INSPIRED BY NATURE

Sustainability Report 2024

GCA

Contents

3 About The Report
4 Message From The Chairman of The Board
6 Message From The General Manager

Corporate Profile

10 About Gurok Group
12 Milestones
13 About GCA
14 Mission, Vision and Values
15 GCA at a Glance

Sustainability at GCA

18 Sustainability Approach
20 Sustainability Management Structure
22 Management of Sustainability Risks
23 Risk and Opportunity Management
26 Materiality Analysis
27 Stakeholder Engagement
28 Contributions to Sustainable Development Goals
30 Sustainability Goals
32 Our Memberships and Sectoral Collaborations

Be a Friend of The Nature

36 Climate and Environmental Management
38 Energy and Emission Management
42 Responsible Waste Management
46 Water Management

Value Creation for The Brand

50 Our Production Process
52 Customer Experience
54 R&D and Innovation
57 Digitalization
60 Information Security
61 Supply Chain Management
62 Business Ethics and Legal Compliance

For a Sustainable Future

66 Equality and Inclusion
67 Our Social Responsibility Policy
68 Employee Experience
70 Talent Management
73 Occupational Health and Safety
74 Social Responsibility Projects

Appendices

78 Abbreviations
79 Environmental Performance Indicators
80 Social Performance Indicators
82 GRI Content Index
86 Contact

About The Report

At GCA, establishing a strong communication and collaboration network is fundamental to our sustainability approach. We place great importance on maintaining regular and transparent dialogue with all our stakeholders to better understand and effectively manage the impacts of our activities. In this context, through our Sustainability Report, which is an open communication platform — we aim to present our environmental, social, and economic impacts and our efforts in these areas with full transparency. Based on the feedback we receive, we aim to improve our processes and create a more sustainable and responsible corporate structure.

Reporting Period and Scope

Our report covers our economic, social and environmental activities and the outcomes of these activities during the period from 1 January 2024 to 31 December 2024.

Reporting Framework

Our report has been prepared with reference to the Global Reporting Initiative (GRI) standards. The report highlights our contributions to the United Nations Sustainable Development Goals (SDGs). This framework reflects our company's sustainability efforts, our objectives, the progress we have made, and our overall performance.

Theme and Content of the Report

Inspired by the infinite recyclability of glass, we have placed sustainability at the heart of our business model. In our 2024 Sustainability Report, we share the concrete steps we have taken to reduce our environmental footprint, increase resource efficiency and fulfil our social responsibilities in the best possible way. In this report, we detail our ESG (Environmental, Social and Governance) performance in line with global sustainability goals and present it to our stakeholders with a transparent approach.

We have structured our 2024 Sustainability Report around three key pillars:

1. Being a Friend of the Nature **Operations in Harmony with Nature:**

   In this section, we have addressed our strategic approach towards our 2050 Carbon Neutral Emissions target, covering energy efficiency, carbon footprint management, water conservation and circular waste management.

2. Value Creation for The Brand **Sustainable Innovation and Value Chain:**

   In this section, we have included our eco-friendly product designs, R&D investments, digital transformation projects, cyber security policies, supplier sustainability standards, and customer-focused performance.

3. For a Sustainable Future **Social Impact and People Oriented Approach:**

   In this section, we have shared our policies for improving the employee experience, our talent management programmes, our health and safety practices, our diversity and inclusion commitments, and our social investments that generate social benefits.

In our report, we comprehensively explained our sustainability approach and how we integrate sustainability into our corporate processes. We demonstrated our sustainability performance with concrete data using the performance indicators we monitor. You can send us any comments or suggestions regarding the report via sustainability@gca.com.

Message From The Chairman of The Board

Rıza Güral
Chairman of Gürok Group

"Think unlimited for the world", "Act brave for the society", "Do good for people" – these principles are now more than just our value set; they are our organisation's strategic compass.

Dear Stakeholders,

Since our establishment in 1948, Gürok Group has been contributing to our country's development journey with our diverse activities ranging from manufacturing to tourism, construction to the glass industry. We prioritise not only economic growth but also creating value in terms of social responsibility, environmental awareness and cultural development.

Our GCA brand has brought expertise to the glass packaging sector, providing us with production capacity and an opportunity for sustainable transformation. To ensure this transformation is permanent, we have integrated sustainability into the operational processes of all our group companies. We have developed a measurable, implementable and scalable sustainability system at every level, with short-, medium- and long-term objectives. "Think unlimited for the world ", "Act brave for the society", "Do good for people" – these principles are now more than just our value set; they are our organisation's strategic compass. Guided by these principles, we are adopting a more effective approach to combat climate risks, ensure more efficient resource use, and a more circular structure in production. We are committed to reducing our carbon footprint, increasing our recycling rates, and contributing to global goals through our national and international partnerships.

Inspired by the principle of infinite transformation inherent in glass, we aim to transform the future. Our production model is centred on the principles of the circular economy, with a focus on protecting both current and future resources.

We define sustainability not only in environmental terms, but also as the foundation of social justice and economic inclusivity. By adopting this approach, we are fostering an institutional culture that provides equal opportunities and taking concrete steps to ensure stronger representation of women in decision-making mechanisms. Gürok Academy, which supports young talents, continues on its journey as a strategic platform that contributes to the long-term development of our employees.

In line with our vision of creating social benefit, we are committed to directly impacting individuals' lives through our projects in the fields of culture, art, education and sport. We are particularly focused on generating lasting benefits for disadvantaged groups.

In line with our corporate governance principles, we are establishing a transparent, ethical and accountable structure. While responding to the needs and expectations of our stakeholders with innovative approaches, we are shaping our sustainable development vision with an emphasis on the needs of future generations as well as those of today.

I would like to express my sincere gratitude to all our employees, business partners and esteemed stakeholders who have walked this journey with us. We will continue to work together to build a more resilient, fairer and more sustainable future.

Yours sincerely,

Rıza Güral
Chairman of Gürok Group

General Manager Message

Dr. Abdullah Gayret
GCA General Manager

To increase our contribution to the circular economy, we recycled 2.3 million pieces of packaging waste through our EKOMAT Project and were proud to receive the ÇEVKO Green Dot Incentive Award in 2024 for this project.

Dear Stakeholders,

In our journey to develop circular and innovative solutions in the glass packaging sector, we consider sustainability not merely as a strategy, but as the cornerstone of our business. We are proud to support our sustainability efforts, which have become increasingly systematic and inclusive each year, with tangible results this year as well.

GCA was founded in 2015, and has brought Gürok Group's glass tableware production experience of more than 30 years to the glass packaging sector. Offering innovative solutions, today we play an active role not only in Türkiye but also in the international glass packaging arena, exporting to more than 40 countries. Our strong position in the global market contributes to our influence in the sector at an international level.

In 2024, we will continue to represent Türkiye and our glass packaging sector in Europe by serving a second term on the Board of Directors of the European Container Glass Federation (FEVE). GCA's active involvement in FEVE allows us to emphasise the value of glass packaging in terms of sustainability on a global scale, while also strengthening cross-sector collaborations. In addition to our international representation, we also hold the position of Deputy Chair of the ÇEVKO Foundation Board of Directors in Türkiye, taking on responsibility as a key player in shaping environmental and recycling policies in Türkiye. Through our involvement in these roles at both global and national levels, we continue to lead the sustainable transformation of the glass packaging sector.

Climate change is one of today's most significant global challenges, resulting in critical issues such as increased natural disasters, water scarcity and food security. At GCA, we prioritise not only the sustainability of our business but also our efforts to protect the planet; we see this transformation process as one of our fundamental responsibilities.

By integrating sustainability and social responsibility into our business strategy, we align our practices along with the United Nations Sustainable Development Goals. These goals not only encompass global partnerships but also key areas such as good health and well-being, quality education, gender equality, clean water and sanitation, decent work and economic growth, industry, innovation and infrastructure, responsible consumption and production, climate action, partnerships for the goals, affordable and clean energy. In this regard, we have strengthened our management structure and established the GCA Sustainability Committee in 2023, as a key part of our ongoing commitment to sustainability. The company's Sustainability Committee employs a systematic approach to achieving its goals by integrating its defined strategies into company processes.

The commissioning of our G2 furnace with regenerative technology in 2021, along with our 5 MW solar energy investment started in 2024, represents a significant commitment to enhancing energy efficiency and reducing our carbon footprint.

In line with our vision of becoming a carbon-neutral company by 2050, we measure and manage our emissions in accordance with international standards such as ISO 14064 and the GHG Protocol (Greenhouse Gas Protocol). Our objective is to increase our cullet intake usage rate to 35 per cent by 2030.

To increase our contribution to the circular economy, we recycled 2.3 million pieces of packaging waste through our EKOMAT Project and were proud to receive the ÇEVKO Green Dot Incentive Award in 2024 for this project. Furthermore, with our 'Recycling Detectives' project, completed in 2023, we contributed to raising environmental awareness among children in Kütahya and fostering an understanding of sustainability from an early age. In collaboration with FEVE, we actively support efforts to increase recycling rates as part of the Europe-wide "Close the Glass Loop" initiative. Through our R&D projects focused on lightweighting of glass packaging, we develop environmentally friendly and innovative solutions without compromising mechanical strength.

Our understanding of sustainability also encompasses social impacts. Therefore, we place particular emphasis on education, environmental awareness and women's employment. Under the umbrella of Gürok Academy, we are building a strong human resource base through the career support programmes we run for the development of our employees. With our determination to increase the employment of women, we have achieved a representation rate of over 30% in leadership positions. In 2024, as part of Forest Week, we contributed to women's employment and supported the fight against the climate crisis with nature-based solutions by using ecoDrone technology to distribute 10,000 seed balls produced by women in Muğla.

