develop a common approach to goal-setting and performance management processes through the OKR Coaching Training Program. In this way, we support the strengthening of a shared language for goals across the organization and the development of a more consistent goal-management culture among teams.

OPERA (Organization and People Rating)

We approach talent management from a multidimensional perspective and support our employees' career development by assessing their competencies and potential through the OPERA system. We use this system to create data-driven succession plans to ensure continuity in critical positions and to design horizontal and vertical career paths. In this process, we utilize 360-degree competency assessments, potential analyses, career development forms, and organizational climate surveys.

We implement 360-degree evaluation processes to foster a culture of continuous improvement and feedback. Thanks to the feedback they receive



from their managers, teammates, and relevant stakeholders, our employees are able to identify areas for growth. This practice directly contributes to strengthening an inclusive leadership approach and fostering competency development.

Remuneration

We create a transparent and understandable structure for all our employees by basing our compensation processes on the principles of transparency, fairness, and equality. At CCC Gıda, we manage compensation and benefits in a transparent and accountable manner for all our stakeholders, taking into account both market conditions and the expectations and needs of our employees. Under the collective bargaining agreement covering our blue-collar employees, we regulate our employees' rights and working conditions and conduct our operations within this framework.

Additionally, we implement a performance-based bonus program once a year, based on performance evaluation results, to encourage employee performance and reward success.

Talent Card

We enable our managers to view our employees' data, such as potential, performance,

competencies, succession planning status, and manager climate scores, in a comprehensive manner through the Talent Card application. Our managers can access each employee's current and historical data through a single platform. The app is used as a decision-support tool in processes such as talent committees, promotion processes, feedback meetings, and action planning.

JOB Young Talent Program

As part of the JOB Young Talent Program, launched 15 years ago under Yıldız Holding, we offer career opportunities to college students and recent graduates. Through this program, which is designed with a focus on continuous development, we support young talent in making a strong and confident start in the business world.

We involve young people in project-based internship programs as part of this initiative, and we bring them on board after graduation to support them on their long-term career journeys, where opportunities allow. The evaluation process consists of the following stages: General Aptitude Test, English Language Proficiency Assessment, Video Interview, and Group Case Study. Candidates who successfully complete these stages are invited to an interview with our Human Resources teams and department managers.

115 employees

In 2025, 115 of our employees successfully completed the operator training programs under the ODAK initiative.

An artificial intelligence-powered assessment system was integrated into the interview process in 2025. As a result, candidate responses are now evaluated using more standardized, objective criteria that ensure equal opportunity, while the efficiency of the process has also been significantly improved.

Employee Training

We consider supporting our employees' development to be an important part of our workforce management approach. In this context, we aim to strengthen our employees' knowledge and skills through training programs designed to address a variety of needs.

We regularly monitor training processes through the programs we run on our corporate training platform and offer appropriate development opportunities for both our blue-collar and white-collar employees. We plan training programs covering a wide range of topics, from technical training to occupational health and safety, ethics, and personal development. We also encourage our employees to learn from one another through initiatives that support on-the-job learning and knowledge sharing.

ODAK Project - Operator Training Program

The ODAK Project is a development platform we launched to strengthen our operators' technical knowledge base and transition their learning processes to a digital environment. Our employees can quickly and flexibly access the information they need through AI-powered video content. Thanks to the digital learning stations we have integrated into the field and real-time progress tracking, we conduct the training process in a transparent and measurable manner. The project supports our production efficiency and employee engagement while bringing digital transformation directly to our production facility as a practical application.

Data Navigators Training Program

We aim to improve data literacy through the Data Navigators Training Program, which we launched to strengthen our data-driven decision-making approach. We offer participants both theoretical and hands-on content on working with, analyzing, and interpreting data as part of the program. In this way, we support the integration of the skills acquired into daily work practices and the more effective use of data in business processes.

Digital Mentoring and Reverse Mentoring Programs

We foster a two-way flow of learning and development among our employees through our Digital Mentoring and Reverse Mentoring Programs. As part of the Digital Mentoring Program, we bring together employees from different levels to establish mentoring relationships based on the sharing of experiences. Our mentors use this program to develop their leadership, guidance, and communication skills, while our mentees have the opportunity to receive feedback, consider different perspectives, and strengthen areas for personal growth.

We also support this learning process in the opposite direction through our **Digital Reverse Mentoring Program**. Thanks to this program launched in 2023, our young employees are contributing to their managers' development in the areas of digital competencies, new technologies, and evolving ways of working. This allows not only experience but also the perspectives of the next generation to be shared within the organization. By running these two programs together, we are increasing knowledge sharing across different

generations and levels of experience and strengthening a culture of mutual learning.

Leadership Success Model

At CCC Gıda, we use Yıldız Holding's COMPASS Leadership Success Model to support our performance and talent management processes. Implemented in collaboration with Korn Ferry, the COMPASS Leadership Model represents a holistic corporate compass designed to achieve sustainable success in global markets and develop the leaders of the future under a common framework of discipline. The model functions not merely as a theoretical guide but as a training methodology fully integrated into our human resources processes. As part of this model, which is implemented in an integrated manner with our human resources processes, the individual development planning and coaching sessions that our managers conduct with their employees are standardized according to the COMPASS competency matrix. When building future leadership teams, leaders' success in retaining young talent and the extent to which they prioritize the employee experience are also evaluated as performance criteria.

COMPASS Leadership Success Model takes its name from the initials of seven core leadership characteristics:

- Communicator
- Orchestrator
- Master
- Pacemaker
- Authentic
- Servant
- Strategist

COMPASS Leadership Success Model is built around three core pillars:



- Under the pillar of strategic and innovative approach, our leaders are expected to make data-driven decisions during periods of uncertainty, integrate artificial intelligence and digital transformation into business processes, and provide direction and momentum to the sector during crises of sudden change.
- On the people-centered and empowerment axis, we prioritize transparent communication, inclusivity, and empowering employees by expanding their areas of responsibility.
- On the execution and alignment synergy axis, our leaders possess both technical and managerial expertise in their respective fields and are able to guide multinational teams toward shared goals.



Leadership Foundations

Designed for our employees who are new to leadership roles, this program offers interactive training based on simulations and case studies. Through peer coaching exercises, participants share their experiences while gaining the opportunity to strengthen their competencies in team management, performance development, and the effective management of business processes.

Leadership Mastery

Our managers at the Director and Senior Director levels embark on a comprehensive development journey as part of this program, which we have launched to enhance their leadership skills. Led by expert trainers and consultants in their respective fields, the program aims to strengthen our managers' leadership approaches.

Korn Ferry Leadership Program

Designed for our executives at the director level and above, this program enables participants to shape their own personalized development journeys through leadership assessments and one-on-one feedback sessions. The program aims to build on

participants' strengths and deepen their leadership competencies.

Harvard Business Online Training

We support the development of strategic decision-making, problem-solving, and leadership skills among our managers at the director level and above through Harvard Business Online training programs. As part of the program, our managers gain access to internationally renowned training content.

Employee Satisfaction

We are committed to creating a work environment where our employees feel valued, can comfortably share their opinions, and are supported in their professional growth. To that end, we regularly measure the employee experience and use the feedback we receive to improve our business processes. Social benefits that support employee well-being are an important part of our workforce approach. We offer supplemental health insurance to our permanent employees and support their work-life balance through child allowances, maternity and paternity leave, and flexible work arrangements. We also gather feedback from

our employees about their work lives and work environment through employee satisfaction surveys, one-on-one meetings, and regular meetings.

Organizational Climate Survey

Through the Organizational Climate Survey, we gain insight into our employees' views on our organization and identify areas for improvement. We evaluate key dimensions such as engagement and motivation, manager-team relationships, and the management climate. We treat the results as a strategic tool that highlights our organization's strengths and areas for improvement, and we use this data to shape action plans to be implemented throughout the year.

Mind Cube

Through our "Mind Cube" initiative, we collect feedback and suggestions from our blue-collar employees regarding their work processes via a digital platform. Through this app, we listen directly to our employees' experiences and ideas regarding areas for improvement, and we review the feedback we receive with the relevant teams. Our employees can share their suggestions from anywhere and at

1,674
pieces of feedback

In 2025, we received a total of 1,674 pieces of feedback from our employees through the Mind Cube.



~750
employees

As of 2025, approximately 750 of our employees have benefited from the “Good for You” program.

Pluxee
partnership

Through this process, which we carry out in partnership with Pluxee, our employees can redeem the digital rewards they earn for various gift options of their choice.



38
buddies

As of 2025, our 38 Buddies who have completed their training are helping new employees adapt to the organization.

any time, and they can track the progress of their suggestions from start to finish.

We use the suggestions submitted through Mind Cube to improve our processes, and we manage feedback processes more effectively thanks to the real-time reporting feature. Through this system, we incorporate our employees’ contributions into our decision-making processes and work together to strengthen our culture of continuous improvement.

Instant Recognition Application

We implement the Instant Reward Program, launched within Yıldız Holding to highlight employees’ achievements and strengthen a culture of recognition, as part of our processes. Positioned as one of the key tools in our digital human resources processes, the program covers our white-collar employees.

Our managers and employees can use the system to instantly reward colleagues who go above and beyond their job descriptions to create added

value. By managing the rewards system in a fully digital and accessible way, we are enhancing the employee experience.

Good for You

We carry out initiatives to support our employees’ physical, mental, and emotional well-being as part of the “Good for You” program. We offer our employees psychological self-care resources, workshops, expert support, and interactive learning sessions through partnerships with psychological counseling centers, art workshops, and various specialized organizations as part of this program. We support the program with a specific budget and encourage our employees to participate regularly.

Buddy System

We support our new employees’ onboarding process through the Buddy System. As part of this initiative, our experienced employees volunteer to mentor new hires and guide them as they adapt to our business processes and corporate culture.

Fringe Benefits and Wellness Programs

We provide various wellness programs to support our employees’ physical and mental well-being. Our employees can participate in a variety of activities at different sports facilities through the Multisport app. In addition, our white-collar employees can schedule online consultations with medical specialists.

Parenting Journey Support

We assist our employees throughout their parenting journey with the Parenting Journey Support program, which covers prenatal preparation, maternity/paternity leave, and the return-to-work process. Through this program, we aim to raise awareness among expectant mothers and fathers about the parenting process, ensure they are informed about their financial rights, and help them strengthen their work-life balance after childbirth.



Performance and Future Outlook

As of 2025, we continue our operations with **a total of 1,138 employees. 15% of our employees are white-collar workers, and 85% are blue-collar workers**, a breakdown that clearly reflects the structure of our operations. Our young **employees under the age of 30, comprising 32% of our workforce**, continue to bring dynamism to our organization with their diverse perspectives. Additionally, **65% of the 142 new colleagues who joined us throughout the year were under the age of 30.**

Through our performance and career management initiatives, we **included all (100%) of our employees** in performance evaluation processes in 2025. As a result of these evaluations, **12 of our employees promoted** and expanded their roles and responsibilities.

As part of the training initiatives we conduct to support our employees' development, we provided a total of **35,959 hours of training** in 2025. In this context, our **training hours increased by 2%** compared to the previous year, while the **average training duration per employee was 31.6 hours**. In addition, we closely monitor our employee engagement and satisfaction metrics. In this context, our employees' **average tenure stood at 5 years**, while a total of **155 employees left the company** during the year. As a result of these developments, we **reduced our employee turnover rate from 34% to approximately 14%.**

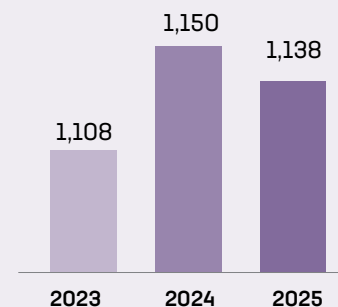
Furthermore, we support our employees who take maternity leave as they transition back to work at CCC Gıda. In this regard, **43 of our employees took maternity leave** in 2025. **While 8 of these employees are still on leave, 35 returned to work during the year.** In the coming period, we will continue to strengthen our initiatives that support employee development and engagement and to sustainably develop our workforce.

100%

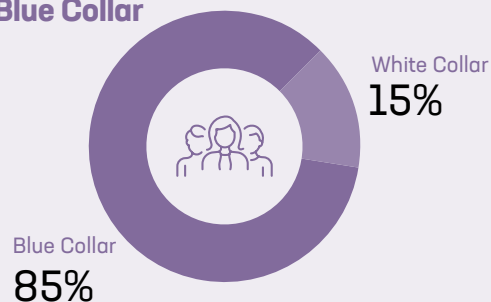
100% of our blue-collar employees are covered by a collective bargaining agreement.



Total Number of Employees



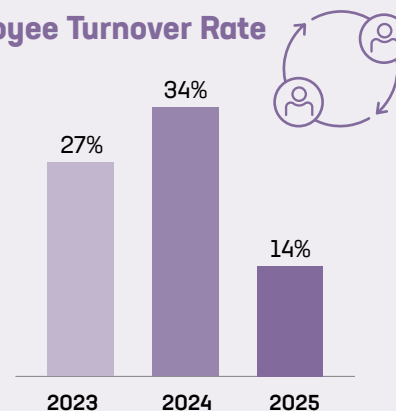
Employees - Distribution by White & Blue Collar



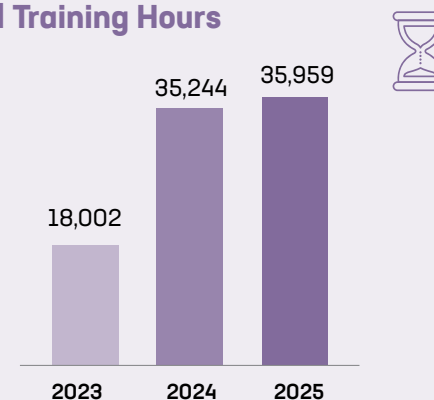
Employees - Distribution by Age



Employee Turnover Rate



Total Training Hours



Diversity, Equity and Inclusion



Diversity, equity, and inclusion are among the key elements in creating a work environment where employees feel valued, can share different perspectives, and have access to equal opportunities. The convergence of diverse experiences, knowledge, and perspectives strengthens decision-making processes while also fostering innovation and creativity. Research shows that companies with a highly diverse and inclusive culture see a 60 percent improvement in decision-making processes and achieve up to 33 percent higher profitability.*

Impact	Definition of the Impact and Our Actions
Diversity, Equity, and an Inclusive Workplace	We support engagement, motivation, and diverse perspectives within our workforce through our initiatives aimed at creating an inclusive work environment that offers equal opportunities to our employees. This approach helps strengthen our decision-making processes and contributes to the improvement of our organizational performance. However, limited diversity at the Board of Directors and senior management levels and the insufficient representation of different perspectives can negatively impact our decision-making processes and our capacity for innovation. For this reason, we are focused on increasing diversity at all levels of the organization and enhancing our inclusive practices.