Within the scope of our strong partnerships with non-governmental organizations, we play an active role in associations including FEVE, ÇEVKO, ASD, SUDER, and MASUDER. As Gürok Group, we strengthen our initiatives both in the field export and sustainability through our memberships in TIM and Sustainable Food Platform.

All these efforts demonstrate that we view sustainability as an integral part of our way of life and business practices. As GCA and Gürok Group, we remain steadfast in our commitment to 'glass for a sustainable future' alongside our employees, business partners, and all stakeholders.

Yours sincerely,

Dr. Abdullah Gayret
GCA General Manager

Corporate Profile

About Gürok Group

Founded in Kütahya in 1948, Gürok Group has continuously enhanced its areas of expertise over the years, operating in the industry, tourism, construction and fast-moving consumer goods (FMCG) sectors. In its early years, Gürok Group contributed to regional development by supporting socio-economic and socio-cultural progress in Kütahya and the surrounding area through its investments. Over time, the company expanded this vision nationwide, undertaking projects that created value on a national scale. Gürok Group has made a global impact through investments that have left their mark both in Türkiye and on the international stage. With its innovative perspective and strong business acumen, Gürok Group plays a pioneering role in every sector in which it operates, and today ranks among Türkiye's largest and most respected private sector organisations.

The Group creates added value in all sectors in which it operates and demonstrates sustainable growth. LAV, the world's fifth largest producer of glass tableware, LAV HORECA, a strong player in the hospitality sector, GCA, synonymous with trust, innovation and quality in container glass, Ali Bey Hotels & Resorts, operating in the tourism sector for nearly 35 years, JOALI Maldives and JOALI BEING, operating in the ultra-luxury segment on two separate islands in the Maldives, BIJAL, the first villa hotel in the Mediterranean, Gürok Kiremit with its patented coating technology, AVOYA, mineral water with the highest mineral and magnesium content in Türkiye, and Lapis Yapı, which supports the projects of these brands, providing employment to 5,000 people across 3 continents and exporting its products to 140 countries. The Group represents our country internationally, offering innovative products and services that are setting new standards in every sector in which it operates.

Gürok Group embraces sustainability as one of the cornerstones of its corporate culture and puts this philosophy into practice through the principles of "Think unlimited for the world", "Act brave for the society", "Do good for people". Gürok Group is committed to operating in accordance with the principles of maximum efficiency and responsibility in resource use. The company aims to continuously reduce its environmental impact through effective waste management and recycling practices. Continuing its investments to minimise its carbon footprint and make tangible contributions to combat climate change, Gürok Group plays a pioneering role in its sector in energy efficiency projects, renewable energy use and sustainable production techniques. Furthermore, the Group continues to engage with all sections of society by running social responsibility projects that combine cultural heritage with the future, as well as by offering inclusive sponsorship opportunities. With a wide range of activities spanning from education to art, environmental protection to social equality, Gürok Group focuses on both economic and social sustainability. By investing in the professional development of its employees, Gürok Group fosters creativity and the realisation of potential within its corporate culture, continuing its activities to create lasting and positive value for all stakeholders.

Milestones

- **1948** – Gürok Group
- **1967** – Gül Palas
- **1982** – Gürok Kiremit
- **1987** – RYG Makine
- **1988** – Lapis Yapı
- **1991** – Ali Bey Club Manavgat
- **1994** – LAV Glass Tableware Production Facility
- **2010** – Ali Bey Resort Sorgun
- **2015** – GCA Container Glass Production Facility
- **2018** – JOALI Maldives
- **2021** – GCA 2nd Furnace
- **2021** – JOALI BEING
- **2023** – BIJAL
- **2024** – AVOYA
- **2024** – LAV HORECA

About GCA

Gürok Group's glass packaging production brand, we are making rapid progress towards becoming a leading international player, exporting to over 40 countries. Through our effective and sustainable R&D efforts, we continue to create value for our business partners and our country by prioritising respect for the environment and people, alongside our commitment to quality and safe production. We have integrated sustainability into the core of our business model and, through the environmental and social projects we undertake in this direction, we are steadily advancing towards our goal of becoming a leader in our sector.

We commenced operations in 2015 with our production facility, which has a daily capacity of 300 tonnes and approximately 1.3 million units, as the first step in a major investment project, leveraging Gürok Group's nearly 30 years of experience in glass tableware production to bring this expertise to the glass packaging sector. With our second furnace, which became operational in 2021 and is equipped with state-of-the-art fully automated systems, we have increased our total flint glass packaging production to 760 tonnes per day. We produce glass jars and bottles at our facilities located in the Kütahya 1st Organised Industrial Zone. We cater to a wide range of products in the food category, including tomato paste, olives, pickles, jam, tahini, molasses, and various sauces; and in the beverage category, including spirits, carbonated soft drinks, fruit juices, milk, and water.

We continue our investments and efforts to ensure the continued growth of our business models, which are built on mutual trust and transparency with our business partners. Since we began manufacturing glass packaging, we have supplied over 6 billion products to domestic and international markets. We also produce innovative solutions in glass packaging by creating designs tailored to our customers' specific needs. Our products are manufactured in accordance with international quality standards and made available to our customers.

Our strong export network, particularly in Europe, Middle East and Africa, combined with our domestic production capacity and high-tech infrastructure, enables us to make multifaceted contributions to the national economy. The added value we create manifests itself in numerous areas, including export volume, employment, the development of domestic substitute products, R&D and innovation, regional economic activity, infrastructure development, and the leverage effect provided to different sectors.

In 2024, we produced over **250,000** tonnes of glass packaging and manufactured more than **1 billion** products.

We have produced a total of **6.8 billion** products since our establishment.

Our fully automated factory in Kütahya supports local employment while exporting to over 40 countries. In this context, at the ceremony organised by the Türkiye Exporters Assembly (TİM) in 2024, we were awarded second place in the 'Company with the Highest Exports' category in the glass packaging sector for our export performance in 2023. Furthermore, we reduce imports by developing local substitute products and offering sustainable and competitive solutions through our R&D and innovation investments. While increasing economic activity in the regions where we operate, we also contribute to the value chain in different sectors where glass packaging is used. We manufacture in accordance with the ISO 9001 Quality Management System and BRC – PM Product Safety Management Systems; with our production philosophy that prioritises quality and reliability, we create sustainable value for our business partners and the national economy.

Today and in the future, we are steadily progressing towards our goal of becoming a leader in our sector through our environmental and social responsibility projects, while conducting our activities with a focus on innovation and transformation. By consistently striving for excellence, we contribute to the benefit of our customers and society as a whole.

Mission, Vision and Values

Our Mission

We carry our industry to new horizons via our innovative, successful and pioneering solutions. Hence, we form long-lasting relations with our business partners.

Our Vision

Ensuring our internal and external partners' continuous satisfaction and being preferentially selected by them through the trust we build.

Our Values

- We always deliver on our promises
- We regard our customers as our business partners
- We continuously develop our skills and capabilities
- We build trust in business We have a solution-oriented mindset
- We are an agile organization; always ready to embrace change
- We keep our passion for design and creation alive.

GCA at a Glance

in 2024

212,000+ tonnes of annual sales

1 billion+ production

250,000+ tonnes of packaging production

30%+ export

600+ employees

Exports to over 40 countries across 5 continents

We are pleased to announce that we have been honoured with the award for **'2nd company with the highest exports in 2024'** in the glass packaging category by the Turkish Exporters Assembly. We are delighted to have received this prestigious award for six consecutive years.

Sustainability at GCA

Sustainability Approach

At GCA, we place sustainability at the heart of our business models and strategic decision-making. We draw inspiration from the circular order of nature, its efficient use of resources and its power to regenerate. By leveraging the infinite recyclability potential of glass, we aim to create value.

We integrate sustainability principles into our business processes, and we are committed to continuous improvement and responsible production activities. We actively reduce our environmental impact and take steps aligned with global standards and the United Nations Sustainable Development Goals (SDGs).

Our objective is to minimise the amount of carbon we emit, offset the remainder, and achieve carbon neutrality by 2050. To this end, we are implementing measures to reduce our environmental impact. In line with our strategic plans, we invest in energy efficiency projects and support the transition to clean energy. While promoting sustainable growth, we act with environmental and social responsibility, striving to shape the future through innovative approaches and generate long-term value.

By integrating sustainability principles into our business processes, we are evolving and conducting responsible production activities with an innovative approach.

We reinforce our sustainability approach at the corporate level through the policies and commitments we follow. Our policies can be accessed here.

Value Creation For The Brand

Supporting sustainable growth through our innovative approaches, we prioritize creating economic value and increasing employment. Through our R&D efforts, we closely monitor sectoral transformations and integrate these innovations into our corporate structure, continuously improving our competitive strength. We generate value through innovative and sustainable solutions.

We consider not only the needs of today but also those of the future. By investing in our human capital, we strengthen our employees' skills and technical capabilities, creating resilient and sustainable business models for long-term success.

Our R&D processes, centered on customer expectations, enable the development of innovative products and services. We improve efficiency at every stage by integrating digital technologies across all business areas, from production to management. With smart manufacturing solutions, we aim to optimize resource usage while reducing waste and energy consumption. Through national and international academic collaborations, we combine scientific knowledge with industrial experience, developing innovative solutions that contribute to sustainable development.