* The future of work, PwC NL

Our Strategic Approach

At CCC Gıda, we believe that diverse experiences and perspectives enrich our work environment and strengthen the way we do business. Guided by our **Equal Opportunity Policy**, we are committed to creating an environment where our employees have access to equal opportunities regardless of individual characteristics such as gender, age, ethnic origin, religion, or disability. We adopt a fair and balanced approach in all processes, from hiring to career development, and we stand against all forms of discrimination.

Projects and Progress

We put our approach to diversity, equity, and inclusion into practice not only at the policy level but also through initiatives that support different employee groups. We implement various programs designed to strengthen our female employees' participation in the workforce, promote inclusive language in communication, and enhance equal opportunity in production processes.

Yıldız Holding - Mother Mentoring Program

At CCC Gıda, we are participating in the **Mother Mentoring Program** launched by Yıldız Holding in 2022. The program aims to support working mothers returning from maternity leave as they adjust to the workplace and to create a space for mutual learning through the sharing of experiences.

To this end, we bring together our experienced working mothers with our new mothers, offering support mechanisms for work-life balance through mentoring relationships.

Communication Guide for Equal Opportunity

We share with our employees the **"Communication Guide for Equal Opportunity"**, developed under the leadership of Yıldız Holding to support equal opportunity and promote a more inclusive approach to internal communication.

This guide includes sample phrases to help reduce bias in communication, recommendations for using

As part of the Yıldız Holding Women's Platform, we are actively involved in initiatives that support women's equal and effective participation in the workforce, and we are promoting our approach in this area throughout the organization. We uphold the principle of equal pay for equal work for all our employees and treat equal opportunity not merely as an element of our human resources practices, but as a natural part of our work culture. In this spirit, we continue to foster a work environment that

inclusive language, and examples of best practices. It contributes to the adoption of a more conscious and consistent approach to communication in daily work processes.

Positive Discrimination Project for Women's Employment (KİPAP)

We are among the stakeholders in the **"Positive Discrimination Project for Women's Employment (KİPAP)"**, which is carried out by İŞKUR with the aim of placing gender equality at the center of corporate culture and increasing the capacity of the skilled workforce. This project not only encourages women's participation in the workforce but also plays a strategic role in attracting employees with the skills we need for our production processes.

The model implemented under KİPAP enhances our women employees' professional experience while facilitating their adaptation to the company culture, thereby laying the foundation for a long-term, sustainable employment structure. This supports women in continuing their career journeys without interruption. In 2025, **25 of our women employees** benefited from the program under KİPAP.

Model Development Project for Women's Empowerment in the Manufacturing Sector

To strengthen the position of women in the workforce within the industrial sector and ensure they are equipped with the skills of the future, we

encourages diverse perspectives, where everyone can contribute and express themselves.

Nevertheless, our approach to equality is not limited to a gender-focused perspective. We focus on providing an inclusive work environment for all our employees, regardless of their diverse needs and expectations. We also view our initiatives that support the participation of people with disabilities in the workforce as an integral part of this approach.

participate in the **"Model Development Project for Women's Empowerment in the Manufacturing Sector,"** which is being carried out under the coordination of the Confederation of Turkish Employers' Unions (TİSK - Türkiye İşveren Sendikaları Konfederasyonu). Supported by the European Union and the Ministry of Industry and Technology of the Republic of Türkiye, and in collaboration with the United Nations Development Program (UNDP), we contribute to initiatives that support women workers in the manufacturing sector as they adapt to digital and green transformation processes.

In this context, we support our women employees' participation in training programs aimed at developing their digital, technological, and social competencies; we place great importance on their taking an active role in internal transformation processes and contributing to the process through the "change ambassador" approach. Additionally, we incorporate the Smart Industry Readiness Index (SIRI) into the process to assess our company's level of digital maturity and identify areas for improvement. Through this program, we aim to increase the visibility and contribution of our female employees in production processes, support their skill development, and strengthen the culture of learning and development within the organization.

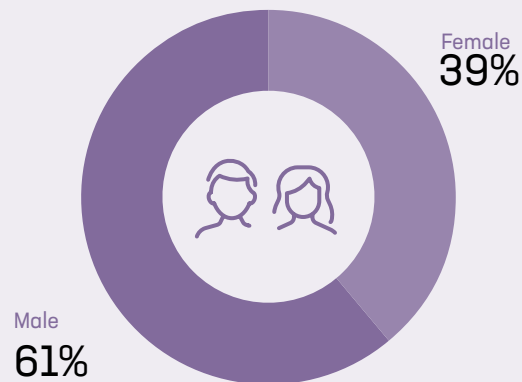
Performance and Future Outlook

We regularly monitor our diversity and inclusion metrics as of 2025 and assess the demographic composition of our workforce across various categories. **The percentage of women among our total workforce stood at 39%**, and we continue to operate with **440 women employees**. The **percentage of women among our white-collar employees was 36%**, while **among our blue-collar employees it was 39%**. This distribution demonstrates that women employees hold positions in various functions across the organization and that our workforce structure is well-balanced. In our hiring processes, the percentage of women employees was 39%, allowing us to maintain this balance in new hires as well. Looking at age groups, **the percentage of women among employees under 30 was 49% while it was 33% among those aged 30-50 and 1.9% among employees aged 50 and older**.

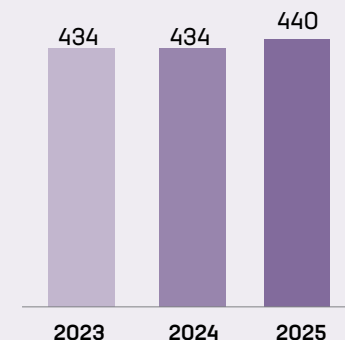
At the management level, **seven of the 31 managers were women**, and **the proportion of women managers was approximately 23%**. This diversity in decision-making positions contributed to organizational decision-making mechanisms by fostering the incorporation of different perspectives into management processes.

Furthermore, we monitored the employment of employees with disabilities as part of our inclusivity approach. As of 2025, **a total of 32 employees with disabilities, 31% of whom were women**, continue their careers at CCC Gida. This composition served as a key factor in strengthening inclusivity within our workforce.

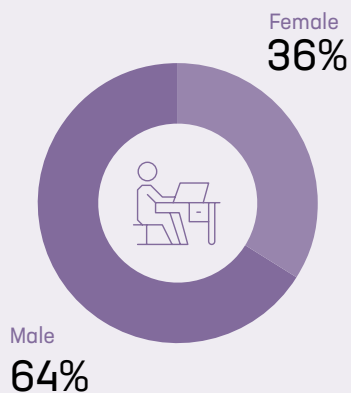
Employee Demographics



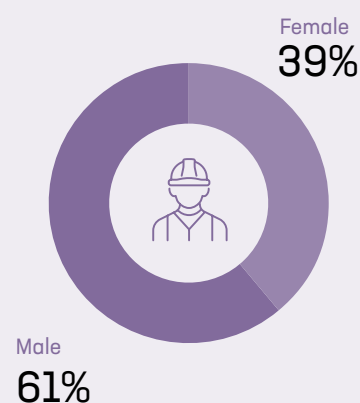
Number of Female Employees



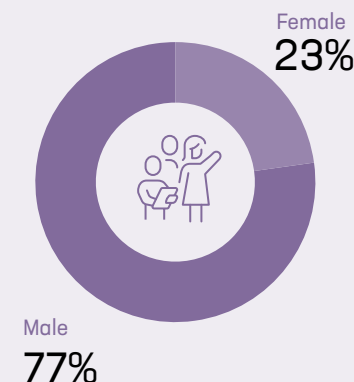
White-Collar Employee Demographics



Blue-Collar Employee Demographics



Manager-Level Employee Demographics



Occupational Health and Safety

Occupational health and safety is critical to protecting workers' health and ensuring safe working environments, particularly in sectors with high levels of production activity. The equipment used in production processes, working conditions, and operational dynamics require effective management of occupational health and safety risks.



Impact	Definition of the Impact and Our Actions
Occupational Health and Safety in the Value Chain	From procurement to production, and from distribution to sales processes, we have a broad scope of responsibility regarding occupational health and safety throughout our entire value chain. Due to the nature of our operations, workplace accidents and injuries that may occur in our work environments pose a fundamental risk to our employees; similar risks also apply to our suppliers, subcontractor employees, and the communities with which we interact. At the same time, we consider occupational health and safety to be an integral part of all our business processes; through the measures we implement, we are enhancing safety levels in our work environments. As our safety culture evolves, we are increasing our positive impact in reducing workplace accidents and risks, supporting employee well-being, and ensuring business continuity.

Our Strategic Approach

At CCC Gıda, we firmly believe that protecting the health and safety of our employees is one of the key elements of our sustainable success. We recognize that the nature of our production processes involves various risks. For this reason, we consider creating safe and healthy work environments to be one of our top priorities. We operate with the goal of **“zero workplace accidents”** and embrace the principle that all workplace accidents and occupational illnesses are preventable.

We approach Occupational Health and Safety (OHS) with a mindset focused on preventing risks before they arise. In this context, we conduct our OHS processes in accordance with the **ISO 45001 Occupational Health and Safety Management System**, while also ensuring compliance with all relevant legal regulations, particularly the **Occupational Health and Safety Law No. 6331**. [Our OHS policy](#) guides

our efforts to reduce risks arising from our operations, ensure the continuity of safe working environments, and support a continuous improvement approach.

We consider occupational health and safety not only as a topic limited to specific practices, but as an integral part of the way we conduct business. We are promoting this approach across a broad range of areas, from offices to production sites, and from our suppliers to our subcontractors and visitors.



Projects and Progress



We approach our work in the field of occupational health and safety with a focus on data, digitalization, employee engagement, and continuous improvement. Through the initiatives we have implemented in this context, we are strengthening our framework for the early detection and effective management of risks.

VisitPro

We actively use the **VisitPro** system to ensure that our business partners and all external stakeholders working on-site comply with occupational safety and health (OHS) requirements. Through this system, we digitally track the OHS documentation and training validity of suppliers, subcontractors, and visitors. By checking training durations, certifications, and work permit processes through the system, we ensure that only individuals who meet the necessary OHS criteria are granted access to our facilities. In this way, we digitally ensure that safety standards are enforced from the moment someone enters the site.

Data-Driven and Process-Based Risk Management

We evaluate our OHS performance within a comprehensive framework that includes internal audits, field observations, employee feedback, and analyses of accidents and near misses. We regularly monitor workplace accidents using indicators such as **the Lost-Time Accident Rate (LTAR) and the Total Accident Rate (TAR)**.

In our incident analyses, we use the “**5 Whys**” approach to focus not only on the outcomes but also on systemic and behavioral causes. To this end, we track the activities defined through the **Workplace Information Management System**. In addition, we focus not only on actual incidents but also on potential risks through activity-based risk assessments.

Dusty Environment Risk Analysis and Our Improvement Initiatives

We conducted the necessary measurements in operational environments in accordance with the Dust Control Regulation. After evaluating

In 2025, we expanded our activity-based risk assessment efforts to make our risk management approach more proactive. As part of this effort, we formed an interdisciplinary Risk Analysis Team by grouping all our production and operational steps across the entire facility.

We analyzed a total of 2,466 activity steps related to production, maintenance, cleaning, and support processes step by step as part of our work, and assessed the potential hazard sources for each operation. In this process, we addressed existing risks as well as potential deviations that could arise within the operational workflow and risks arising from human-machine interactions.

a total of
2,466
activity steps analyzed



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the measurement results, we performed an exposure analysis in collaboration with the occupational physician. We examined the critical points in the chewing gum production processes that cause dust generation. In our assessments, we investigated the effectiveness of existing dust control measures and identified additional engineering solutions and areas for operational improvement aimed at reducing exposure.

Risk Analysis of Industrial Compressed Air Systems

We assessed the **163 industrial compressed air systems** located throughout our facility and completed risk analyses for all of them. As a result of our inspections, we identified potential hazards that could affect system integrity and employee safety. We identified the necessary corrective and preventive actions for the **43 systems** that were found to be non-compliant, shared them with the relevant departments, and initiated the improvement process. Through these efforts, we achieved significant gains in terms of both equipment safety and operational continuity.

Machine Safety and Equipment-Based Improvements

As part of our machinery risk analyses, we conducted a detailed assessment of the mechanical, electrical, and operational risks associated with the equipment on our production lines, in accordance with the Machinery Safety Directives. In particular, through our study of the chewing gum production process, we identified a critical risk of workplace accidents in the screw conveyor area at the dough feed point. We replaced the existing safety switch—which had lost its reliability in dusty conditions—with **a radar-type safety switch** suitable for such environments. With this technical improvement, we enhanced machine safety and eliminated operator-related risks of contact and entrapment.

Working at Height: Ladder and Platform Improvements

We subjected all stairways and platforms throughout

the facility to a detailed risk assessment process. As a result of our analyses, we identified various nonconformities by taking into account access safety, structural suitability, and conditions of use. We shared the details of the deficiencies we identified with the relevant departments and implemented corrective and preventive measures to reduce the risks of falls and slips. By doing so, we have improved safety for working at heights throughout the facility.

Strengthening On-Site Inspections Through Digitalization

By digitalizing the manual forms our teams use during on-site inspections, we made the inspection processes trackable through a centralized system. We established a standardized inspection framework by digitizing checklists for portable ladders, electrical equipment, eyewash stations, fire suppression systems, and chemical storage areas. Through this transformation, we increased the effectiveness of on-site inspections, simplified data tracking, and enhanced the measurability of OHS performance.

Strengthening Security Infrastructure in Critical Risk Areas

Within the scope of our fire and emergency management efforts, we installed fire curtains throughout the factory, reinforced the emergency exit systems, and updated the wayfinding infrastructure. We also improved our public address and emergency lighting systems to make our emergency infrastructure more effective. As a result of all these efforts, we received a fire department compliance report for our facility. As part of our emergency preparedness efforts, we strengthened our equipment infrastructure, reorganized assembly areas, and conducted drills covering all shifts to increase our response capacity.

In the area of electrical safety, we switched from using insulating mats in electrical panels to an





insulating epoxy floor coating. Through technical measurements, we confirmed that this application provides higher insulation performance. As a result, we achieved a more effective solution in terms of both cleanliness and sustainability, while also reducing electrical risks and improving the safety of our work environment.

Employee Engagement and a Multi-Stakeholder Approach to OHS Management

We place employee participation at the center of all our processes in order to strengthen our occupational health and safety culture. Through regular meetings of our OHS Committee, we ensure the active participation of union and employee representatives in the process, thereby conducting decision-making in a multi-stakeholder framework. We convey the daily feedback we receive from field operations to senior management through regular meetings, ensuring it is evaluated quickly and enabling field-level feedback to be turned into action in a short time. Additionally, we collect our employees' suggestions digitally through the **Mind Cube Suggestion System** and evaluate them promptly to strengthen our culture of continuous improvement.