Be a Friend of the Nature

In light of our environmental responsibility, we are transforming our production processes, incorporating eco-friendly methodologies. Our goal is to minimize environmental impacts while preserving natural resources. In line with this, we continue to uphold our commitment to be carbon neutral by 2050.

We implement comprehensive projects to increase energy efficiency, maximize the use of renewable energy sources, and reduce our carbon footprint. By improving waste management and recycling practices, we support a circular economy model and develop innovative solutions for sustainable water resource management. Closed-loop water systems help us to reduce consumption, while monitoring systems prevent waste and leakage.

Additionally, we organize awareness campaigns and training programs to educate consumers about sustainable living, contributing to the widespread adoption of environmentally friendly products and services.

For a Sustainable Future

We shape our sustainability strategies through open, trust-based communication with our stakeholders. Our objective is to generate long-term, positive impact in environmental, social and governance areas.

We adopt policies that promote diversity and inclusion within the organization, provide equal opportunities to all employees, and foster a working environment that embraces diverse perspectives. Special programs to increase women in the workforce reflect our ongoing commitment to gender equality.

We conduct social projects that support health, well-being, and quality of life, and contribute to the empowerment of individuals and communities through educational and personal development opportunities. To achieve our sustainable development goals, we collaborate with non-governmental organisations and public institutions, working to generate positive impact at both locally and globally.

Sustainability Governance Structure

We shape our sustainability approach based on our responsibility towards the environment, people, and society. **This approach is integrated into our mission, vision, and corporate values, becoming an essential part of our organizational culture.**

We manage sustainability initiatives at the Executive Management level, reflecting their strategic importance. Through the Sustainability Committee, led by the General Manager, we define strategies aimed at mitigating the impacts of climate change and integrate these strategies into the company's business processes.

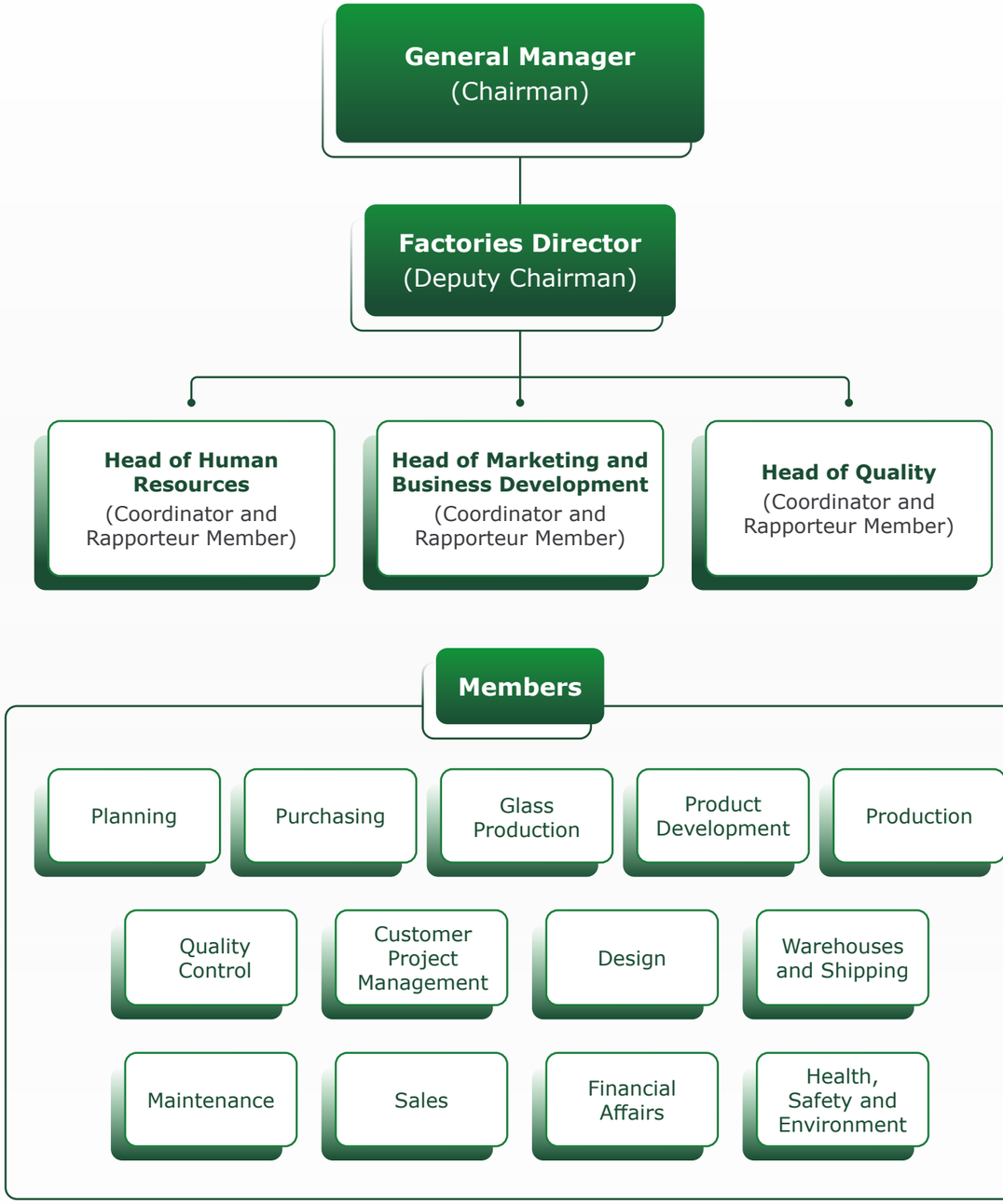
Employees from various departments are involved in evaluating sustainability topics, analysing potential investments, and monitoring developments. We closely monitor all projects to ensure that our progress remains aligned with our objectives, and we regularly review associated risks and opportunities.

To enhance the effectiveness of our sustainability framework, we hold regular committee and working group meetings. These regular meetings, attended by all department heads, serve to evaluate our strategic plans and define the steps for their implementation. We regularly report on sustainability performance improvements, as well as risks and opportunities, to our Board of Directors.

We discuss sustainability-related issues with the full management team during our annual strategy meetings. Insights from these meetings allow us to update our goals and reshape our strategies with participation from the entire operational structure. In this way, we continuously develop our sustainability governance and strengthen the foundation for our long-term success.

At GCA, we embed sustainability into our corporate culture by fulfilling our environmental, social, and economic responsibilities.

Sustainability Committee Organization Chart



Management of Sustainability Risks

At GCA, within the framework of our corporate risk management model, we address social, environmental, and economic sustainability risks through a holistic approach. We identify, prioritize, and monitor these risks regularly aligned with our general corporate risk management methodology.

Environmental impacts of energy-intensive production processes, insufficient awareness of recycling leading to an inability to meet the cullet intake target, potential logistical and production issues in the supply chain, the possible effects of heavy industrial conditions on employee health, challenges in retaining highly qualified employees, rising energy costs, and compliance requirements stemming from climate change regulations represent key sustainability-related risks and opportunities.

As a producer with over 30% of sales generated from exports-primarily to European countries-we closely monitor developments related to the **Carbon Border Adjustment Mechanism (CBAM)** and take steps to reduce our carbon emissions, mitigating potential disadvantages in competition with local producers due to additional taxes.

In order to reduce impact of these risks, we invest in energy efficiency projects, initiate measures to achieve savings, develop applications to enhance employee safety, and strengthen employee engagement through human resources strategies. Through product lightweighting initiatives, we aim to minimise the carbon footprint of our products by using less raw material and energy during production.

Risk and Opportunity Management

To steer our corporate strategy effectively, we evaluate the positive and negative impacts of our activities arising from internal and external factors from environmental, social, and economic perspectives. We strive to manage potential risks and opportunities arising from these impacts in a holistic manner.

Constraints specific to our sector, such as resource efficiency and management, environmental impact reduction, and energy transition, alongside stakeholder expectations and national and international regulatory requirements, are considered both risks and opportunities for our business model. In this context, we assess sustainability topics from a risk and opportunity perspective, assign ratings and priorities according to established principles, and integrate the highest priority items into our strategic decision-making processes.

By systematically evaluating the potential positive or negative impacts of our operations from internal and external factors, we ensure our corporate strategy is guided by a comprehensive understanding of environmental, social, and economic considerations.

Risks

Disruptions in Cullet Supply

We are at risk of falling short of our targeted level of cullet intake because of possible disruptions to cullet supply. This situation increases our consumption of natural resources and prevents us from achieving our goal of reducing our carbon footprint. The use of natural resources instead of recycled materials and the proportion of cullet in the mixture may prevent us from reducing our energy consumption, minimising our environmental impact, and meeting our customers' sustainability expectations.

How We Manage It? In order to proactively manage this risk, we maintain high levels of safety stock of cullet. This helps to reduce our consumption of natural resources while ensuring the continuity of our production operations. We are actively exploring alternative cullet suppliers and continuing our efforts to diversify our supplier base. Through projects such as Ekomat, we aim to increase recycling rates and participate in initiatives that raise awareness about recycling. Additionally, we closely monitor regulatory developments, such as the upcoming Deposit Return Scheme (DRS) to be implemented by lawmakers, and prepare to leverage potential opportunities.

Operating in an Energy-Intensive Sector

Operating in an energy-intensive sector has significant implications for both operational continuity and environmental sustainability. Energy supply disruptions, stemming from external dependency, could potentially disrupt production processes. Furthermore, the use of energy derived from fossil fuels increases our carbon footprint, posing a major challenge to achieving our sustainability targets.