We also support our OHS approach with on-site health services. Through our full-time on-site physician

and nurse, we regularly monitor our employees' health and conduct comprehensive pre-employment health screenings. In this way, we ensure that employees are hired under conditions suitable for their roles, while also helping to identify occupational risks at an early stage and manage them effectively.

Behavioral OHS Training and Experiential Learning

We restructured our training approach aimed at raising OHS awareness by moving beyond traditional lecture-based methods and adopting the **experiential learning model**. As part of this effort, we began supporting our training sessions with on-the-job exercises, real-life scenario simulations, field observations, and activities based on interactive participation.

Through the on-the-job training sessions we conduct at the start of each shift, we address risks on-site and in real time, and we ensure continuous learning through the content we provide via digital platforms. Thanks to our experiential learning approach, we aim not only for our employees to acquire knowledge but also to develop their awareness by directly experiencing risks. Through field exercises, simulations, and interactive training sessions, we made measurable progress in developing safe behavior and achieved a 70% improvement in behavioral change.

An Innovative Approach to OHS Culture

As one of our innovative initiatives aimed at strengthening our OHS culture, we established the **CCC Sahnede (CCC on Stage) Theater Club** in 2025. The team, formed with the participation of our volunteers, completed training in stage presence, diction and articulation, and basic acting, preparing them for a production centered on occupational safety and health. As part of this initiative, we developed a theater play titled "Occupational Safety Starts with You," taking occupational safety messages beyond traditional training methods. The play's script designed to convey critical risks that may be encountered in daily work life and examples of safe behavior through the language of the stage.

Produced by a team of 11 employees, the play performed four times in 2025, with approximately 150 of our employees attending each performance. In this way, we ensured that OHS messages were internalized not only at the informational level but also through emotional impact and storytelling. With this initiative, we implemented an experiential communication model—as an alternative to traditional training methods—that increases employee engagement and strengthens the safety culture.

Performance and Future Outlook

Throughout 2025, we regularly monitored our occupational health and safety performance using indicators such as accident frequency, accident severity, and training. The data we collected throughout the year demonstrates the effectiveness of our preventive approach.

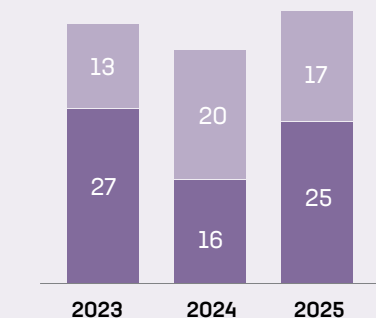
The total number of accidents was 42, and we recorded **17 of these as lost-time accidents**. Although there was a slight increase in the total number of accidents, we achieved an **8% improvement in our lost-time accident rate, which stood at 0.98**. Indicators related to the severity of accidents show an even more significant improvement. Our total number of **accident-related days decreased by 46%** compared to the previous year, **totaling 238 days**.

Furthermore, there were no cases of occupational illness or fatalities in 2025, just as there have been none for the past four years. These results demonstrate the effectiveness of our early risk detection and preventive measures in the field.

As part of our efforts to enhance our employees' knowledge and safety awareness, we provided **a total of 10,679 hours of OHS training** to our employees throughout 2025, which amounts to **9.38 hours per employee**. Additionally, **training sessions for our subcontractor employees totaled 5,508 hours**. Through these training programs, we supported the strengthening of safety awareness not only among our own employees but throughout our entire value chain. In the coming period, we aim to continue our risk-based approach, strengthen on-site practices, and expand our training activities in order to further improve our occupational health and safety performance.

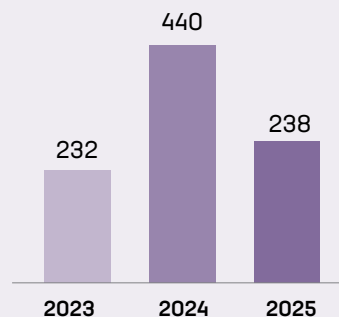


Total Number of Accidents

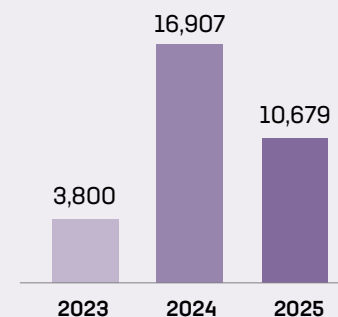


■ Accidents Without Lost Days ■ Lost-Time Accidents

Number of Lost Days



Total OHS Training Hours





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R&D and Innovation

Today's increasingly dynamic economic and technological environment makes companies' ability to adapt quickly to change and maintain their competitive advantage more critical than ever. In this context, R&D and innovation stand out as a key area that directly impacts companies' capacity to create value through the development of new products and services, the improvement of existing processes, and rapid adaptation to changing market conditions.



Impact	Definition of the Impact and Our Actions
R&D Capabilities and a Culture of Innovation	By increasing our R&D investments annually, we continuously expand our product portfolio and enhance our existing products in line with consumer expectations and changing regulations. With our in-house R&D team and infrastructure, we accelerate new product development processes and bring innovative formulations and concepts to life in the chewing gum and confectionery categories. Through regular R&D training for our employees, we foster a culture of innovation across all levels of the organization and strengthen our teams' technical expertise.

Our Strategic Approach

We position R&D and innovation as one of the key elements of our growth strategy. By combining the more than 100 years of expertise of our Danish partner Gumlink A/S, we place sustainability-focused innovation at the heart of our strategy. Since 2017, we have been managing our innovation processes with a holistic approach through our R&D Center, approved by the Ministry of Industry and Technology, with contributions from all our departments, ranging from marketing to production, and from the supply chain to sales.

We believe that sustainable growth is built on a strong scientific foundation. Our 28-member

team of R&D experts works across a wide range of areas, from new product development to process improvement, and from sustainable formulations to functional product research. We also support our R&D team with visionary and regular training programs, providing opportunities to develop our employees' technical expertise and fostering a culture of continuous learning. Approximately 30% of our team is enrolled in master's and doctorate programs. Furthermore, we consider increasing efficiency by integrating digital technologies and artificial intelligence applications into our processes to be one of our top priorities. We track all product development processes, from raw material approval to launch, in a digital environment.

Our Responsible and Healthy Product Approach

Our approach to responsible and healthy products is based on enriching our product formulas with vitamins, minerals, and natural extracts, balancing sugar content, and developing alternatives that cater to different dietary preferences. Accordingly, we adopted a "Clean Label" strategy to expand the use of naturally sourced raw materials and develop functional products and nutritional supplements. We strive to go beyond simply offering consumers great taste by creating product alternatives that enable them to make more informed and balanced choices.

Projects and Progress

In 2025, we focused our R&D and innovation activities on sustainable product development, expanding our functional portfolio, and digital project management. Environmentally conscious production, sustainable use of resources, and our Clean Label strategy remain our core principles in our new product development processes.



Natural Ingredients and Clean Label

We continue to expand our portfolio of food ingredients made with natural components. One of our most significant initiatives in 2025 was the “100% Naturally Sourced Gum” project, a first for the Turkish gum market.

Upon completing this project, we successfully launched the **GUM'N REAL** brand in the Turkish market. In our candy product development projects, we exported plant-based products developed using plant-derived components to the U.S. market. Inspired by the success of this innovative formulation, we continue to develop new projects in the same field.

We support the Ministry of Agriculture and Forestry's efforts to reduce sugar consumption among consumers through our sugar reduction projects. Since 2013, we remain a member of the Roundtable on Sustainable Palm Oil (RSPO) and continue to use certified palm oil. This commitment is a concrete reflection of the priority we place on the use of sustainable raw materials.

Functional and Healthy Products

As part of our goal to lead the healthy snacking trend, we continue to expand our nutritional supplement and functional food portfolio in 2025. In line with consumer expectations, we launched new product projects enriched with vitamins, minerals, and natural extracts. In line with these efforts targeting global markets, we developed functional dragee gums containing high levels of caffeine (60 mg and 100 mg) for the U.S. market and diversified our export portfolio.

Reduced Environmental Impact Packaging Development

Through our R&D efforts, we took concrete steps to reduce plastic use and enhance packaging sustainability. While adjusting the weight of our plastic bottles, we completed the transition from plastic sticks to paper sticks for our lollipops. With this step, we significantly reduced the amount of plastic used in production. We have successfully completed the necessary trials to transition from three-layer composite bag packaging to mono-material, 100% recyclable polypropylene (PP) packaging, with the aim of further advancing the transformation in packaging technology. These efforts represent a significant step in our transition to a packaging structure aligned with the principles of the circular economy.

Digital Project Management

We transitioned to the Project Management Platform to optimize our project management processes and create a measurable work ecosystem for all stakeholders. We diversified all our project phases according to our customers' different needs and integrated them into this platform. We also achieved significant improvements in wait and

approval times within project processes. We created custom performance dashboards for New Product Introduction (NPI) and R&D processes, transitioning from manual monthly and weekly reporting to a real-time reporting system. As a result, we reduced the weekly reporting process from 30 hours to 1.3 hours. Furthermore, we minimized communication delays by breaking down silos between departments through mobile integration and real-time data tracking, and established an end-to-end, transparent, and analytically trackable project management model across our entire company.

Collaborations and Scientific Contributions

With the goal of transforming our R&D laboratories into an international center capable of providing project services on a global scale, we conducted approximately 50 active collaborations in 2025 with universities, public institutions, and private companies, including Namık Kemal University, Yıldız Technical University, and Hacettepe University.

We presented full-text papers at international conferences “Ülker Everwell Force” for chewable tablet that we developed, and our article was published in the journal “Orclever Proceedings of Research and Development”. We already have the technical infrastructure in place to file utility model and trademark applications by 2026, in line with our goal of contributing our projects to the scientific literature.

You can find more details on this topic under [the Packaging and Waste Management](#) section of our report.

77% increase

With the implementation of the **Project Management Platform**, the workload caused by manual data entry and email chains was eliminated, and our operational efficiency increased by 77%.

Performance and Future Outlook

We significantly increased the resources allocated to this area in 2025, in line with our commitment to R&D and innovation. Our R&D expenditures, which were **35 million TL** in 2024, reached **55.3 million TL** in 2025. With the support of this investment, we completed **89 new product projects** in the gum and candy categories.

Our Ülker Everwell Force product was honored with an award in the **“Best Food Engineering Project”** category at the 2025 RDCONF R&D and Innovation Awards. Combining food engineering and innovation, this product stands out for its formula that supports the immune system and the consumer experience

it offers. This achievement is a tangible demonstration of the priority we place on R&D and innovation, as well as the hard work of our team.

Looking ahead, we aim to further deepen our R&D activities, file utility model and trademark applications, take our technical training infrastructure to the next level through the “Gum & Candy Academy,” and expand our open innovation network with our growing budget, expanding partnerships, and a team that is constantly developing its expertise. In 2026, we will continue with determination to meet today’s needs while shaping tomorrow’s expectations under the guidance of science, digitalization, and sustainability.

55.3 million TL

Our R&D expenditures reached 55.3 million TL in 2025.

89 new products

We completed 89 new product projects in the gum and candy categories.



Digitalization



Digitalization, as a key component of our innovation strategy, enables us to manage our operational processes more efficiently while also strengthening our data-driven decision-making mechanisms. The integration of advanced technologies into our business processes serves as a key lever that accelerates innovation and enhances the company's agility. Meanwhile, the shift of business processes to digital environments is increasing cyber risks and the potential for data breaches. The need for robust data management, security systems, and privacy practices to maintain stakeholder trust is growing by the day.

Impact	Definition of the Impact and Our Actions
Digital Transformation Competence and the Use of Artificial Intelligence	By integrating artificial intelligence and digital technologies into our business processes, we increase our operational efficiency; by monitoring production processes with real-time systems, we use resources more effectively. We track water and energy consumption in real time and transform that data into a strategic decision-making tool. In the area of data security and privacy, we ensure full compliance with regulations and protect our stakeholders' data through robust security systems and clear privacy principles.

Our Strategic Approach

We view digital transformation as a fundamental strategic pillar that brings our ways of doing business into the future and supports our sustainability goals. We position digitalization and artificial intelligence not only as operational tools, but as an integrated architecture that reshapes our business processes and reduces our environmental impact.

At the heart of our transformation vision lies the integration of artificial intelligence and advanced automation systems in a way that creates tangible value for our operational processes. Rather than simply digitalizing our processes, we redesign our entire operational architecture to align with the new dynamics brought about by artificial intelligence. Using our IoT-based systems, we monitor our production lines in real time and manage the use of critical resources such as water, energy, and raw materials through centralized digital platforms.

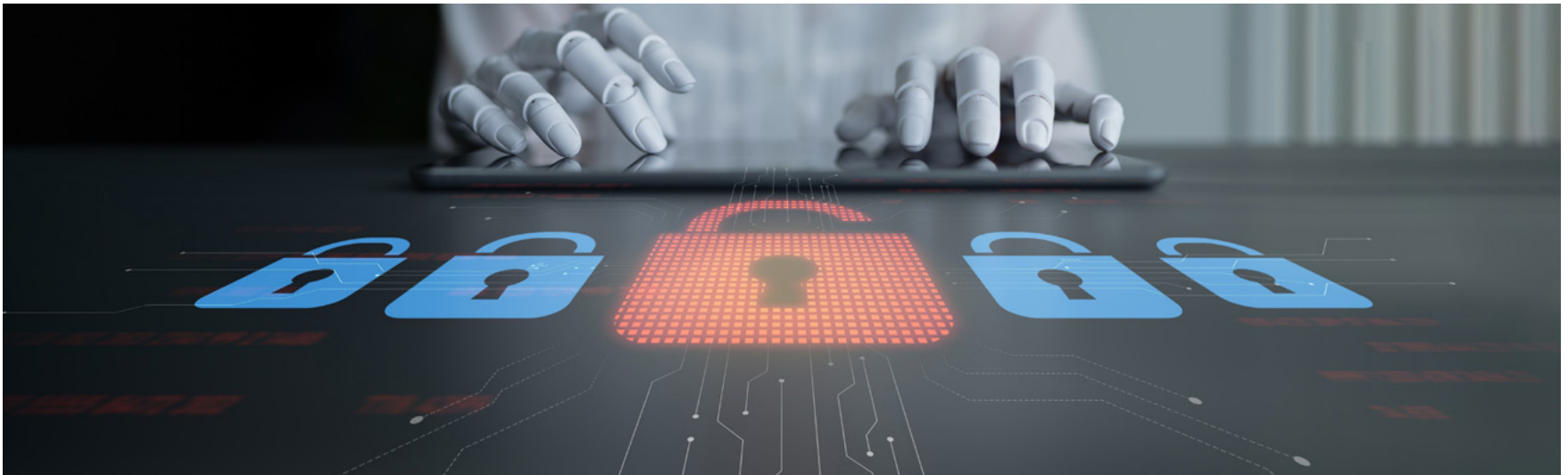
We view the key measure of success in technological transformation as projects moving beyond the

pilot phase to create a lasting wave of efficiency in production, logistics, and the supply chain. Our top priority in this process is to ensure that technology remains people-centered. We embrace artificial intelligence as a catalyst that lightens our employees' routine tasks and strengthens decision-making processes.

Data Security and Privacy

We view data security and privacy as one of the critical elements that support the reliability of our business processes. We adopt the "Full Compliance with Regulations, Zero Risk" approach in this area and conduct all our processes in accordance with relevant legal regulations and corporate standards. Within Yildiz Holding, we manage our data security and privacy practices in accordance with the Yildiz Holding Information Security Policy and carry out our processes under the coordination of the Compliance and General Legal Affairs Directorate. This structure supports the consistent and effective implementation of information security practices across all Yildiz Holding companies.

Additionally, we structure our information security processes in accordance with the ISO 27001 Information Security Management System Standard, thereby addressing the protection of our data assets within a systematic and auditable framework. We manage our processes for the identification, classification, and protection of personal data through end-to-end defined processes and control mechanisms within the scope of the KVKK Compliance Cycle.



Projects and Performance

Our Digital Transformation Projects

Fresh Life - Artificial Intelligence-Based Optimization in Production Planning

Product transitions on the forming lines at our chewing gum facility were causing significant time losses and inefficient scheduling due to the manual cleaning schedule. With the Fresh Life Project, we digitally transitioned the cleaning schedule. We began using artificial intelligence to analyze transitions between products and automatically determine the most optimal production sequence. The system assigns products to the most efficient production lines while taking line capacities and priorities into account, thereby eliminating human-induced planning errors. Thanks to this transformation, we achieved a reduction of up to 10% in total time lost due to cleaning and setup times. We now manage our quality and food safety processes in a more reliable and traceable manner.

Ignition - Infrastructure and Production Monitoring Platform

Through the **Ignition-Facility Digitalization and Data Monitoring Project** launched in 2025, we began

monitoring, recording, and reporting critical process and consumption data on the production floor via a centralized system. This system, supported by a wireless communication infrastructure, allows us to monitor electricity, water, and natural gas consumption at the Gum and Candy facilities, process data from the boiler room, and temperature and humidity conditions throughout the factories in real time. Furthermore, we can ground our data-driven decision-making processes in concrete facts thanks to the ability to store historical data and generate reports. The Ignition project represents a significant milestone in terms of improving resource efficiency and systematically measuring environmental sustainability performance.

Demand Sensing - AI-Powered Order Demand Forecasting

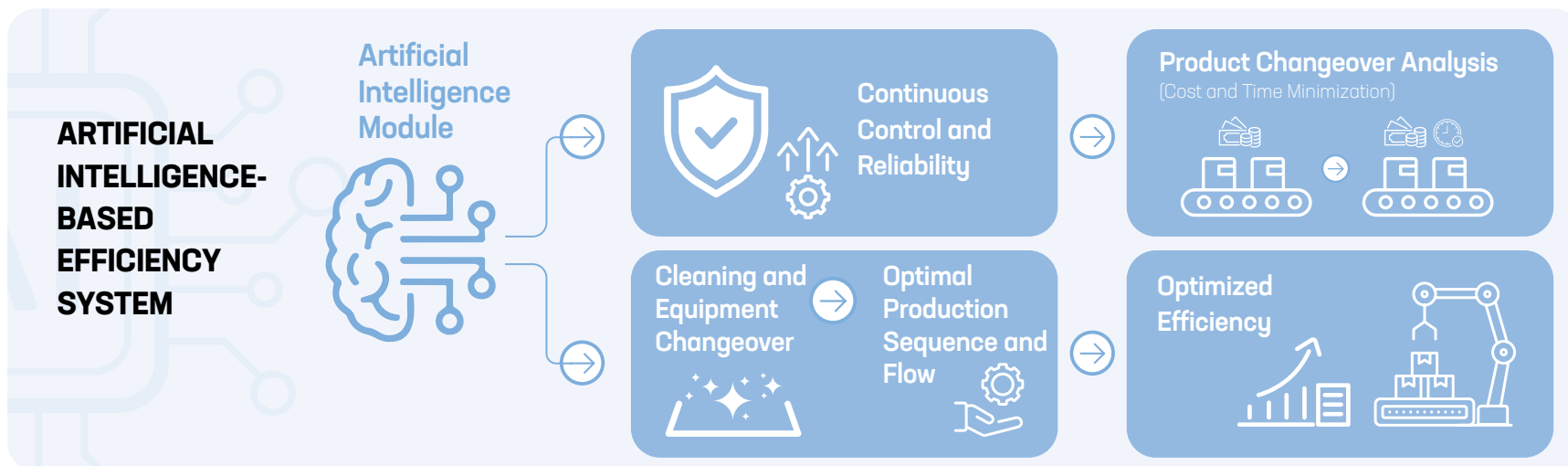
Anticipating changing customer demands and market dynamics in international markets used to be a time-consuming process that required manually reviewing large volumes of sales data and interpreting complex order patterns. With the **Demand Sensing** project, we transformed this

process into a data-driven, AI-powered decision-support mechanism. The system predicts future customer demand with high accuracy by learning from historical data, automatically analyzes market trends on a weekly basis, and generates 13-week forward-looking demand forecasts by product and customer. As a result, the highly accurate analyses prepared for key customers directly enable rapid decision-making regarding inventory and production.

We began to observe the positive effects of this transformation in two key areas. First, our teams became free from the operational burden as time-consuming manual data analysis processes were automated, allowing them to focus on optimization and strategic planning. Thanks to our 13-week forecasting capability, we prevent excess inventory and idle costs, and manage orders in a more balanced and sustainable manner.

End-to-End Integrated Procurement and Budget Management

Procurement, invoice processing, and reporting processes were spread across different platforms



and carried out in a structure that relied on manual workflows. With the **Orion Project**, we consolidated these workflows into a single, centralized structure. Budget-controlled approval mechanisms and an automated invoice posting system form the core components of this infrastructure. Thanks to this transformation, we minimized the margin of error in labor-intensive processes and achieved real-time financial traceability. As part of this effort,

we began regularly monitoring metrics such as invoice processing time, the percentage of invoices processed without human intervention, and the accounting accuracy rate.

IFRS-Compliant Reporting Project

To manage our financial processes in a transparent manner and in accordance with international standards, we transitioned to a parallel ledger

structure compliant with **IFRS on the SAP platform**. Now, we automatically generate both local statutory records and IFRS financial records as part of this project. Accounting transactions related to period-end closings, depreciation, and valuation adjustments are carried out systematically. This transformation strengthened corporate accountability and financial transparency. It enabled us to operate within a common standard across the entire Group.

Our Digitalization Roadmap

The initiatives we plan to implement in the coming period as part of our digital transformation roadmap are structured around five main pillars.



Smart Monitoring and Management of Production Processes

Unexpected situations at production facilities stem from the inability to detect equipment failures in advance and the reactive management of maintenance processes. By expanding our sensor-based digital monitoring infrastructure, we aim to monitor the performance of critical equipment in real time, detect failures in advance, and carry out maintenance processes in a planned manner. Efforts to automatically regulate environmental conditions in the production environment will both optimize energy usage and support product quality.



Energy and Resource Efficiency

Energy consumption in production processes has not yet been fully tracked on a machine- and line-by-line basis. Through the initiatives we intend to implement, we expect to make energy consumption visible on a production line basis, enable the calculation of energy costs per unit, and systematically evaluate opportunities for improvement by identifying high-consumption areas. This data will also directly contribute to monitoring our environmental performance in line with our sustainability goals.



Optimization in Supply Chain and Inventory Management

Fluctuations in demand lead to inventory imbalances and inefficiencies in the supply chain. By implementing smart inventory optimization initiatives for both raw materials and finished goods, our goal is to prevent these imbalances. We plan to evaluate supplier selection processes within a multi-variable framework that considers factors such as price, capacity, and planning needs. As part of this initiative, we also plan to implement a reporting infrastructure that will provide our sales and planning teams with real-time visibility by product, channel, and customer.



Occupational Safety and Quality Traceability

Manually tracking compliance with safety procedures and quality deviations on production floors creates limitations in terms of speed and traceability. By implementing digital monitoring systems for employee safety, we plan to track equipment lockout and shut-down processes digitally. In quality control processes, we aim to automatically record and generate reports on product weight and purity data. This will enable us to detect quality deviations early and strengthen process traceability.



Automation of Repeating Processes

Manual and repetitive workflows not only limit operational efficiency but also make it difficult for our human resources to focus on strategic areas. By combining artificial intelligence and cloud-based technologies, we aim to digitize repetitive processes end-to-end, minimize the risk of human error, and allocate our employees' time to higher-value tasks. Designed to be compatible with our existing technological infrastructure, this approach will provide a scalable framework without requiring additional resources for our processes and will gradually increase our level of organizational digital maturity.

Product Safety and Quality



Product quality and safety for companies operating in the food industry go beyond simply meeting legal requirements, they form the foundation for protecting consumer health and building trust. Growing consumer awareness, changing expectations, and increasingly stringent regulations on a global scale are making food safety more visible and a higher concern than ever before. For this reason, ensuring quality and safety throughout the entire value chain, from raw material selection to production, storage, and distribution, is of critical importance.

Impact	Definition of the Impact and Our Actions
High-Quality and Safe Products	Potential disruptions in hygiene and quality control practices during food production processes can lead to a risk of product contamination. This situation can negatively impact consumer health and compromise product safety. Being aware of these risks, we manage product safety and quality processes in accordance with international quality standards at every stage of production. We conduct the necessary controls from raw material procurement to the final product and address potential risks throughout the process using a preventive approach. These practices contribute to maintaining product reliability and ensuring sustainable customer satisfaction.

Our Strategic Approach

At CCC Gıda, we consider product quality and safety to be a responsibility that must be upheld throughout the entire journey of food, from source to consumer. Ensuring that consumers have access to reliable products that meet their expectations forms the foundation of our approach in this area. We manage our processes in accordance with international standards and legal requirements. In line with our **Quality and Food Safety Policy** and **Food Sensitivities Policy**, we assess risks throughout the entire value chain, from raw material selection to production, storage, and distribution. This approach ensures that our processes are addressed holistically, which also covers areas such as food defense and authenticity.

We incorporate halal compliance and special nutritional requirements such as vegan and vegetarian diets into our processes, taking into account diverse nutritional preferences and consumer sensitivities. Our processes are regularly monitored and evaluated by an internal committee established for this purpose, which includes experts from various disciplines. This structure, supported by internal audit mechanisms and controls by relevant departments, strengthens the continuity of our practices. **The international certifications we hold serve as concrete evidence of this approach.**

Certificate	Definition of the Certificate	Advantages of the Certificate
ISO 9001:2015 Quality Management System 	It is a quality management standard that ensures the management of product and service quality in accordance with international standards; it is based on customer satisfaction, a process-oriented approach, and continuous improvement.	• It helps ensure that processes are managed systematically and are under control from start to finish. • It helps ensure that customer expectations are consistently met and helps reduce error rates. • By ensuring that risks and opportunities are addressed in a structured manner, it increases operational efficiency and strengthens the company's reputation.
BRCGS Food Safety Issue 9 	It is a globally recognized standard developed to ensure food safety, hygiene, quality, and regulatory compliance in production, processing, and packaging processes. It refers to a framework based on risk-based food safety management and the principles of Hazard Analysis and Critical Control Points (HACCP) .	• It provides a trust framework accepted by international retail chains and global supply chains. • It enhances consumer confidence by ensuring that food safety and hygiene processes are verified through independent audits. • It streamlines regulatory compliance processes and creates a competitive advantage in accessing different markets.
IFS Food Version 8 	It is an international food safety standard that evaluates food producers' performance in terms of quality, safety, and regulatory compliance, and is widely used by European retail chains in particular. It is based on transparency, traceability, and risk management in production processes.	• It serves as a strong point of reference for accessing international markets, particularly in Europe. • It contributes to the effective management of risks and the improvement of traceability in production processes. • It enhances operational transparency and improves reliability throughout the supply chain.
Halal Certificates 	It is a certificate of compliance that verifies that production processes are conducted in accordance with Islamic rules and that halal requirements are met at every stage, from raw materials to the final product.	• It supports the provision of certified products that meet consumer expectations and address their concerns. • Strengthens control over content and the supply chain in production processes. • It enhances reliability and accessibility in local and international markets and enables reach to different consumer segments.

Projects and Progress

At CCC Gıda, we extend our commitment to quality beyond mere final product inspections by integrating a “quality at the source” approach into all our operational processes. As part of this, we conduct quality control activities throughout the entire production process, identifying potential violations at an early stage through real-time checks on production lines and ensuring swift corrective action. We support this approach with our quality and food safety systems, which are structured in accordance with international quality standards. Certifications such as ISO 9001, BRCGS Food Safety Issue 9, and IFS Food Version 8 demonstrate the alignment of our process-oriented management model with international requirements.



To ensure the continuity of our quality and food safety systems, we implement a management approach that covers all stages of the production chain:



Supply chain and risk management

We assess risks related to food defence, authenticity, and product integrity throughout all processes, from raw material receipt to the point of sale. As part of this effort, we implement access controls and preventive measures to mitigate potential risks.



Production safety and control mechanisms

We monitor physical, chemical, and biological risks throughout our production processes in accordance with the HACCP-based approach. We ensure product safety through technical controls such as metal detectors, filters, and precision screening systems.



Hygiene and facility management

We implement practices and hygiene procedures designed to prevent cross-contamination in production areas. As part of our cleaning and hygiene processes, we revised and refined our cleaning protocols in accordance with requirements. We conduct periodic on-site inspections to monitor staff and facility hygiene. In addition, we regularly update employee training to ensure that a culture of food safety is embedded in our processes.



Traceability

We document the entire production process, from raw material intake to the final product. As part of our commitment to product safety and traceability, we store samples taken from each production batch under specified storage conditions, enabling rapid and effective tracking. This system enhances the traceability of our processes and allows for backward analysis if necessary.

Food Safety Culture

Our model, structured around the pillars of People, Process, Purpose, and Proactivity, transforms food safety culture from an abstract concept into a measurable and manageable framework. In 2025, we continued to further deepen our food safety culture, which already stands on a solid foundation, and to transform it into an organizational reflex.

We held regular breakfast meetings with blue-collar employees throughout the year to foster employee engagement and gather feedback, and we continued to document employee opinions. In the areas of performance and product safety, we systematically continued our Foreign Material Hunt initiatives and root cause analyses. As part of our training initiatives, we made the "Zero Errors" program available to all our employees via a digital platform and achieved 100% completion of the training. We organized site tours, contests, and awareness-raising events as part of Food Safety Culture Week in June and ensured the participation of all our employees.