How We Manage It? In line with our strategic objectives, we are implementing systems to reduce resource consumption and increase access to renewable energy sources. Solar power plants (PV systems) installed on the roofs of our facilities aim to reduce our dependency on external electricity supply and facilitate the transition to renewable energy. We are also exploring alternative fuels to support the use of clean energy. In the event of unexpected energy outages, we maintain backup fuel stocks and power sources to ensure production continuity.

Increased Commercial and Operational Obligations Due to Carbon Regulations

The growing commercial and operational obligations arising from carbon regulations—particularly those implemented or planned in countries where we export—may create additional financial and operational burdens for our company. Moreover, production processes with a high carbon footprint carry the risk of moving away from customer sustainability goals and losing customers.

How We Manage It? We closely monitor regulatory developments and potential sanctions related to carbon emissions. Through our established sustainability framework, we continue efforts to reduce our carbon footprint and plan strategic actions in this area. While ensuring compliance with global carbon regulations, we aim to maintain our competitiveness and fulfill our environmental responsibilities.

Opportunities

Human-Centered Approaches

In line with the expectations of a changing and evolving world, our strategic business models, designed with a focus on people and the awareness that our most valuable resource is our people, increase employee well-being, commitment and productivity.

How We Manage It? As part of our digital transformation, we extend our human-centered business model across all levels of the organization and develop initiatives to become an employer of choice. We embed a strong OHS culture into our corporate culture, implementing best practices beyond legal requirements to create healthy and safe working environments. Incentive mechanisms, such as the "OHS Employee of the Month/Year," aim to promote safe behavior and raise awareness.

Through competency-based training programs, leadership development initiatives, support for master's and doctoral studies, and an employee suggestion and reward system, we maximize the contribution of our employees both to their personal growth and to business processes.

Increasing Importance of Sustainability and Circularity

The growing significance of sustainability and circular products and services presents substantial opportunities for our industry.

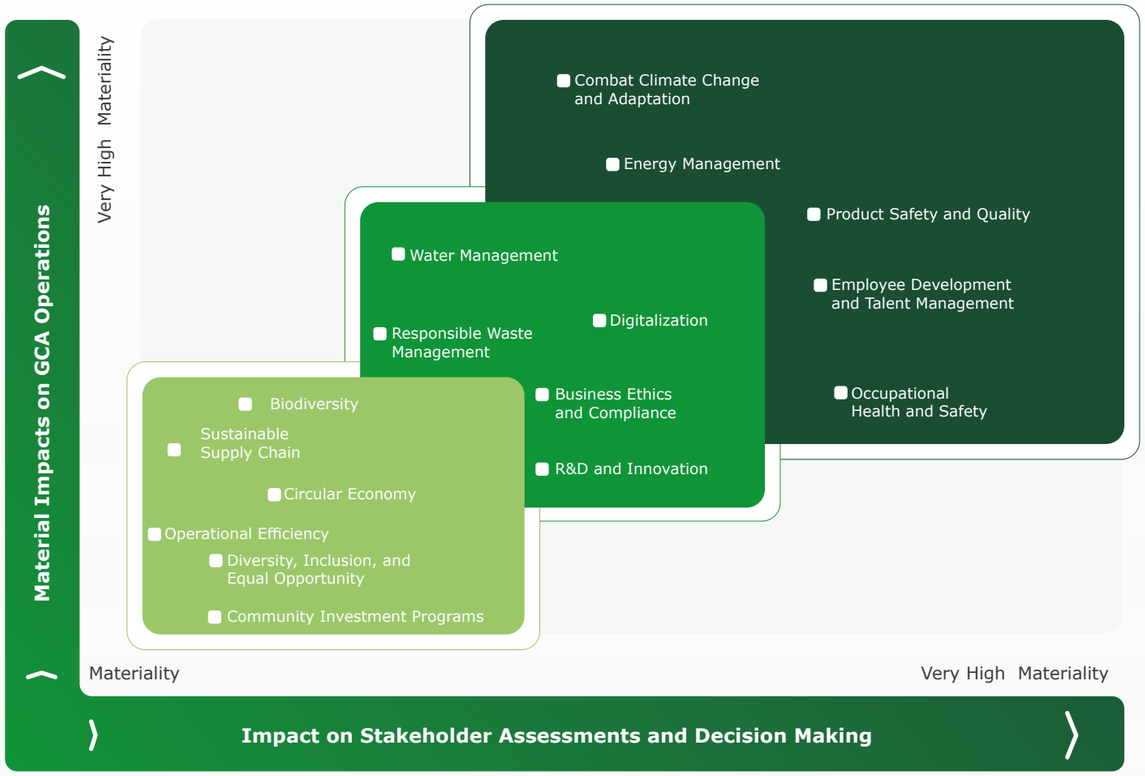
How We Manage It? To enhance our sectoral knowledge and closely monitor opportunities and developments in this area, we collaborate with organizations such as FEVE, ÇEVKO, and ASD, implementing pioneering practices within our industry. Additionally, our refillable bottle projects contribute directly to circularity.

Development of Sustainable Technologies

Investments in energy-efficient production technologies present important opportunities to minimize environmental impacts and reduce resource consumption.

How We Manage It? In our furnaces, which are among our major sources of consumption, we use waste heat recovery systems to heat the combustion air using furnace waste gases, thereby minimising our energy consumption and carbon emissions. Through strong communication networks with suppliers and technology developers, along with active participation in industry fairs, we continuously update our knowledge and stay at the forefront of technological developments.

Materiality Analysis



At GCA, we shape our sustainability journey based on scientific foundations.

In this context, we use materiality analysis as a guiding tool when defining our strategic direction, creating a robust and participatory structure that aligns with global developments. We analyze the social and environmental impacts in detail across our value chain, providing a scientific basis for our decision-making processes.

In this process, we leverage GRI Standards, the United Nations Sustainable Development Goals (SDGs), and examples of best practices. Using the AA1000 Stakeholder Engagement Standard, we conduct analyses that make our strategy more inclusive.

In 2023, through an analysis conducted with contributions from 156 stakeholders, we identified 16 key topics reflecting GCA's sustainability priorities. During the materiality process, we considered our stakeholder opinions and our corporate strategy, ethical values, industry dynamics, and national and international commitments.

By integrating all these components, we structure our sustainability strategy and manage our environmental, social, and economic impacts through a holistic approach. Inspired by nature and empowered by our stakeholders, GCA is committed to contributing to a more livable future.

Stakeholder Engagement

We build our sustainability approach on strong relationships with our stakeholders. Understanding their expectations and needs, and shaping our business processes accordingly, is a fundamental element of our corporate responsibility.

This approach guides us across multiple areas, from managing environmental, social, and governance (ESG) risks to implementing projects that prioritize societal benefits. We maintain communication with our stakeholders based on mutual trust and transparency, incorporating their feedback directly into our decision-making processes. This interaction is embedded as an integral part of our corporate culture.

From the supply chain to the customer experience, and from employee satisfaction to social contribution projects, we think and create together across all areas. Through the analyses and evaluations we conduct regularly, we closely monitor stakeholder expectations and continuously improve our processes accordingly.

At GCA, we listen to our stakeholders' voices across all business processes and aim to contribute to a fairer, more inclusive, and sustainable future by creating value together. Our employees can share their expectations and complaints through suggestion and feedback boxes available within the company. Issues and recommendations from internal stakeholders are also evaluated biennially through the Employee Satisfaction Survey. Reports regarding suggestions and complaints are submitted directly to the Board of Directors.

Ensuring high satisfaction in the services we provide and strengthening customer loyalty are among our top priorities. To this end, we conduct annual Net Promoter Score (NPS) surveys with our customers to regularly evaluate our performance.

NPS is a key performance indicator that allows us to measure customer satisfaction and loyalty by assessing the likelihood of our customers recommending our company or brand to others. Using the insights gathered from NPS studies, we analyze the customer experience and implement strategic improvements to further enhance the quality of our services.

We strengthen the trust between us and take better-informed steps towards our long-term objectives by maintaining an ongoing dialogue with our customers.

Contributions to Sustainable Development Goals

We shape our sustainability approach in alignment with the United Nations Sustainable Development Goals (SDGs). We embrace global priorities such as supporting a healthy, fair, and high-quality life for all, taking effective action against the climate crisis, and promoting responsible production and consumption habits as part of our corporate responsibility.

In 2023, we conducted a materiality analysis to refine our strategic sustainability focus. Based on this analysis, we developed action plans prioritizing 10 SDGs that align with the United Nations 2030 Agenda, each containing concrete and measurable steps.

Our goal is not only to manage our environmental and social impacts but also to integrate the way we operate with global sustainability goals, creating long-term value. We mobilize our resources, expertise, and entire workforce toward these objectives, aligning our priorities with the fundamental pillars of sustainable development. We are committed to working decisively for a fairer, more livable, and resilient future.

Business Ethics and Compliance

Business ethics and compliance, one of the cornerstones of our corporate culture, are safeguarded through company-wide ethical principles, regular internal audits, and fraud monitoring mechanisms. By preventing ethical violations, we protect business continuity while also actively participating in sectoral sustainability initiatives. In doing so, we contribute to the dissemination of best practices and set an example within our industry.

R&D and Innovation

Our R&D and innovation activities, which enhance our competitiveness while supporting sustainability, focus on the development of next-generation products and technologies. By promoting a culture of innovation and increasing our R&D investments, we aim to generate both environmental and economic benefits.