We also organized various programs in 2025, including FDA (Food Defense Plan Builder) Food Defense Training, Environmental Pathogen Monitoring Training, HAK Halal Standards Basic Training, BRCGS Food v9 and IFS Food v8 Awareness Training, RSPO, Pest Control Training, Training on the Regulation for Packaging Materials in Contact with Food, and ISO 19011 Internal Auditor Training. Through these comprehensive programs covering international food safety and quality standards, technical expertise, and system and process knowledge, we enhanced the competency levels of our teams.



Performance and Future Outlook

Our efforts throughout the year in the area of product safety and quality demonstrate that our processes remain consistently strong in terms of both operational discipline and employee competence. The fact that **we did not experience any product recalls during** the reporting period underscores the effectiveness of the control mechanisms we implement. One of the most important factors supporting this structure is our employees' level of knowledge and awareness. Over the course of the year, **we provided 990 of our employees with a total of 1,940 hours of quality and food safety training**. This ensured that our processes were not limited to mere paperwork but became a natural part of our daily operations.

Going forward, we intend to expand this approach to a wider range of product groups, continuously improve our product safety standards, and increase the share of our responsible product portfolio. To this end, we will continue to invest in training and to continuously improve our quality management systems.

Raw Material and Supply Chain Management



Ensuring the sustainability of the value chain in the food industry requires a responsible approach to every stage of the process, from farm to table. Supply chain management is among the key factors that shape companies' operational performance and financial resilience. Managing the flow of raw materials in an efficient and uninterrupted manner helps balance costs while also fostering a structure that is more resilient to fluctuations in global markets.

Raw material procurement directly affects not only the consistency of production processes but also the conservation of environmental resources and the management of impacts on ecosystem balance. Climate change and increasing pressure on natural resources require that procurement processes be approached with a more flexible and long-term perspective. For this reason, the effective management of supply chain processes is important for maintaining product quality, ensuring the sustainability of competitive advantage, preserving natural resources for future generations, and promoting fair working conditions that respect human rights at every stage of the supply chain.

Impact	Definition of the Impact and Our Actions
High Social Compliance Performance in the Supply Chain	The social compliance initiatives we carry out with our suppliers contribute to the widespread adoption of human rights, fair working conditions, and ethical business practices throughout the supply chain. The BSCI audit results, which we use as a key reference point in this process, demonstrate that these practices are being implemented within our supplier ecosystem.
Responsible Raw Material Sourcing and Use of Certified Sources	We contribute to reducing the pressure on natural resources by sourcing a portion of the raw materials we use in our production processes from certified sources. By prioritizing certified products in our palm oil procurement and through our RSPO membership, we play a part in this transformation.
Greenhouse Gas Emissions from the Supply Chain	A significant portion of the greenhouse gas emissions resulting from our operations consists of our Scope 3 emissions. While this situation increases the negative impact of upstream processes on climate change, it also highlights the importance of improvement efforts carried out in collaboration with our suppliers.

Our Strategic Approach

At CCC Gıda, we consider supply chain management to be one of the key areas that support the continuity of our value chain. We position our suppliers, who play a crucial role in the continuity of our business model and operations, as key stakeholders with whom we move forward together.

From raw material procurement to our production processes, we adopt an approach that takes into account not only quality and reliability but also environmental and social impacts. In this regard, we manage our relationships with our suppliers through a collaborative framework based on mutual trust and focused on continuity, rather than solely within an operational context.

As of 2025, our supplier network consists of **a total of 650 business partners**, including **132**

raw material, 79 packaging, and 439 technical equipment suppliers. Within this structure, we manage our processes by taking into account the roles and impacts of different supplier groups, and we focus on creating a balanced structure that supports supply continuity. At the same time, we monitor both product quality and the performance of our business partners based on specific criteria. In line with Yıldız Holding's approach, we are committed to contributing to the widespread adoption of responsible procurement through the partnerships we establish with our suppliers and to developing a common approach across our entire value chain.

Our Local Supply Approach

We prioritize partnerships with local business partners in our supply chain management. As of

2025, **approximately 93% of our supplier network consists of local suppliers.** This structure helps make our procurement processes more flexible and manageable, while also supporting the local economy.

Working with local suppliers enables us to manage our logistics processes more efficiently and helps reduce transportation-related impacts. This allows us to maintain a more balanced structure in our operational processes while managing the environmental impacts of our supply chain in a more controlled.

We take care to source raw materials from local and responsible suppliers whenever possible. This approach supports supply continuity while helping us build closer and more transparent partnerships within our value chain.

Our Supplier Network in 2025



71%
ratio of local suppliers by
purchasing expenditures



93%
ratio of local
suppliers



132
raw material
suppliers



439
technical equipment
suppliers



79
packaging
suppliers



**A total of
650**
business partners



Projects and Progress



Quality in the Supply Chain

We conduct our supplier selection and evaluation processes in accordance with specific criteria to ensure the continuity of product quality and food safety throughout our supply chain. Through these processes, we regularly monitor our business partners' compliance with relevant regulations and our company standards, managed by our quality department. In this context, we require our suppliers to hold key certifications such as the ISO 9001 Quality Management System, GFSI Food Safety Certification, and Halal Food certification as prerequisites. We work exclusively with suppliers who hold at least one of these certifications. By closely monitoring the validity periods of existing certifications and their compliance with changing regulations, we identify potential risks related to quality and product safety before they arise, thereby ensuring continuous regulatory compliance.

We monitor our supplier selection and continuity processes through the Approved Supplier List (ASL). Within this framework, we work with suppliers who

meet the quality, regulatory, and food safety criteria that we define, and we update the list by evaluating the performance of our existing business partners at regular intervals. This approach enables us to conduct our partnerships with suppliers in a more traceable and sustainable.

Environmental and Social Compliance in the Supply Chain

In order to manage environmental and social impacts within our supply chain, we collaborate with our suppliers within the framework of specific standards. In this regard, we support our social compliance practices with internationally recognized audit systems and regularly review our processes.

We rely on the **amfori BSCI (Business Social Compliance Initiative)** framework for our social compliance efforts. This system enables the assessment of the supply chain in key areas such as occupational health and safety, fair wages, working hours, the prevention of discrimination, and freedom of association. As part of our

collaboration with our business partners, we track practices in these areas through on-site audits, field observations, and periodic evaluation processes. In this way, we contribute to supporting safe working conditions and respect for human rights throughout our supply chain.

In terms of environmental compliance, we pay particular attention to impacts associated with raw materials. Palm oil stands out as a raw material that poses certain risks in terms of deforestation and carbon emissions due to its production conditions. As a member of the **Roundtable on Sustainable Palm Oil (RSPO)**, we endeavour to source this raw material from certified sources. Through certification and traceability practices, we ensure that our raw material procurement processes are conducted in a more transparent and controllable. Thus, we enhance our positive impact on both social and environmental issues throughout our supply chain. Our goal is to develop a more balanced and responsible structure through the partnerships we establish with our stakeholders.

Inspiring the Future

R&D and Innovation

Digitalization

Product Safety and Quality

**Raw Material and Supply
Chain Management**

Operational
Excellence

Product Labeling and
Marketing

Customer Satisfaction

Performance and Future Outlook



2025 was a year of improving our supply chain structure and expanding our network of business partners. We diversified our supplier ecosystem by beginning to work with a total of **175 new suppliers** throughout the year, thereby creating a more flexible structure to address various needs.

Consistent with our approach to local sourcing, local business partners continued to make up a significant portion of our supply chain. **93% of our total 650 suppliers were local**, and we directed **approximately 71%** of our payments to local suppliers. This distribution supported local partnerships while also contributing to the continuity of our procurement processes.

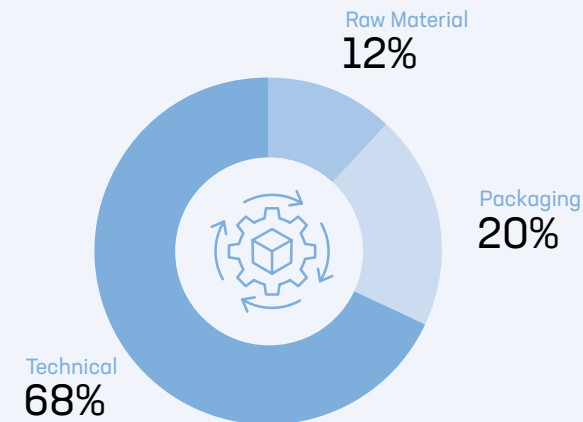
In terms of social compliance, we continued our audit and assessment activities with our suppliers, and **33 of our raw material suppliers**

were audited under the amfori BSCI framework. As a result of these assessments, our supply chain was rated "A," the highest level. This result demonstrates that our practices in the area of social compliance are being effectively implemented throughout the supply chain.

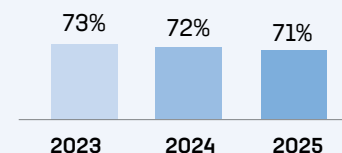
Regarding environmental performance, we continued to shift toward more responsible sources for raw material procurement. In 2025, we sourced a total of **773 metric tons of RSPO-certified** raw materials.

In the coming period, we aim to extend social and environmental performance across a broader group of suppliers in our supply chain, increase our use of certified raw materials, and further strengthen our partnerships with our suppliers.

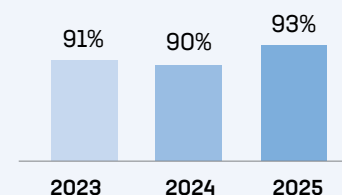
Supplier Distribution



Local Procurement Rate by Purchasing Expenditures



Local Supplier Ratio



Operational Excellence

Our Strategic Approach

We implement our “Operational Excellence” approach as a holistic management model with the aim of making our operations more efficient, lean, and sustainable every day. In 2025, we updated our Operational Excellence Committee structure to clarify areas of responsibility and respond more agilely to needs arising from the field. This new organizational structure enabled us to extend improvement efforts beyond the production field and integrate them into all our operational processes.

As part of our Yıldız Excellence Path program, guided by our vision of achieving outstanding business results and drawing on our culture of excellence, we aim to develop and standardize the best practices in our field. In this regard, we strive to embrace continuous improvement and lead sector-wide transformations. By focusing on initiatives that add value to our company, our customers, and our consumers through our lean management methods, we intend to evolve into a “learning organization.” Our goal is to play a leading role in the industry in the areas of occupational health and safety standards, environmental responsibility, and quality excellence. Through the “Excellence Path” program, which provides the fundamental infrastructure for sustainable and profitable growth, we aim to consistently maintain a leading position in global competition.



Improvement Initiatives in 2025



Throughout 2025, we implemented high-value-added projects using the VSM (Value Stream Mapping), YDT (Yildiz Development Teams), and REFA (Work Analysis) methodologies. We successfully completed 1 VSM, 4 YDT, and 1 REFA project in the first half of the year. Then, we started 7 YDT projects in the second half of the year.

The Value Stream Mapping (VSM)—one of the most critical tools on our journey toward operational excellence—enables us to identify waste and eliminate non-value-adding activities by increasing process visibility. By applying VSM not only within our production facility but throughout the entire value chain—from our suppliers to our customers—that is, with an “end-to-end” perspective, we extend our operational excellence efforts beyond the factory boundaries.

Sequential Meeting System

At CCC Gıda, guided by the vision “How can we be better today than we were yesterday?”, we place the

YHK sequential meeting system at the center of our daily operations. We structured this communication chain, which extends from the shop floor to factory senior management (from T-1 to T-4), through short, data-driven, and action-oriented 15- to 20-minute meetings held every morning at every level. Thanks to this agile management tool, we immediately identify risks where work is being done, resolve problems before they escalate, and accelerate our decision-making processes. By fostering two-way communication and a culture of delegation through our systematic approach, we ensure the active participation of all employees in processes, the efficient use of resources, and sustainable improvement.

End-to-End Excellence: Supply Chain Committee

The establishment of the Supply Chain Committee was one of our most strategic steps in 2025, aiming to extend the OE system to office and support pro-

cesses outside of production. Led by the Planning department and bringing together the procurement, warehousing and logistics, production, and quality units, our committee aims to lead the development of our operations and the dissemination of best practices.

Together with the Supply Chain Committee, we aim to establish stronger coordination across processes, systematically identify areas for improvement, and increase operational efficiency. Through data analytics and digital tools, we plan to enhance our visibility and strengthen a culture of continuous improvement with programs that support our employees' competencies. Additionally, we aim to make the flow of information more effective and sustainable by promoting standard operating procedures and lean practices. We expect this approach to contribute to the creation of a simpler, more balanced, and digital operational structure in the coming period.

Product Labeling and Marketing



Product labeling and marketing form the foundation of the relationship of trust that food companies build with consumers. Details such as product ingredient information, nutritional values, allergen warnings, and serving size information are critically important both for enabling consumers to make informed choices and for providing proper guidance to specific consumer groups. Communication language and marketing approaches play an equally decisive role, particularly in products marketed to children and young people. Responsible marketing practices supported by clear and understandable labeling that avoids creating misleading perceptions directly influence not only the visibility of products on the shelf but also long-term trust in the brand.

Impact	Definition of the Impact and Our Actions
Consumer Awareness and Transparent Labeling	We provide clear and easy-to-understand nutritional information and allergen information on our product packaging. Through transparent labeling and accurate guidance, we help our consumers make informed choices, strengthen our relationship of trust with them, and contribute to raising awareness about balanced nutrition.
The Potential Impacts of Our Product Labeling and Marketing Practices on Public Health	The intensive marketing of our products with high sugar content or low nutritional value, particularly to vulnerable groups such as children, carries the risk of leading to negative consequences for public health by encouraging excessive consumption. We embrace a responsible marketing approach, develop portion control practices, and use communication that does not encourage consumption to support our consumers in consuming our products more consciously and in moderation.

Our Strategic Approach

At CCC Gıda, we bring our products to market not only in accordance with our quality and taste standards, but also through our commitment to ethical marketing and transparent communication. In every interaction with our consumers, we adopt a clear and trustworthy communication style. We view compliance with regulations as part of our responsibility to our consumers, rather than merely a requirement, and we prioritize providing simple and understandable information to help our consumers make informed choices.

Our Ethical Communication Principles

We adhere to local regulations in all regions where we operate, and for our products in the Turkish market, we follow the provisions of the Turkish Food Codex. In export markets, we operate in compliance with each country's

regulations. In our private-label and branded product projects, we carefully evaluate ingredient formulations, packaging design, labeling language, and advertising content within this framework. We prepare our product labels and ingredient declarations in simple language that the average consumer can easily understand, taking care to avoid misleading or exaggerated statements.