Water Management

As part of our commitment to protecting natural resources, we prioritize water management. We set targets to reduce water consumption and develop relevant projects. In line with our sustainable production approach, we recycle wastewater through closed-loop systems for reuse.

Employee Development and Talent Management

Through competency-focused training programs under Gürok Academy, we support the personal and professional development of our employees, strengthening our human capital and reinforcing our corporate success. While facilitating access to training and social benefits, we promote gender equality and prioritize increasing the participation of women in the workforce. In addition, we actively engage our entire team in this process by integrating sustainability goals into our employees' individual objectives.

Digitalization

By transforming our production processes with digital technologies, we increase efficiency and support sustainability. Solutions such as image processing, artificial intelligence, and data analytics help reduce our environmental impact and improve resource management.

Combating Climate Change

We translate our fight against the climate crisis into concrete action by reducing carbon emissions, increasing the use of renewable energy, and implementing energy efficiency practices. These efforts lie at the heart of our sustainability strategy.

Occupational Health and Safety (OHS)

Protecting the health and safety of our employees is our top priority. We ensure a safe working environment through continuously improved safety policies, regular training, and appropriate equipment. Employees who comply with OHS processes and contribute to their improvement are recognized through the "OHS Employee of the Month/Year" program, fostering a strong OHS culture and motivating our workforce.

Energy Management

We implement various projects to increase energy efficiency and reduce our carbon footprint, prioritizing investments in renewable energy sources. These efforts are directly linked to our sustainable production objectives.

Responsible Waste Management

We aim to protect natural resources through the recycling and reuse of waste and the implementation of environmentally responsible disposal methods. All of our waste management processes are designed in accordance with sustainability principles.

Product Safety and Quality

We view product quality not only as an indicator of customer satisfaction but also as a reflection of our environmental performance. We produce products that meet high standards of quality and safety.

Sustainability Goals

At GCA, we regard sustainability as one of the core pillars of our corporate strategy and ensure that all our activities are carried out in alignment with the United Nations Sustainable Development Goals (SDGs). Our sustainability approach—shaped by environmental responsibility, social contribution, and transparent governance—is based on a holistic model aimed at creating long-term value.

We set concrete and measurable targets in areas such as combating climate change, protecting natural resources, and enhancing social well-being. Reducing carbon emissions, increasing the use of renewable energy, implementing circular waste management practices, promoting gender equality, and strengthening occupational health and safety stand at the forefront of these commitments.

In this context:

- We systematically increase energy efficiency,
- Integrate recycling practices into all processes, from production to management,
- Optimize resource use through digitalization-focused process improvements.

In addition, we implement practices that continuously support the development of our employees and measure sustainability performance across our supply chain to foster responsible business practices. To ensure the integration of our sustainability practices into our corporate processes, we include sustainability related topics in our performance evaluation.

Individual sustainability targets—such as increasing the rate of cullet supply, reducing specific energy consumption, and raising the proportion of female employees—are included in the scorecards of relevant departments and are monitored regularly each year.

We plan on comitting to Science Based Targets Initiative (SBTi) in 2025.

With the support of our stakeholders, we are resolutely building a future that is innovative, responsible and creates value.

GCA 2030 Goals

As GCA, we are shaping our 2030 vision around environmental responsibility, strong governance, and social impact. In addition to improving our own performance, these goals align with the global sustainability agenda by transforming the way we conduct business and engage with our stakeholders. Through these commitments, we are integrating sustainability into our business processes and continuing to generate lasting value for both the environment and society.

Environment

Emission Reduction: Reduce our emissions by **30%**.

Renewable Energy Use: Source **30%** of our energy from renewable resources and achieve **7%** energy savings.

Cullet Use: Increase the proportion of cullet used in production to **35%**.

Waste Management: Recycle **80%** of our waste.

Governance

Supplier Performance: Assess the sustainability performance of **60%** of our suppliers.

Competency Development: Support employee development with 50 hours of training per person annually.

Occupational Health and Safety: Ensure a safe working environment with a target of **"0"** workplace accidents.

Society

Recycling Systems: Support local **recycling** systems in the cities where we operate.

Gender Equality: **Double** the number of female (white-collar) employees compared to 2023.

Our Memberships and Sectoral Collaborations

Our membership of various associations and federations enhances our influence and reputation in the sector, enabling us to play an active role in defining and advancing industry standards. Through these memberships, we closely follow innovations and best practices in the sector, while taking pioneering steps in sustainability and environmental protection. Our memberships also allow us to be part of a broader network across various national and international platforms, foster collaborations, and have a voice in shaping sectoral policies.

Associations of Which We are a Board Member

The European Container Glass Federation (FEVE)

As GCA, we are a board member of FEVE – The European Container Glass Federation. FEVE represents the European glass packaging industry, and its member companies produce more than 80 billion glass containers annually. The federation plays a significant role in promoting glass as a sustainable and environmentally friendly packaging material across Europe. Among FEVE's initiatives are encouraging recycling, reducing carbon emissions, and supporting innovative solutions in the glass production process. It also defines public relations strategies to support industry positions regarding current and future regulations.

Packaging Manufacturers Association (ASD)

We are a board member of the Packaging Manufacturers Association (ASD), which has brought together leading packaging manufacturers in Türkiye since 1992.

Environmental Protection and Packaging Waste Recovery Foundation

We are a board member of ÇEVKO, an organisation established to develop a sustainable recovery system for packaging waste. Through the contributions and participation of industry, local authorities and consumers, ÇEVKO ensures the economic and orderly recycling of packaging waste.

Association Memberships

Packaged Water Producers Association (SUDER)

We are a member of SUDER, a sectoral non-governmental organization formed by Packaged Water Producers and supplier companies serving the packaged water sector across our country.

Turkish Mineral Water Producers Association (MASUDER)

We are a member and supporter of MASUDER, which was established to increase mineral water consumption in Türkiye, raise consumer awareness, and contribute to encouraging healthier choices.

Sustainability Academy

We are a member of the Sustainability Academy, which works to shape a better future in the business world and to create change and transformation along this path.

The American Ceramic Society (ACerS)

As GCA, we expanded our global memberships in 2024 by becoming a corporate member of The American Ceramic Society (ACerS). Since 1898, ACerS has been the central hub of the global glass and ceramics community and is recognized as one of the most reliable sources of knowledge on the applications of these materials. It is also the publisher of four international journals, including the International Journal of Applied Glass Science. Through this membership, we will continue to closely follow scientific advancements and contribute to our sector.

Be a Friend To Nature

We are inspired by nature, because it reveals the essence of sustainability: harmony, balance, renewal, and continuity. At GCA, we shape our way of working with this inspiration; we adopt an approach that increases resource efficiency in glass packaging production and minimises environmental impact.

Highlights

We achieved a **5.4%** reduction in CO_2 emissions in Scope 1 and 2 compared to the previous year by reducing emissions by a total of **8,544 tonnes**.

By reducing the weight of the plastic nylon used to package our products, we have prevented **24 tonnes** of plastic from being used.

In 2024, we prevented the use of **21,714** wooden pallets by using returnable plastic pallets instead, thereby saving **1,551** trees from being cut down.

We prevented **11,904 kg** of CO_2 emissions through the optimisation of our employee services.

We achieved energy savings of **755,285 kWh** through energy efficiency measures.

Climate and Environmental Management

In today's world, where the effects of climate change are intensifying and natural resources are being depleted at an alarming rate, it is crucial that we take careful and considered steps towards environmental sustainability. In this context, our goal is to minimise the current detrimental impact of climate change on the environment, human health, the economy, and natural resources, while preparing for potential future risks through the measures we implement.

In order to adapt to today's rapidly changing conditions, we continuously monitor the latest global and national data and update our environmental goals and policies accordingly. Our goal is to adapt to changing climate conditions while reducing our negative impact on the environment. To this end, we continue to develop successful projects based on internationally recognised principles and best practices.

In 2024, we increased our environmental expenditure by **24%** compared to 2023.

We are increasing our spending and investments in the environmental field to develop more effective and efficient solutions.

We are strengthening our commitment to tackling climate change and managing the environment, and continuing to fulfil our responsibilities for a sustainable future. In this context, we are mitigating the current effects of climate change while also taking a proactive approach to potential future risks.

Our Goal of Becoming Carbon Neutral

We view the environment as one of the most valuable treasures, both for today and for the future. As the shared living space of all living beings, we believe the environment must be preserved for the benefit of future generations. We are working diligently to fulfil our responsibilities in this regard.

- Complying with environmental legislation and even exceeding these requirements,
- Continuously and sustainably developing our environmental management system,
- Closely following technological developments to prevent environmental pollution, reduce waste at source, recover as much as possible; and dispose of waste that cannot be recovered without harming the environment,
- Spreading our principle of environmental protection to our region, our country and the world,
- Instilling environmental awareness in all our stakeholders and setting an example in environmental sensitivity,
- Increasing efficiency in energy and material use, ensuring more effective use of national resources,
- Continuously monitoring the environmental impact of our new products, processes and activities and minimising these impacts,
- Reporting any undesirable situation that may harm the environment to the relevant official institutions and undertaking to cooperate with these institutions to eliminate or reduce environmental impacts.

European Container Glass Federation (FEVE) is committed to making the glass packaging sector completely carbon neutral by 2050. To achieve this, it offers sustainable packaging solutions based on a circular production approach. As a member of the Board of Directors, we actively support projects carried out by FEVE that focuses on climate and environment.

As GCA, in line with our commitment to achieving carbon-neutral emissions by 2050, we are continuing our efforts to responsibly reduce our carbon footprint.

As part of our strategic planning for 2024, we plan to gradually increase the proportion of reusable water bottles in our product range as we expand our portfolio. we will implement sustainability-focused improvements, thereby contributing to the circular economy. This will help us to improve resource efficiency, reduce our carbon footprint and adapt to changes in consumer preferences that focus on sustainability.

We are developing reusable solutions and more environmentally friendly alternatives for the packaging of our products. We are also holding discussions with our customers and packaging suppliers to encourage wider adoption of these solutions.

We carry out weight reduction studies before starting the production process to ensure that products can be manufactured with the highest quality and the lowest possible weight. These improvement activities are pursued continuously throughout the production processes.

Energy and Emissions Management

Greenhouse gas emissions are one of the fundamental causes of climate change, and the responsibility of companies to reduce these emissions is becoming increasingly critical today. At GCA, we recognise the importance of energy and emissions management, viewing it as both a necessity and part of our environmental and social responsibility. We play an active role in tackling climate change by carrying out continuous improvement work to reduce our carbon footprint and boost energy efficiency. This helps us to minimise the environmental impact of our operations. To this end, we implement all necessary processes in accordance with the ISO 50001 Energy Management System standards, monitoring our energy performance and focusing on achieving sustainable results.

We are compiling an inventory of all significant direct and indirect greenhouse gas emission sources across our entire value chain. Since 2015, we have been preparing an annual monitoring plan to track our emissions under the Regulation on the Monitoring of Greenhouse Gas Emissions and submitting Greenhouse Gas Reports (MRV reporting) to the Ministry of Environment, Urbanization and Climate Change. Furthermore, since 2021, we calculate our greenhouse gas emissions in accordance with national legislation and within the framework of international standards such as ISO 14064 and the GHG Protocol, making our practices in this area more transparent and sustainable on a global scale.

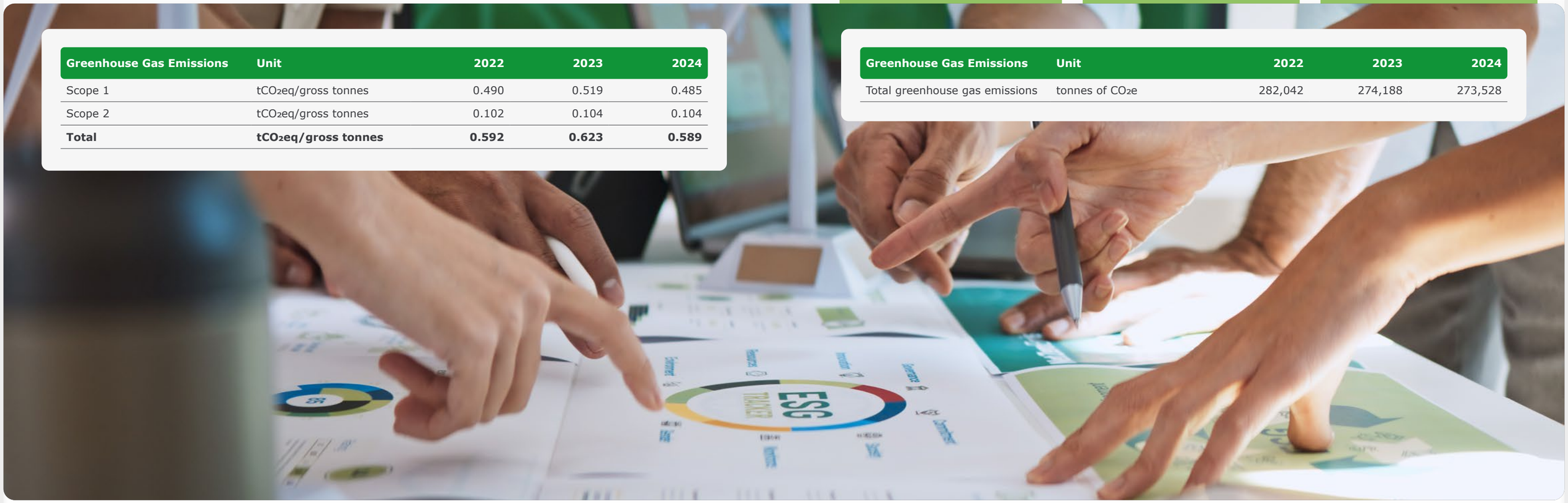
We are taking concrete steps to reduce our carbon footprint at every stage of our operations and prioritising sustainability in our production processes. For instance, soda is one of the primary raw materials used in glass production that comes in two forms: synthetic and natural. Using natural soda in our production process helps us to minimise carbon emissions and achieve our sustainable production goals.

We develop effective solutions at an operational level. Through our practices, we steadily reduce our greenhouse gas emissions and progress towards our sustainability goals.

As part of our 2024 Carbon Neutral Roadmap, we have achieved a **5.4%** reduction in our Scope 1 and 2 greenhouse gas emissions through our energy efficiency and emission reduction efforts.

Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1	tCO_2eq/gross tonnes	0.490	0.519	0.485
Scope 2	tCO_2eq/gross tonnes	0.102	0.104	0.104
Total	**tCO_2eq/gross tonnes**	**0.592**	**0.623**	**0.589**

Greenhouse Gas Emissions	Unit	2022	2023	2024
Total greenhouse gas emissions	tonnes of CO_2e	282,042	274,188	273,528



We are continuously developing and improving our energy management in line with the ISO 50001 Energy Management System framework, and we are committed to continuing these efforts. We are optimising our energy consumption by implementing projects to increase energy efficiency, while also ensuring sustainability and cost advantages in our operational processes.

Through our investments in renewable energy, we aim to create clean energy sources and minimise our environmental impact by reducing our dependence on fossil fuels. We closely follow technological innovations in energy efficiency and integrate them into our processes.

We set concrete targets to continuously improve our energy performance and regularly review them. We also provide the necessary information, resources and technical infrastructure to make these targets achievable. This holistic approach enables us to achieve energy savings and foster a proactive energy management culture in the fight against climate change and in fulfilling our environmental responsibilities.

Improvements as a Result of Our Energy Efficiency Initiatives

As a result of the improvement measures we implemented to reduce energy consumption and increase system efficiency, we achieved a total annual energy savings of 755,285 kWh. Our measures are as follows:

- In compressors, we have optimised seal replacement intervals to prevent air leaks.
- On production lines, we used 2 legs instead of 3 at appropriate points, thereby reducing both electricity consumption and extending the life of the equipment used.
- We reduced the operating time of the base nylon heaters used in the packaging machine by using them in a fixed manner instead of a rotating operating principle.
- We minimized air leaks on the lines, preventing energy losses caused by compressed air.
- We reduced our compressed air consumption by replacing the ejector in the tray makers of our machine, which folds the cardboard sheets that we use to separate our products.
- Thanks to the newly introduced, longer-lasting coating on the gob delivery equipment, the frequency with which heating ovens are required to fix the coating has been reduced, therefore saving energy.
- We have introduced a mobile cleaning unit to prevent contamination-related line and pump blockages, thereby preventing clogs and malfunctions.
- We achieved energy savings by implementing airless push bars on the stackers feeding products into the annealing lehr. This prevents the push bars from expanding and contracting due to heat.

In 2024, our total energy consumption was 459,730,530 kWh.

Heat Recovery Unit

Our factory's tube-type heat recovery unit reduces flue gas temperature while recovering waste heat from hot flue gases. In this system, high-temperature waste gas is passed through the boiler tubes, heating the water on their outer surfaces. The water in the boiler then rises slightly above its boiling point and turns into a steam-water mixture thanks to this heat. This mixture then heats the hot water used in the factory via a tubular boiler. We also heat the water in the heating system without mixing liquids, using heat exchanger equipment. This enables us to meet the factory's heating and hot water requirements using waste heat, thereby preventing an increase in residential natural gas consumption. Additionally, as the water cycle in the waste heat boiler is designed to operate in a closed loop, there is no continuous water consumption in the system.

We are continuing our efforts to increase energy efficiency through technological improvements, process optimisations and the conscious use of resources. We systematically monitor and evaluate the factors that affect energy performance, implementing the necessary improvement measures. We control our energy consumption using sustainable, environmentally friendly solutions at every stage, from production and equipment selection to process design and maintenance.

Through training programmes and awareness campaigns, we aim to raise awareness of the energy management system and energy policy among our employees. Our policy is to use natural resources efficiently, support projects that increase the cullet ratio in raw materials and glass recycling, and play an active role in these projects by collaborating with relevant parties.

In light of recent global developments and fluctuations in energy supply, GCA has turned to alternative fuel sources. Although increased use of alternative fuels and changes in capacity utilisation rates can cause fluctuations in ton-based unit emission values, this does not affect our commitment to our long-term goals. We are moving forward with determination towards our 2030 sustainability goals and are taking all necessary steps to achieve them. Our aim is to meet 30% of our energy needs from renewable sources and to reduce our emissions by 30% by 2030. To this end, we are reviewing all our business processes, integrating sustainable energy solutions into our business model and developing innovative projects.

We have completed a feasibility study for a planned Solar Power Plant (SPP) on the roof of our factory and obtained approval for this investment. Upon completion of the SPP project in 2025, we anticipate that we will be able to source approximately 10% of our annual electricity consumption from renewable energy sources.