Our Approach to Child-Safe Advertising

We avoid using misleading messages or those that encourage excessive consumption that directly target children in our communications. We present nutritional information on our product packaging in a way that consumers can easily understand, and we prominently display the recommended daily intake amounts to promote informed and moderate consumption.

Performance and Activities

We regularly analyze our product ingredients for quality, food safety, and regulatory compliance, and exclude any ingredients that pose a risk from our production processes. We display allergen disclosures and warnings about sensitive ingredients in prominent locations, and we maintain this level of care in our raw material and finished product inspections.

We develop platforms for our brand communications where consumers do not just see the message, but can actively experience it. The Refreshing Studio project, which we launched for the Oneo brand in 2025, was a concrete reflection of this approach. As part of this project, we created a mobile studio platform that adds a new dimension to the brand's refreshing communication, allowing young people to create content for the brand and experience it firsthand. For the Yupo brand, we positioned the product as an element that makes ordinary moments of daily life

more fun. This communication model helped the brand build a long-term and sustainable connection with consumers.

We regularly monitor consumer feedback through digital platforms, social media channels, and points of sale, and incorporate these insights into our product development, communication strategy, and user experience processes. We view feedback not only as part of our complaint management process but also as a valuable resource for brand development and continuous improvement.

In 2025, our gross rating points (GRP)—which reflect the reach of our marketing activities—**rose from 809 in 2024 to 1,198 in 2025**. We achieved this growth without compromising our commitment to responsible and transparent communication. During the same period, we did **not encounter any instances of non-compliance** regarding our labeling and marketing practices.



Customer Satisfaction



Customer satisfaction is not just an outcome for companies operating in the food industry; it is one of the fundamental elements that shape the entire value chain. Accurately understanding consumers' changing needs, expectations, and preferences, and being able to respond to these expectations quickly, consistently, and reliably, are among the most important factors in strengthening the relationship of trust. For this reason, customer satisfaction stands out as a critical issue not only for maintaining existing relationships but also for building a sustainable business model.

Our Strategic Approach

We consider our customers to be one of our most important stakeholders, shaping our products and services. Understanding their expectations and needs serves as the fundamental starting point for all the products and processes we develop. In line with this, we adopt an approach aimed at continuously improving the customer experience.

By maintaining communication with our customers through various channels, we strive to create an accessible and inclu-

Impact	Definition of the Impact and Our Actions
High Customer Satisfaction	Through our commitment to high quality and food safety, we ensure the reliability and consistency of our products. We continuously improve our products through R&D and innovation, taking consumer expectations into account. Thanks to our wide range of products, we meet diverse needs and preferences while increasing accessibility. In addition, we take customer feedback into account and use it to identify areas for improvement across all our processes. Through all these practices, we strengthen customer satisfaction and foster a relationship of trust.

sive environment. We view the feedback we receive not only as a source of data but also as valuable insight that helps us identify areas for improvement.

We regularly monitor all of our quality management processes in accordance with the **ISO 9001 Quality Management System** standards and our internal audit mechanisms. This structure allows us to manage our processes with a high degree of discipline while maintaining our commitment to continuous improvement.



Performance and Activities

We provide a multi-channel communication structure to ensure our customers can easily reach us through various channels. Through the Yildiz Holding Customer Relations Center (MİM) infrastructure, we log all notifications—whether submitted via the call center, email, or our company's proprietary communication channels—and forward them to the relevant teams. This structure enables end-to-end traceability of customer feedback. We manage all notifications through the MİM tracking system and monitor resolution processes from start to finish. Our goal is to resolve feedback from our customers within an average of 3 business days. Throughout this process, we operate in full compliance with the **Personal Data Protection Law (KVKK) and the Yildiz Holding MİM Policy**, prioritizing data privacy and information security.

We consider customer feedback not only as part of our complaint management process but also as a key input for product and process development. In this regard, we integrate feedback into our quality control, production, packaging design, food safety, and innovation efforts. In addition, we conduct regular surveys to measure customer satisfaction and collaborate with independent research firms to analyze brand health. We share the findings with the relevant teams and incorporate them into our improvement efforts.



Our customers can reach us through;

- **Yildiz Holding Customer Relations Center Call Center,**
- **mim@yildizholding.com.tr e-mail address,**
- **Private communication channels for CCC GIDA.**



1,065



In 2025, we **received a total of 1,065 reports** from our customers across all channels, and we responded to all of them.

78%

We resolved **78% of the reports** we received.





2025 Sustainability Report

Introduction

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Approach

Working for the Future
of Environment

Growing Stronger
with Stakeholders

Inspiring the
Future

Appendix

APPENDIX

Performance Indicators

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Performance Indicators

Environmental Performance Indicators

Energy Consumption (MWh)	2023*	2024*	2025	
Total Energy Consumption	87,455	86,665	88,220	✓
Natural Gas	49,708	47,762	48,549	✓
LPG	0	81	0	
Gasoline - Off-Road Vehicles	1	6	2	✓
Diesel - Off-Road Vehicles	0	0	0	✓
Gasoline - On-Road Vehicles	134	176	195	✓
Diesel - On-Road Vehicles	245	228	266	✓
Diesel - Generator	121	99	287	✓
Electricity	37,246	38,314	38,921	✓
Renewable Energy	0	6,000	12,000	✓
CO ₂ Fire Extinguisher (kg)	205	270	270	✓
Total Refrigerant Usage (ton)	0.07	0.93	0.65	✓
Energy Intensity (MWh/ton)	2.28	2.34	2.11	✓

*Energy consumption data for 2023 and 2024 have been recalculated due to updates to the conversion factors used to convert LPG, natural gas, diesel (generators), diesel (off-road vehicles), diesel (on-road vehicles), and gasoline (on-road vehicles) consumption into MWh.

Greenhouse Emissions (tons CO ₂ e)	2023	2024	2025	
Scope 1	9,281	10,096	11,296	✓
Scope 2	16,649	16,935	16,892	✓
Scope 2 (Location based)	16,649	16,935	16,892	✓
Scope 2 Market based]	-	14,282	11,683	✓
Scope 1 + 2	25,930	27,031	28,188	✓
Scope 3	95,364	91,739	101,162	
Scope 3 GHG Intensity (tons CO ₂ e/ton)	2.49	2.48	2.80	

Water Consumption (m³)	2023	2024	2025	
Total Water Usage	141,561	142,370	141,483	✓
Water Withdrawn from the Network	0	0	0	✓
Water Withdrawn from Groundwater	141,561	142,370	141,483	✓
Amount of Recycled/Reused Water	0	0	0	✓
Waste Water	107,000	87,195	85,196	✓
Water Intensity (m³/ton)	3.69	3.85	3.91	✓

Waste (ton)	2023	2024	2025	
Total Waste Amount	3,439	4,495	4,445	✓
Hazardous Waste	105	127	98	✓
Non-hazardous Waste	3,334	4,368	4,347	✓
Amount of Recycled Waste	3,211	4,270	4,445	✓
Recycling Rate	93%	95%	100%	✓
Amount of Plastic Reduction During the Year	49	44	7.44	✓
Amount of Plastic Used in Packaging	2,654	2,613	2,816	✓
Packaging Waste	0	0	0	✓

Social Performance Indicators

Number of Employees	2023	2024	2025
Women	434	434	440
Men	674	716	698
Total	1,108	1,150	1,138

Number of Employees by Category	2023	2024	2025
Number of White-Collar Employees	143	166	176
Women	50	56	63
Men	93	110	113
Number of Blue-Collar Employees	965	984	962
Women	384	378	377
Men	581	606	585

Number of Employees by Employment Duration	2023	2024	2025
0-5 Years	684	730	683
Women	323	320	319
Men	361	410	364
5-10 Years	208	203	252
Women	86	80	95
Men	122	123	157
10 Years and Above	216	217	203
Women	25	34	26
Men	191	183	177

Number of Employees with Executive (Manager) Title	2023	2024	2025
Women	6	6	6
Men	7	11	17
Total	13	17	23

Total Number of Senior Executives	2023	2024	2025
Women	1	1	1
Men	6	6	7
Total	7	7	8

Parental Leave*	2023	2024	2025
Number of Employees on Parental Leave	29	22	43
Women	22	10	20
Men	7	12	23
Number of Employees Returning to Work after the End of Parental Leave	23	20	35
Women	16	8	12
Men	7	12	23

*Regarding the data on the number of employees on parental leave, an error was identified in the data for 2023 and 2024; the necessary corrections were made and the data was re-reported during the current reporting period.

Number of Employees with Disabilities	2023	2024	2025
Women	7	11	10
Men	23	22	22
Total	30	33	32

Number of Employees Recruited	2023	2024	2025
Under 30 Years*	-	283	93
Women	-	112	41
Men	-	171	52
Between 30-50 Years*	-	154	48
Women	-	59	14
Men	-	95	34
Over 50 Years*	-	2	1
Women	-	0	0
Men	-	2	1
Total	362	439	142
Women	160	171	55
Men	202	268	87

* Data for 2023 is not available.

Appendix

Performance Indicators

Stakeholder Engagement

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Reporting Principles

Independent Assurance Report

Number of Employees Leaving Employment	2023	2024	2025	
Under 30 Years	146	231	99	✓
Women	58	110	31	✓
Men	88	121	68	✓
Between 30-50 Years	148	159	55	✓
Women	54	62	17	✓
Men	94	97	38	✓
Over 50 Years	4	1	1	✓
Women	0	0	0	✓
Men	4	1	1	✓
Total	298	391	155	✓
Women	112	172	48	✓
Men	186	219	107	✓

Number of Subcontractor Employees*	2024	2025
Women	429	400
Men	133	111
Total	562	511

* Data for 2023 is not available.

Collective Bargaining Agreements	2023	2024	2025	
Number of Employees Covered by Collective Bargaining Agreement	965	984	962	✓

Training	2023	2024	2025	
Total Training Hours	14,202	18,337	25,280	✓
Training Hours per Employee (Excluding OHS)	12.82	15.95	22.21	✓

OHS Performance	2023	2024	2025	
Number of Accident	40	36	42	✓
Number of Accidents with Lost Days	13	20	17	✓
Number of Lost Days due to Accidents	232	440	238	✓
Total Working Hours	3,282,075	3,777,434	3,466,634	✓
Total Accident Rate	2.44	1.91	2.42	✓
Lost Time Injury Rate	0.79	1.06	0.98	✓
Number of Fatalities	0	0	0	✓
Number of Occupational Diseases	0	0	0	✓

OHS Training	2023	2024	2025	
Total OHS Training Hours	3,800	16,907	10,679	✓
Average OHS Training Hours per Employee	3.43	14.70	9.38	✓

Stakeholder Engagement

In our interactions with a broad range of stakeholders—from our employees to our customers, from our business partners to our investors, and from public institutions to civil society organizations and the academic community—we adopt a participatory management approach that takes expectations and opinions into account. We listen to our stakeholders through surveys, feedback mechanisms, regular meetings, collaborations, and field observations, and we shape our activities based on the insights we gain.

The diversified communication we maintain with our stakeholders guides us at every stage, from defining our sustainability priorities to their implementation. Thanks to this ongoing interaction, we regularly evaluate and improve our corporate practices from different perspectives.

Stakeholder Group	Communication Method	Communication Frequency
Yıldız Holding	Meetings, Email, Phone, etc.	Continuous
Employees	Email, Group SMS, Announcements, Meetings, Surveys, Phone Calls, etc.	Continuous
Customers and Consumers	Website, Customer Service, Email, Phone, Social Media Platforms, Activities	Continuous
Suppliers and Business Partners	Email, Phone, Website, Visits, Audits, Surveys	Continuous
Retail and Distribution Channels	Email, Phone, ERP System, etc.	Continuous
Investors and Shareholders	Meetings, Email, Phone, etc.	At least once a year
Non-Governmental Organizations and Local Communities	Email, Phone, etc.	At least three times a year
Academic Institutions and Research Organizations	Email, Phone, Training Sessions, Conferences, Workshops	At least twice a year
Media and Press Organizations	Press Releases, Social Media Platforms	At least once a year
Regulatory and Oversight Authority	-	-

GRI Content Index

Statement of Use	Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. has prepared its report for the period from January 1 to December 31, 2025, in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Location
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	About the Report, page 3 Overview of Our Operations, page 7
	2-2	Entities included in the organization's reporting	About the Report, page 3
	2-3	Reporting period, frequency and contact point	About the Report, page 3
	2-4	Restatements of information	There is no revised declaration for the previous period report
	2-5	External assurance	About the Report, page 3 Independent Assurance Report, page 105
	2-6	Activities, value chain and other business relationships	Overview of Our Operations, page 7 Our Value Chain, page 16
	2-7	Employees	Workforce Management, page 62 Performance Indicators, page 95
	2-8	Workers who are not employees	Performance Indicators, page 96
	2-9	Governance structure and composition	Our Corporate Governance Structure, page 17-18
	2-10	Nomination and selection of the highest governance body	Our Corporate Governance Structure, page 17-18
	2-11	Chair of the highest governance body	Our Corporate Governance Structure, page 17-18
	2-12	Role of the highest governance body in overseeing the management of impacts	Our Corporate Governance Structure, page 17-18
	2-13	Delegation of responsibility for managing impacts	Our Corporate Governance Structure, page 17-18
	2-14	Role of the highest governance body in sustainability reporting	Our Corporate Governance Structure, page 17-18
	2-15	Conflicts of interest	Our Approach to Business Ethics and Compliance, page 19
	2-16	Communication of critical concerns	Our Approach to Business Ethics and Compliance, page 19
	2-17	Collective knowledge of the highest governance body	Our Corporate Governance Structure, page 17-18
	2-18	Evaluation of the performance of the highest governance body	Our Corporate Governance Structure, page 17-18

GRI Standard	Disclosure		Location
	2-19	Remuneration policies	Workforce Management, page 58
	2-20	Process to determine remuneration	Workforce Management, page 58
	2-21	Annual total compensation ratio	Workforce Management, page 58
	2-22	Statement on sustainable development strategy	Message from Management, page 4-5
	2-23	Policy commitments	Our Corporate Governance Structure, page 17-18 Our Approach to Business Ethics and Compliance, page 19
	2-24	Embedding policy commitments	Our Corporate Governance Structure, page 17-18 Our Approach to Business Ethics and Compliance, page 19
	2-25	Processes to remediate negative impacts	Our Approach to Business Ethics and Compliance, page 19
	2-26	Mechanisms for seeking advice and raising concerns	Our Approach to Business Ethics and Compliance, page 19
	2-27	Compliance with laws and regulations	There are no violations of laws or regulations.
	2-28	Membership associations	Stakeholder Engagement, page 97
	2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 97 Sustainability Approach, page 24-26
	2-30	Collective bargaining agreements	Performance Indicators, page 96
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Approach, page 24-28
	3-2	List of material topics	Sustainability Approach, page 24-28
Procurement Processes			
GRI 3: Material Topics 2021	3-3	Management of material topics	Raw Material and Supply Chain Management, page 83-86
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Raw Material and Supply Chain Management, page 83-86
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Our Approach to Business Ethics and Compliance, page 19
	205-2	Communication and training about anticorruption policies and procedures	Our Approach to Business Ethics and Compliance, page 19
	205-3	Confirmed incidents of corruption and actions taken	Our Approach to Business Ethics and Compliance, page 19