We believe in achieving the right weight without compromising on quality or durability. To this end, we are working to make our industry more sustainable by offering our business partners lighter alternatives across our existing product range and in new projects. Through our lightweighting projects in 2024, we saved **763 tonnes** of glass and prevented emissions equivalent to **863 tonnes** of CO_2. These projects also lay the groundwork for the initiatives we plan to implement in 2025.

Responsible Waste Management

As GCA, we recognise the strategic importance of glass's fully recyclable nature for the circular economy, and we shape our production processes accordingly. In line with circular economy principles, we prioritise increasing resource efficiency, reducing waste and maximising recycling rates in our production and consumption processes.

Using cullet intake as a raw material in production enables us to reduce our consumption of natural resources and minimise our environmental impact. Increasing the use of glass cullet reduces the energy required for glass production and lowers carbon emissions. According to calculations*, using 10% glass cullet instead of raw material provides approximately 3% energy savings and 5% emission reduction. We believe these gains will contribute directly to our energy efficiency goals and our roadmap to become Carbon Neutral.

Additionally, by incorporating glass cullet into our production processes, we minimise waste, optimise resource utilisation and close the environmental loop of glass, thereby reinforcing our commitment to sustainable production. To enhance the effectiveness of this process, we promote circularity within our supply chain and continue to collaborate with our business partners.

In line with our commitment to the environment, we minimise excessive packaging and prioritise the use of recyclable, non-toxic and environmentally friendly materials. We proactively reduce waste in our own operations and in those of our business partners by reducing the weight of our product packaging without compromising quality standards. We reuse pallets using a deposit-based system, minimising packaging waste. In the production of flint glass packaging, we use approximately 20% glass cullet, thereby reducing our consumption of raw materials and supporting sustainability in our production processes.

** https://feve.org/wp-content/uploads/2016/04/FEVE-brochure-Recycling-Why-glass-always-has-a-happy-CO2-ending-.pdf*

We reuse pallets in a circular manner through the use of a deposit-based system, thereby minimising packaging waste.

Amount of Waste by Type	Unit	2022	2023	2024
Hazardous Waste	tonnes	51	50	49
Non-Hazardous Waste	tonnes	919	948	1,036
Total Waste	tonnes	970	998	1,085

According to Disposal Management	Unit	2022	2023	2024
Amount of Waste Prevented from Disposal through Recycling	tonnes	542	504	581

In accordance with the Zero Waste Regulation, we separate all our waste at source, returning recyclable materials. Non-recyclable waste is disposed of in accordance with legal requirements, without harming the environment.

We organise training and awareness activities to raise awareness among our employees and stakeholders of issues relating to the circular economy and waste management. We also regularly hold corporate environmental events to promote environmental awareness and encourage sustainable practices.

Our goal is to increase the use of cullet (recycled glass) to 35% by 2030, thereby reducing our consumption of natural resources and minimising the environmental impact of our production processes.

Main Sponsorships

Green Dot Industry Awards

On 17 December 2024, the Extended Producer Responsibility (EPR) Conference and Green Dot Industry Awards, organised by the ÇEVKO Foundation in Istanbul, took place with significant representation from the public and private sectors, civil society organisations, and academia. As GCA, a leading brand in the glass packaging sector, we were honoured to be a Gold Sponsor of this significant event. During the event, we were honoured to receive the Green Dot Incentive Award for our EKOMAT Recycling Project.

Afforestation Efforts

As GCA, we have taken an important step towards contributing to nature conservation and raising awareness of the need to protect our forests. As part of Forest Week, which took place from 21 to 26 March, we released 5,000 seed balls produced by women into the wild using eco-friendly ecoDrone technology in Muğla, in collaboration with Ecording. We also plan to release a further 10,000 seed balls in the near future. Through this project, we have promoted both environmental sustainability and women's employment.

Water Management

Water is one of the world's most valuable natural resources, and sustainable water management is a cornerstone of environmental sustainability. At GCA, we develop our water management strategies by considering both the current water resources situation in Türkiye and global water management trends.

We have observed an increase in water insecurity and drought problems in Türkiye, as well as an increase in extreme natural events such as floods and droughts, which puts additional pressure on water resources. We recognise that this situation makes the effective management of water resources a critical priority in adapting to climate change. We recognise the work of the General Directorate of Water Management in Türkiye and its regulatory framework as a guide to the sustainable use of water resources.

We recognise that the amount of water available per person is gradually decreasing due to factors such as population growth, urbanisation, the intensification of industrial activities, and climate change. This has made Türkiye one of the countries under water stress, so we believe we must manage our existing water resources more efficiently and sustainably.

As GCA, we comply with legal requirements and adopt a proactive approach to the efficient use of water. We support Türkiye's goal of reducing water consumption by 20% by 2030 and invest in technologies that increase water efficiency in our production processes. We also implement improvements to reduce water consumption through recovery applications and loss prevention systems. Furthermore, we are integrating the concept of circular water management into our operations by developing wastewater reuse projects.

In 2023, we conducted a leak prevention study to identify and repair leaks, preventing water losses. Thanks to this study, our water consumption decreased 12% in 2023 compared to the previous year.

Water Management	Unit	2022	2023	2024
Water Consumption	m³	133,592	117,928	122,868*
Water Use per Unit	m³ water/product	0.68	0.48	0.60
Total Wastewater Discharge	m³	43,818	40,356	39,635

** Increased water consumption is linked to an increase in the number of employees.*

Through a closed-loop system, we reused approximately **1.7 million m³** of water!

At GCA, we are taking concrete steps to improve our water management and are regularly monitoring our water consumption. In this context, we implemented various improvements in 2024 to optimise our water usage. In this regard, our water consumption increased by approximately 4.75% in 2024 compared to 2023 due to an increase in the number of employees. During the same period, we introduced various technological and operational applications to boost the water recovery rate. We use closed-loop water systems in our production facilities. These systems enable us to reuse our process water in our production processes. This enables us to reduce water consumption and decrease the amount of wastewater produced. Thus, we have further strengthened our circular water management approach. **Compared to the previous year, we reduced wastewater discharge by 1.8%.**

Value Creation for The Brand

We produce sustainable products that best preserve the purity of nature with infinitely recyclable glass. Through our R&D and innovation efforts, we continuously innovate and strive for excellence.

Highlights

Crescents and Stars for Packaging
In 2024, we received awards with two of our designs in the "Crescents and Stars for Packaging" competition organized by the Packaging Manufacturers Association (ASD).

Our original design, **Kaanlar Olive Jar** 2024, which combines aesthetics and functionality, won the Crescents and Stars for Packaging.

Our **Kınık Flavored Mineral Water Bottle** design, with its brand-aligned and user-friendly form, also received an award in the same competition, certifying the quality of our designs.

These awards stand among our significant achievements, reinforcing our sustainable design approach and innovative vision in the sector.

Our Production Process

At GCA, we place great importance on the quality and safety standards of our products.

In today's world, where health awareness is steadily increasing, the advantages of glass packaging—used in every aspect of our lives—are becoming even more evident. Glass does not harm the product it contains, is completely resistant to chemical interactions, and thus provides strong protection against external factors. This ensures that products maintain their freshness and quality for a long time, even after the packaging is opened. Therefore, glass not only preserves product quality but also guarantees consumer health, making it a natural and reliable choice.

As GCA, we contribute to environmental sustainability through the fact that our glass bottles and jars are fully and infinitely recyclable. We guarantee the sustainable supply of natural resources, adopt production methods that prioritize efficiency in energy and resource use, implement practices aimed at reducing the carbon footprint in our logistics operations, and support the recovery of raw materials through the effective use of recycling processes.

In order to provide products that comply with international standards and are safe for health, we carry out our production processes according to ISO 9001:2015 Quality Management System and BRC–PM Product Safety Management System standards. Critical points that could affect product safety are designed in line with HACCP (Hazard Analysis and Critical Control Point) principles, and our products undergo physical, chemical, and microbiological testing to ensure continuous compliance with safety and hygiene standards.

In addition to ensuring that our products are healthy and high-quality, we also place great importance on their aesthetic appeal. With this approach, we develop original design projects that are fully compatible with the content and characteristics of the packaged products, highlighting all of their distinctive features.

Raw Material Preparation

The main raw materials used in glass production are sand, soda ash, limestone, and glass cullet. These materials are carefully mixed in specific proportions according to the desired glass composition and prepared for the melting process.

Glass Melting

The prepared raw material mixture is melted at approximately 1500°C in furnaces resistant to high temperatures. During this process, the solid materials are completely melted and transformed into molten glass.

Forming

The molten glass is cut into gobs and formed using mechanical and air-forming methods, molded into the desired product forms through special molds.

Cooling

The formed glass packaging is gradually cooled in annealing lehr under controlled conditions to reduce thermal stress that may form within the glass.

Quality Control

The produced glass packaging products undergo 100% quality control through machines on the production lines. In addition, the products are subjected to sampling tests in laboratory environments using various equipment to assess their physical and chemical properties.

Packaging

Products that have successfully passed the quality control tests are arranged into pallets ready for shipment with the help of automatic palletizing units, in the desired number of layers and stacking order.

Customer Experience

During the reporting period, our Net Promoter Score was recorded at **91%**.

Continuously improving customer experience and increasing satisfaction are among our top priorities. We approach the entire process as a whole—from glass packaging production to the filling processes of our business partners—and walk this journey together. We closely analyze our partners' processes, conduct on-site observations through field visits, and integrate the feedback we receive into our product development stages to deliver the most suitable and reliable glass packaging solutions.

We manage our customer communication through a comprehensive CRM (Customer Relationship Management) system, tracking all interactions in sales, shipment, complaint management, and project processes with the goal of offering proactive solutions.