GRI Standard	Disclosure		Location
Anti-competitive Behaviour			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	During the reporting period, no lawsuits were filed regarding anti-competitive conduct, trust formation, or monopolistic practices.
Materials			
GRI 3: Material Topics 2021	3-3	Management of material topics	Packaging and Waste Management, page 49-53
GRI 301: Materials 2016	301-1	Amount of materials used	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
	301-2	Recycled input materials used	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
	301-3	Reclaimed products and related packaging materials	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy and Climate Management, page 37-44
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	302-2	Energy consumption outside of the organization	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	302-3	Energy intensity	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	302-4	Reduction of energy consumption	Energy and Climate Management, page 37-44 Performance Indicators, page 94
Water and Effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	Water Management, page 45-48
GRI 303: Water and Effluents 2018	303-1	Interactions Related to Shared Water Resources	Water Management, page 45-48
	303-2	Management of water discharge-related impacts	Water Management, page 45-48
	303-3	Water withdrawal	Water Management, page 45-48 Performance Indicators, page 94
	303-4	Water discharge	Water Management, page 45-48 Performance Indicators, page 94
	303-5	Water consumption	Water Management, page 45-48 Performance Indicators, page 94
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Energy and Climate Management, page 37-44
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy and Climate Management, page 37-44 Performance Indicators, page 94



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GRI Standard	Disclosure		Location
	305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	305-4	GHG emissions intensity	Energy and Climate Management, page 37-44 Performance Indicators, page 94
	305-5	Reduction of GHG emissions	Energy and Climate Management, page 37-44 Performance Indicators, page 94
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	Packaging and Waste Management, page 49-53
GRI 306: Waste 2020	306-1	Waste generation and significant wasterelated impacts	Packaging and Waste Management, page 49-53
	306-2	Management of significant wasterelated impacts	Packaging and Waste Management, page 49-53
	306-3	Waste generated	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
	306-4	Waste Sent to Disposal	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
	306-5	Waste prevented from being sent to disposal	Packaging and Waste Management, page 49-53 Performance Indicators, page 94
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Raw Material and Supply Chain Management, page 83-86
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were audited using environmental criteria	Raw Material and Supply Chain Management, page 83-86
	308-2	Negative environmental impacts in the supply chain and actions taken	Raw Material and Supply Chain Management, page 83-86
Employment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce Management, page 55-62
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Workforce Management, page 62 Performance Indicators, page 96
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Workforce Management, page 55-62
	401-3	Parental leave	Performance Indicators, page 95
Labor/Management relations			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce Management, page 55-62
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Workforce Management, page 55-62
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health and Safety, page 66-70



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GRI Standard	Disclosure		Location
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety, page 66-70
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page 66-70
	403-3	Occupational health services	Occupational Health and Safety, page 66-70
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page 66-70
	403-5	Worker training on occupational health and safety	Occupational Health and Safety, page 66-70
	403-6	Promotion of worker health	Occupational Health and Safety, page 66-70
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page 66-70
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety, page 66-70
	403-9	Work-related injuries	Occupational Health and Safety, page 66-70 Performance Indicators, page 96
	403-10	Work-related illness	Occupational Health and Safety, page 70 Performance Indicators, page 96
Training and Education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce Management, page 56-61
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Workforce Management, page 56-61 Performance Indicators, page 96
	404-2	Programs for upgrading employee skills and transition assistance programs	Workforce Management, page 56-61
	404-3	Percentage of employees receiving regular performance and career development reviews	Workforce Management, page 56-61
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, Equity and Inclusion, page 63-65
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion, page 63-65 Our Corporate Governance Structure, page 17
		Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion, page 63-65
Non-Discrimination			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Our Approach to Business Ethics and Compliance, page 19
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
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	Our Approach to Business Ethics and Compliance, page 19



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GRI Standard	Disclosure		Location
Child Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Our Approach to Business Ethics and Compliance, page 19
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Approach to Business Ethics and Compliance, page 19
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Approach to Business Ethics and Compliance, page 19
Local Communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Raw Material and Supply Chain Management, page 83-86
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Raw Material and Supply Chain Management, page 83-86
	413-2	Significant Actual and Potential Adverse Impacts on Local Communities	Raw Material and Supply Chain Management, page 83-86
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3	Management of material topics	Raw Material and Supply Chain Management, page 83-86
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were audited by using social criteria	Raw Material and Supply Chain Management, page 83-86
	414-2	Negative social impacts in the supply chain and actions taken	Raw Material and Supply Chain Management, page 83-86
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Safety and Quality, page 79-82 Customer Satisfaction, page 91-92
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Product Safety and Quality, page 79-82 Customer Satisfaction, page 91-92
	416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Product Safety and Quality, page 79-82 Customer Satisfaction, page 91-92
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Labeling and Marketing, page 89-90
GRI 417: Marketing and Labeling	417-1	Product and service information and labeling	Product Labeling and Marketing, page 89-90
	417-2	Incidents of non-compliance concerning product and service information and labeling	Product Labeling and Marketing, page 89-90
	417-3	Incidents of non-compliance concerning marketing communications	Product Labeling and Marketing, page 89-90
Customer Privacy			
GRI 3: Material Topics 2021	3-3	Management of material topics	R&D and Innovation, page 76
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	R&D and Innovation, page 76

Reporting Principles

These reporting principles ("Principles") provide information on the data preparation, calculation and reporting methodologies of the indicators within the scope of limited assurance in the Continental Confectionery Company Gıda San. ve Tic. A.Ş. ("the Company" or "CCC Gıda") 2025 Sustainability Report ("2025 Sustainability Report").

The indicators include social and environmental indicators. It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare the indicators set out below, in all material respects, in accordance with the Principles.

The information in these Principles covers the 2025 financial and reporting year ending December 31, 2025 (January 1 - December 31,

2025) and the Company's operations in Türkiye, as detailed in the "Key Definitions and Reporting Scope" section.

General Reporting Principles

In preparing this guidance document, consideration has been given to the following principles:

- Information Preparation - to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting - to highlight the primary principles of comparability / consistency with other data, including prior-year data, and understandability / transparency, thereby providing clarity to users.

Key Definitions and Reporting Scope

For the purpose of this report, the Company defines the indicators as follows:

Type	Indicator	Scope
Environmental Indicators	Total Energy Consumption (MWh)	During the reporting period, this figure represents the sum of renewable and non-renewable energy consumed by the Company. It comprises natural gas, fuel oil, steam, lignite coal, coke, other bituminous coal, LPG, LNG, diesel used in generators, diesel used in off-road vehicles, diesel used in vehicles, gasoline used in off-road vehicles, gasoline used in vehicles, and electricity consumption.
	Renewable Energy Consumption (MWh)	During the reporting period, this figure represents the Company's renewable energy consumption, comprising the total energy generated from renewable energy sources and I-REC certificates purchased externally.
	Total Electricity Consumption (MWh)	During the reporting period, this figure represents the Company's total electricity consumption monitored through invoices received from service providers for 12 months and mapped to the financial reporting systems. Electricity used for industrial operations and domestic purposes is included.
	Natural Gas Consumption (m³)	During the reporting period, this figure represents the Company's total natural gas consumption monitored through invoices.
	Diesel Consumption - Off-Road Vehicles (litres)	During the reporting period, this figure represents the Company's total diesel consumption in vehicles classified as off-road, including tractors and forklifts, monitored through meters and invoices.
	Diesel Consumption - Generators (litres)	During the reporting period, this figure represents the Company's total diesel consumption in generators, monitored through invoices.
	Diesel Consumption - On-Road Vehicles (litres)	During the reporting period, this figure represents the total diesel consumed by vehicles used by the Company's employees, based on information obtained from service providers.
	Gasoline Consumption - On-Road Vehicles (litres)	During the reporting period, this figure represents the total gasoline consumed by vehicles used by the Company's employees, based on information obtained from service providers.

Type	Indicator	Scope
Environmental Indicators	Gasoline Consumption – Off-Road Vehicles (litres)	During the reporting period, this figure represents the Company's total gasoline consumption in vehicles classified as off-road, including tractors and forklifts, monitored through meters and invoices.
	CO ₂ Fire Extinguisher Consumption (tonnes)	During the reporting period, this figure represents the consumption of fire extinguishers refilled on a billable basis, based on information obtained from service providers.
	Total Refrigerant Usage (tonnes)	During the reporting period, this figure represents the total amount of refrigerants used in operational processes, monitored through invoices obtained from service providers.
	Energy Consumption Intensity (MWh/tonnes produced)	During the reporting period, this figure represents the ratio of the Company's total energy consumption to the total tonnage of products manufactured during the period.
	Total Greenhouse Gas Emissions (Scope 1-2) (tonnes CO ₂)	During the reporting period, this figure represents the sum of the Company's Scope 1 greenhouse gas emissions and Scope 2 location-based greenhouse gas emissions.
	Scope 1 Greenhouse Gas Emissions (tonnes CO ₂)	During the reporting period, this figure represents greenhouse gas emissions classified as Scope 1 arising from the Company's stationary and mobile energy consumption, including natural gas, fuel oil, steam, lignite coal, coke, LPG, LNG, diesel used in generators, diesel used in off-road vehicles, diesel used in vehicles, gasoline used in off-road vehicles, gasoline used in vehicles, CO ₂ fire extinguishers and refrigerant gases. The Company calculates greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol, 2004).
	Scope 2 (Location-Based) Greenhouse Gas Emissions (tonnes CO ₂)	During the reporting period, this figure represents greenhouse gas emissions classified as Scope 2 arising from electricity consumption resulting from the Company's indirect energy consumption. The Company calculates greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol, 2004).
	Scope 2 (Market-Based) Greenhouse Gas Emissions (tonnes CO ₂)	During the reporting period, this figure represents greenhouse gas emissions classified as Scope 2, calculated by deducting purchased renewable energy represented by I-REC certificates from indirect greenhouse gas emissions arising from electricity consumption and generation. The Company calculates greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol, 2004).
	Greenhouse Gas Emissions (Scope 1-2 Location-Based) (tonnes CO ₂ e)	During the reporting period, this figure represents the sum of the Company's Scope 1 greenhouse gas emissions and Scope 2 location-based greenhouse gas emissions.
	Total Waste Amount (tonnes)	During the reporting period, this figure represents the total amount of hazardous and non-hazardous waste generated by the Company.
	Hazardous Waste Amount (tonnes)	During the reporting period, this figure represents the amount of hazardous waste generated by the Company and monitored through MOTAT, the Mobile Waste Tracking System, and the Waste Tracking Report available on the Ministry of Environment portal, the Integrated Environmental Information System.
	Non-Hazardous Waste Amount (tonnes)	During the reporting period, this figure represents the amount of non-hazardous waste generated by the Company and monitored through the Ministry of Environment portal, the Integrated Environmental Information System, invoices obtained from licensed waste-processing facilities, and the Waste Tracking Report.
	Waste Recycling Rate (%)	During the reporting period, this figure represents the ratio of waste sent by the Company for recycling / recovery to the total amount of waste.
	Amount of Recycled Waste (tonnes)	During the reporting period, this figure represents the total amount of waste sent by the Company for recycling / recovery.
	Amount of Plastic Reduction During the Year (tonnes)	During the reporting period, this figure represents the reduction achieved by the Company in plastic use compared with 2024.
	Amount of Plastic Used in Packaging (tonnes)	During the reporting period, this figure represents the total amount of plastic used by the Company in packaging.

Type	Indicator	Scope
Environmental Indicators	Packaging Waste (tonnes)	During the reporting period, this figure represents the total amount of packaging waste classified within the Company's non-hazardous waste.
	Total Water Usage (m³)	During the reporting period, this figure represents the Company's total water consumption monitored monthly through meters and mapped to the financial reporting systems.
	Groundwater Withdrawal (m³)	During the reporting period, this figure represents the Company's total water consumption from wells for operational processes and non-operational general use, monitored monthly through meters or invoices and mapped to the reporting systems.
	Municipal Water Withdrawal (m³)	During the reporting period, this figure represents the amount of water withdrawn from the network, monitored monthly through invoices and mapped to the financial reporting systems.
	Amount of Recycled / Recovered Water (m³)	During the reporting period, this figure represents the total amount of water recycled / recovered by the Company.
	Water Consumption Intensity (m³/tonnes produced)	During the reporting period, this figure represents the ratio of the Company's total water consumption, monitored monthly through meters and invoices and mapped to the financial reporting systems, to the Company's total tonnage of products manufactured as of December 31, 2025.
	Wastewater Discharge (m³)	During the reporting period, this figure represents the total amount of wastewater generated following the Company's water-treatment process or use, as measured by the organized industrial zone through a flow meter.
Social Indicators	Total Number of Employees by Gender (#)	As of December 31, 2025, this figure represents the total number of the Company's employees monitored through the Human Resources data module and declared to the Social Security Institution through an Employment Declaration, broken down by gender.
	Number of Employees by Category and Gender (#)	As of December 31, 2025, this figure represents the Company's white-collar and blue-collar employees monitored through the Human Resources data module and declared to the Social Security Institution through an Employment Declaration, broken down by category and gender.
	Number of Employees with Executive (Manager) Titles by Gender (#)	As of December 31, 2025, this figure represents the number of the Company's employees holding executive titles, monitored through the Human Resources data module, broken down by gender.
	Total Number of Senior Executives by Gender (#)	As of December 31, 2025, this figure represents the number of the Company's employees holding senior executive titles, monitored through the Human Resources data module, broken down by gender.
	Number of Employees on Parental Leave (#)	During the reporting period, this figure represents the number of the Company's female and male employees who took parental leave within the periods specified under the Regulation on Part-Time Work Following Maternity Leave, Paternity Leave or Unpaid Leave.
	Total Number of Employees Returning to Work after the End of Parental Leave (#)	During the reporting period, this figure represents the number of the Company's female and male employees who returned to work after the end of parental leave within the periods specified under the Regulation on Part-Time Work Following Maternity Leave, Paternity Leave or Unpaid Leave.
	Employees with Disabilities by Gender (#)	During the reporting period, this figure represents the number of female and male employees falling within the definition of disabled persons under Law No. 5378 on Disabled Persons and declared by the Company to the Social Security Institution through an Employment Declaration during the reporting year.
	Number of Employees Leaving Employment by Gender and Age (#)	During the reporting period, this figure represents persons declared by the Company to the Social Security Institution through a Termination Declaration during the reporting year, broken down by gender and by the age categories under 30, between 30 and 50, and over 50.
	Number of Employees by Employment Duration and Gender (#)	As of December 31, 2025, this figure represents the Company's total employees monitored through the Human Resources data module and declared to the Social Security Institution through an Employment Declaration, broken down by gender and by the employment-duration categories 0-5 years, 5-10 years, and 10 years and above.

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Type	Indicator	Scope
Social Indicators	Total Employee Training Hours (hours)	During the reporting period, this figure represents total training hours, excluding OHS training, attended by the Company's employees and monitored through the Human Resources training platform. Training provided to subcontractor employees is excluded.
	Average Training Hours per Employee (hours)	During the reporting period, this figure represents the ratio of total training hours excluding OHS training to the number of the Company's employees.
	Number of Employees Covered by a Collective Bargaining Agreement / Union Membership (#)	As of December 31, 2025, this figure represents the number of employees monitored through the Company's Human Resources data module, declared to the Social Security Institution through an Employment Declaration, and covered by union membership or a collective bargaining agreement.
	Number of Accidents (#)	During the reporting period, this figure represents the number of accidents occurring to the Company's employees during activities defined under occupational health and safety laws and regulations and monitored through notifications submitted to the Social Security Institution.
	Number of Lost-Time Injuries (#)	During the reporting period, this figure represents accidents occurring to the Company's employees during activities defined under occupational health and safety laws and regulations, preventing attendance at the next shift or next working day, and monitored through notifications submitted to the Social Security Institution.
	Lost Days Due to Work-Related Injuries (#)	During the reporting period, this figure represents the number of lost days arising from injuries occurring to the Company's employees during activities defined under occupational health and safety laws and regulations, preventing attendance at the next shift or next working day, and monitored through notifications submitted to the Social Security Institution.
	Total Working Hours (hours)	During the reporting period, this figure represents the sum of the working hours and overtime hours of the Company's employees.
	Total Accident Rate (%)	During the reporting period, this figure represents the number of injury incidents occurring to the Company's employees during activities defined under occupational health and safety laws and regulations, preventing attendance at work for three working days and monitored through notifications submitted to the Social Security Institution, multiplied by 200,000 and divided by total working hours during the reporting period.
	Lost Time Injury Rate (%)	During the reporting period, this figure represents the number of lost days arising from injuries occurring to the Company's employees during activities defined under occupational health and safety laws and regulations, preventing attendance at the next shift or next working day and monitored through notifications submitted to the Social Security Institution, multiplied by 200,000 and divided by total working hours during the reporting period.
	Total Number of Fatal Accidents (#)	During the reporting period, this figure represents the number of fatal cases involving the Company's employees that fall within the definition of a "fatal occupational accident" under Occupational Health and Safety Law No. 6331 and are monitored through notifications submitted to the Social Security Institution.
	Total Number of Occupational Diseases (#)	During the reporting period, this figure represents the number of occupational diseases involving the Company's employees that fall within the definition of an "occupational disease" under Occupational Health and Safety Law No. 6331 and are monitored through notifications submitted to the Social Security Institution.
	OHS Training Hours (#)	During the reporting period, this figure represents the total internal, external and mandatory training hours provided to the Company's employees and classified within the scope of occupational health and safety.
	Average OHS Training Hours per Employee (#)	During the reporting period, this figure represents the ratio of total OHS training hours to the number of the Company's employees.

Data Preparation

1. Environmental Indicators

Total Energy Consumption (MWh)

Under the Company's direct energy consumption, primary fuel sources comprising natural gas, fuel oil, steam, lignite coal, coke, other bituminous coal, LPG, LNG, diesel used in generators, diesel used in off-road vehicles, diesel used in vehicles, gasoline used in off-road vehicles, gasoline used in vehicles, and electricity are reported. The energy conversions used were performed using the following calculations:

Energy Source	Activity Data Unit	*Net Calorific Value	Net Calorific Value Unit
Natural Gas	m ³	48	TJ/Gg
LNG	m ³	44.2	TJ/Gg
Diesel - Generator	litres	43	TJ/Gg
Company Vehicles - Diesel (Off-Road)	litres	43	TJ/Gg
Company Vehicles - Diesel (On-Road)	litres	43	TJ/Gg
Company Vehicles - Gasoline (On-Road)	litres	44.3	TJ/Gg
Company Vehicles - Gasoline (Off-Road)	litres	44.3	TJ/Gg

*https://www.ipcc-nggip.iges.or.jp/public/2006gl/pdf/2_Volume2/V2_1_Ch1_Introduction.pdf

Energy Consumption Intensity

The Company's energy consumption intensity is calculated using the following formula:
Total Energy Consumption (MWh) / Total Tonnage of Products Manufactured

Water Consumption Intensity (m³/tonnes produced)

The Company's energy consumption intensity is calculated using the following formula:
Total Water Consumption (m³) / Total Tonnage of Products Manufactured

Scope 1 Greenhouse Gas Emissions (tonnes CO₂e)

In accordance with the GHG Protocol and the operational control approach, the Company's Scope 1 greenhouse gas emissions cover energy consumption arising from stationary combustion, transportation and fugitive-emission

activities. In calculations performed in accordance with the Greenhouse Gas Protocol methodology, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories* and the 100-year Global Warming Potential values in the IPCC Sixth Assessment Report** were used as references for emission factors. The greenhouse gases included in the calculation comprise emissions arising from fuel-consumption activities, and emissions management covers CO₂, CH₄ and N₂O.

Formula:

Emission Amount (tonnes CO₂e) = Activity Data (MWh) × Emission Factor (CO₂-CH₄-N₂O) (kg/TJ)

* 2006 IPCC Guidelines for National Greenhouse Gas Inventories (<https://www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html>)

**IPCC, 2014: Climate Change 2014: Synthesis Report. Contribution of Working Groups I, II and III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, R.K. Pachauri and L.A. Meyer (eds.)]. IPCC, Geneva, Switzerland, 151 pp. (https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_FullVolume.pdf)

2. Social Indicators

Number of Employees with Executive (Manager) Titles

This figure represents the number of the Company's employees holding the title of Manager.

Number of Employees with Senior Executive Titles

Continental;
Director-level and higher positions are included.

Average Training Hours per Employee

This figure is calculated by dividing total training hours provided for the Company by the total number of employees.

Average Training Hours per Employee = Total Training Hours / Total Number of Employees

Total Working Hours

Working hours are calculated by company within the Company and obtained by adding overtime hours.

Number of Accidents

For the Company, the number of accidents includes all accidents meeting the definition of an occupational accident, irrespective of any lost-day criterion.

Total Accident Rate

The Company's total accident rate is calculated using the following formula:

Number of Accidents × 200,000 / Total Working Hours

Lost Time Injury Rate

The Company's lost time injury rate is calculated using the following formula:

Number of Accidents Resulting in Lost Days × 200,000 / Total Working Hours

Average OHS Training Hours per Employee

This figure is calculated by dividing total OHS training hours provided for the Company by the total number of employees.

Average OHS Training Hours per Employee = Total OHS Training Hours / Total Number of Employees

Restatement

The measurement and reporting of verified data inevitably involve a certain degree of estimation. A restatement may be considered where there is a change of more than 5% in data at the Company level.



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Limited Assurance Report

To the Board of Directors of Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş.

We have been engaged to perform a limited assurance engagement on the Selected Sustainability Information (the “Selected Information”) listed below and included in the Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. 2025 Sustainability Report (the “2025 Sustainability Report”), prepared by Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. and its subsidiaries (the “Group” or “CCC”) for the year ended 31 December 2025.

Selected Information

The scope of the indicators subject to our limited assurance engagement, which are presented on pages 94, 95 and 96 of the 2025 Sustainability Report and marked with the symbol “”, for the year ended 31 December 2025 is as follows:

Environmental Indicators

- Total Energy Consumption (MWh)
- Renewable Energy (MWh)
- Electricity Consumption (MWh)
- Natural Gas Consumption (MWh)
- Diesel Consumption - Off-Road Vehicles (MWh)
- Diesel Consumption - Generators (MWh)
- Diesel Consumption - On-Road Vehicles (MWh)
- Gasoline Consumption - On-Road Vehicles (MWh)
- Gasoline Consumption - Off-Road Vehicles (MWh)
- CO₂ Fire Extinguisher Consumption (kg)
- Energy Intensity (MWh/ton)
- Total Refrigerant Usage (ton)
- Scope 1 + 2 GHG Emissions (tons CO₂e)
- Scope 1 GHG Emissions (tons CO₂e)
- Scope 2 GHG Emissions (Location-Based) (tons CO₂e)
- Scope 2 GHG Emissions (Market-Based) (tons CO₂e)
- Total Waste Amount (ton)
- Hazardous Waste (ton)
- Non-Hazardous Waste (ton)
- Amount of Recycled Waste (ton)
- Recycling Rate (%)
- Amount of Plastic Reduction During the Year (ton)
- Amount of Plastic Used in Packaging (ton)
- Packaging Waste (ton)
- Total Water Usage (m³)
- Water Withdrawn from Freshwater Sources (m³)
- Water Withdrawn from Groundwater (m³)
- Water Withdrawn from the Network (m³)
- Amount of Recycled/Reused Water (m³)
- Water Intensity (m³/ton)
- Wastewater (m³)

Social Indicators

- Total Number of Employees by Gender (#)
- Number of Employees by Category and Gender (#)
- Number of Employees with Executive (Manager) Titles by Gender (#)
- Total Number of Senior Executives by Gender (#)
- Number of Employees on Parental Leave (#)
- Number of Employees Returning to Work After Parental Leave (#)
- Number of Employees with Disabilities by Gender (#)
- Number of Employees Leaving Employment by Age Group and Gender (#)
- Number of Employees by Employment Duration and Gender (#)
- Total Training Hours (hours)
- Training Hours per Employee (Excluding OHS) (hours)
- Number of Employees Covered by a Collective Bargaining Agreement (#)
- Number of Accidents (#)
- Number of Accidents with Lost Days (#)
- Number of Lost Days Due to Accidents (#)
- Total Working Hours (hours)
- Total Accident Rate
- Lost Time Injury Rate
- Number of Fatalities (#)
- Number of Occupational Diseases (#)
- Total OHS Training Hours (hours)
- Average OHS Training Hours per Employee (hours)

Our independent assurance report has been prepared solely in respect of the Selected Information marked with the symbol “” in the 2025 Sustainability Report. We have not performed any procedures in respect of prior periods or any information other than the Selected Information marked with the symbol “” in the 2025 Sustainability Report and, accordingly, we do not express any conclusion thereon.

Criteria

In preparing the Selected Information, the Group has applied the principles set out in the section entitled “CCC 2025 Sustainability Report - Reporting Principles” (the “Reporting Guidance”) on pages 104, 105, 106, 107, 108, 109, 110, 111, 112, 113 and 114 of the 2025 Sustainability Report.

CCC's Responsibilities

The Group is responsible for the content of the 2025 Sustainability Report and for the preparation of the Selected Information in accordance with the Reporting Guidance. The Group is also responsible for designing, implementing and maintaining internal controls to ensure that the information used in preparing the Selected Information is free from material misstatement, whether due to fraud or error.

Limitations

Non-financial information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used to determine such information. The absence of established practices adopted by an entity may result in significantly different measurements and in the selection of different, but acceptable, measurement techniques that may affect comparability. The precision of different measurement techniques may also vary. Furthermore, the nature of such information and the methods used to determine it, as well as the measurement criteria and their precision, may change over time. It is therefore important that the Selected Information be read and considered in the context of the Reporting Guidance.

Among other matters, the calculations relating to the conversion factors used to convert the consumption of energy sources and fuels into MWh and to carbon emissions depend on information and factors obtained from within the Group and/or information and factors provided by independent third parties, as described in the Reporting Guidance. These various factors and the information provided by third parties were not included within the scope of our engagement.

Independence and Quality Management

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

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

Independent Auditor's Responsibilities

Our responsibility is to express a conclusion, based on the limited assurance engagement we have performed, as to whether anything has come to our attention that causes us to believe that the Selected Information has not been prepared, in all material respects, in accordance with the Reporting Guidance.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 (Revised)"), and International Standard on Assurance Engagements 3410, "Assurance Engagements on Greenhouse Gas Statements" ("ISAE 3410"), issued by the International Auditing and Assurance Standards Board.

The scope of a limited assurance engagement performed in accordance with ISAE 3000 (Revised) and ISAE 3410 is substantially less than the scope of a reasonable assurance engagement. Accordingly, the nature, timing and extent of procedures performed to obtain sufficient appropriate evidence in a limited assurance engagement are significantly more limited than those performed in a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and consisted of inquiries and interviews, observation of processes performed, inspection of documents, analytical procedures, evaluation of the appropriateness of measurement methods and reporting policies, and agreement or reconciliation to underlying records.

The limited assurance procedures we performed included the following:

- We made inquiries of Group management and the persons responsible for the relevant Selected Information;
- We obtained an understanding of the process for collecting and reporting the Selected Information. This procedure included evaluating the key processes and controls for managing and reporting the Selected Information;
- We evaluated the source data used to prepare the Selected Information and reperformed selected calculation examples;
- We performed limited testing, on a sample basis, in relation to the compilation and preparation of the Selected Information by the Group; and
- We performed analytical procedures over the reported data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information included in the Group's 2025 Sustainability Report for the year ended 31 December 2025 has not been prepared, in all material respects, in accordance with the Reporting Guidance.

Restriction of Use

This report, including the conclusion, has been prepared for the Board of Directors of the Group to assist it in reporting the Group's sustainability performance and activities. We permit this report to be included in the 2025 Sustainability Report prepared for the year ended 31 December 2025 so that the Board of Directors of the Group may demonstrate that it has discharged its responsibilities in this regard by commissioning a limited independent assurance report in relation to the Selected Information. To the fullest extent permitted by law, and except where terms have been expressly agreed with our prior written consent, we do not accept or assume responsibility to any person or entity other than the Board of Directors of Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. and Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. for our work or this report.

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



Sertu Tali, SMMM
Independent Auditor

Istanbul, 7 October 2026

Continental Confectionery Company

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Legal Notice

The CCC Gıda Sustainability Report (the "Report") has been prepared by Continental Confectionery Company Gıda Sanayi ve Ticaret A.ř. in accordance with the GRI Reporting Principles. All information and opinions contained in this document, which are not intended to be exhaustive, have been provided by CCC Gıda and have not been independently verified for the purposes of this document. This Report is prepared for informational purposes only and is not intended to serve as a basis for any investment decision. Accordingly, neither CCC Gıda nor any of its affiliates, nor their board members, advisors, executives, or employees, shall be liable for any loss or damage, whether direct or indirect, incurred by any person as a result of any information or communication conveyed in the Report, or as a result of information contained in or not contained in the Report.