Our Customer Projects Management Department is dedicated to providing swift resolutions to any issue that our business partners may encounter, ensuring that they have a dedicated representative readily available to assist them. Our department evaluates all types of notifications, including verbal notifications communicated via telephone or email or during customer visits, conducts the necessary investigations within the company, and initiates corrective actions. In addition, we present complaint reports, including trend analyses, to all relevant departments within the company every quarter. The Customer Project Management Department is responsible for a variety of projects and tasks, including lightweighting, line improvement work, launching new products and carrying out quality compliance checks.

B2B Portal

We are committed to facilitating access to information and enhancing the customer experience through the B2B Portal we have designed. This portal facilitates the expeditious, efficient and transparent execution of business processes within the digital sphere. We plan to launch the portal for our customers' use within the next year.

Our Quality Certifications

We hold numerous international certifications to ensure the highest levels of quality and safety for our products. In addition to the work of the Internal Audit Directorate, we conduct internal audits in accordance with the requirements of ISO 9001, ISO 50001 and the BRC standard. Alongside customer audits, SEDEX and BRC audits guide us in shaping our action plans to mitigate social, environmental, and economic negative impacts.

BRC–PM Product Safety Management Systems

Our production systems are designed and certified according to the BRC–PM Product Safety System, one of the most prestigious international food standards. This certification guarantees that the products leaving our production processes are prepared in line with product safety and hygiene principles, without exposure to any physical or chemical contamination. In 2024, we also successfully completed the unannounced audit under this scope. **We became the first glass packaging manufacturer in Türkiye to achieve the highest grading level of AA+ within BRC PM.**

SEDEX

Our SEDEX certification confirms that our operations comply with international standards in labor rights, health and safety, environmental protection, and business ethics. In 2024, we successfully passed the SEDEX-SMETA 7.0 audit conducted by an independent third-party audit firm.

ISO 9001:2015 Quality Management System Certification

Our ISO 9001:2015 certification confirms the compliance of our quality management system with international standards and validates that we operate under the principle of continuous improvement.

ISO 50001:2018 Energy Management System Certification

This certification confirms that our energy management system complies with international standards and that we continuously improve our energy performance. We place energy efficiency at the core of our operations—from process design to implementation—adopting a systematic approach to ensure the efficient use of natural resources and to reduce our environmental impact.

5S

At GCA, we implement the 5S method (Seiri – Sort, Seiton – Set in Order, Seiso – Shine, Seiketsu – Standardize, Shitsuke – Sustain), one of the fundamental tools of lean production, across our entire organization—from workshops to warehouses, from production areas to offices. This system helps us prevent waste, ensure the most efficient use of resources, and quickly identify errors. Our objective is to cultivate order and organisation as integral facets of our employees' professional conduct, thereby fostering a sustainable organisational culture that directly contributes to enhanced efficiency and quality.

As part of our 5S programme, we identify unnecessary materials through the Sorting step, manage our inventory more efficiently, and prevent resource waste by evaluating materials more accurately. With the Set in Order step, we continuously improve the use of our spaces, ensuring proper stock management and contributing to sustainability within the supply chain. In the Shine step, we identify and eliminate sources of contamination, thereby reducing the use of cleaning chemicals. In order to sustain order and cleanliness in workplaces, we provide 5S training to all employees and support cultural adaptation through open communication. We continuously improve our 5S approach to protect the environment, the future, and system balance. By shaping our way of working with a lean perspective, we also aim to implement different lean techniques in the future.

R&D and Innovation

We carry out our R&D and innovation strategies in an integrated manner with our quality management systems, within the framework of process-oriented continuous improvement. At the same time, we shape these strategies in line with sectoral developments and customer expectations. By directly integrating all the projects we develop into our production processes, we increase operational efficiency and diversify our product portfolio.

In this context, our priorities include enhancing process efficiency, optimizing raw material and energy use, minimizing waste, reducing environmental impacts, and developing high value-added, environmentally friendly products. We pursue these efforts through multidisciplinary approaches that bring together material science, process engineering, and surface technologies.

Within the framework of the university–industry collaboration model, we carry out pioneering studies particularly in the fields of glass compositions and surface treatment technologies. In this context, through projects conducted jointly with internationally recognized institutions such as **Penn State University** and **Sheffield Hallam University**, we develop new glass formulations, functional coatings, and energy-efficient production technologies. The outcomes of these projects are protected under intellectual property rights through international patent applications.

Key Focus Areas in Our R&D Efforts

Energy Efficiency and Process Optimization

In our glass production processes, we focus on minimizing resource use while increasing operational efficiency. In energy-intensive processes, we aim to reduce energy consumption through heat recovery systems and the digital monitoring of process parameters. To further enhance in-process efficiency, we carry out data analytics–driven improvement projects and optimization studies on production lines. In doing so, we reduce our greenhouse gas emissions while ensuring production continuity.

Sustainable Raw Material Use

To protect the natural resources used in glass production, we systematically evaluate and incorporate alternative raw materials. Based on suitability analyses of industrial by-products and secondary raw materials, we focus on solutions with lower environmental impact. Through optimization studies on our existing formulations, we aim to increase material efficiency while reducing our carbon footprint.

Development of Advanced Glass Compositions

To enhance the mechanical, thermal, and chemical durability of our products, we continue R&D efforts on next-generation glass compositions. To deliver lighter and more durable packaging solutions, we adopt innovative approaches both at the composition level and in terms of process compatibility. Hence, we extend product life cycles and reduce transport-related environmental impacts.

Surface Performance Enhancement

We work on surface modification techniques that improve both the functional and mechanical performance of glass packaging products. These applications aim to increase durability during filling, transportation, and use, while also minimizing the risk of scratching and surface-related breakage. Through surface engineering approaches, we seek to provide both product safety and aesthetic integrity.

Alternative Energy-Based Production Technologies

In the melting processes that form the foundation of glass production, we focus on alternative energy solutions that reduce dependence on fossil fuels. We are carried out feasibility studies and pilot applications of innovative systems such as electrical melting technologies and hybrid furnace concepts in line with our carbon-neutral production target. These efforts are of strategic importance for adapting to the energy transition and enhancing environmental sustainability in production.

The Spark Suggestion Reward System

The Spark Suggestion Reward System encourages our employees to share their ideas for improving existing processes. When evaluated suggestions are implemented, contributors are rewarded with a premium ranging from 6% to 8.8%. With this system, we aim to enhance quality and efficiency by improving methods within our operations, while also creating an environment where employees can present their creative ideas, thereby supporting change and development. In addition, we aim to make continuous improvement and an innovative mindset a core element of our corporate culture.

During the reporting period, 23 suggestions were submitted by our employees, 19 of which were implemented, generating a financial benefit of 28.9 million TL.

> With the implementation of the "nylon shrink wrap" suggestion, we reduced the size of the nylon shrink wrap used to cover our pallets by **3.3% per** pallet, ensuring protection until delivery to customers. **This prevented the consumption of 20.8 tons of nylon shrink wrap**.

> Thanks to development of a new quality control method, the number of pallets requiring re-inspection was reduced, preventing the waste of **79,000** plastic pallet separators; **38** tons of nylon shrink wrap; **22,000** wooden pallets; and **157,500** cardboard separators.

> By sourcing certain machine and equipment parts previously imported from abroad from local suppliers in Türkiye, we supported supplier development and contributed to the local economy.

Digitalization

At GCA, we see digital transformation—whose importance is growing every day—as an indispensable tool to make our operations more efficient and sustainable. We develop the software and machinery we need in-house to improve our processes, and we also carry out various digital transformation projects to maintain our competitiveness in the sector. In addition to the projects we implement, we also benefit from the latest technologies offered by leading machinery manufacturers in the industry. By integrating artificial intelligence algorithms, we further enhance system performance year after year.

We use the most advanced machines in the sector and, with full command of both software and mechanical systems, continuously elevate machines to higher levels of autonomy. Thanks to autonomous systems, we reduce the need for highly experienced operators and minimize human-related errors.

Moreover, we use high-resolution image processing technologies capable of detecting wavelengths invisible to the human eye. By transferring the data collected from image processing systems and various sensors directly to glass-shaping machines, we are moving toward a more autonomous production process every day. Advanced image processing systems allow us to examine products in detail and carry out rapid, effective, and targeted interventions to optimize production. After shaping, we use thermal cameras to control the homogenous distribution of glass, and finally, on the cold end, multi-camera image processing systems inspect structural and visual defects with precision.

Another digital transformation project we have implemented is the Manufacturing Execution System (MES), which allows us to monitor every stage of production in real time, accelerate communication between units, and keep all processes digitally recorded.

GCA for the Future

Digital Transformation Journey in Glass Packaging

The "Transformation for the Future" programme that we have implemented within Gürok Group is founded on four fundamental pillars: business processes, digital transformation, organisational transformation and cultural transformation. As GCA, we started the "GCA for the Future" journey as the implementer and leading brand of this vision in the field of glass packaging.

We are building a new business model in every field from production to customer relations, from employee development to environmental responsibility, and we aim to be among the leading players in the glass packaging industry not only today but also in the future.

Holistic Business Transformation Model

We are developing our transformation process along four key axes:

- We digitize business processes.
- We are restructuring our organizational structure.
- We are developing our governance model.
- We facilitate cultural transformation.

We increase our operational efficiency by digitizing the processes we carry out manually. We make our employees an active part of this process. With the approach of "respect the past, build the future", we create a structure that suits both our internal dynamics and global market requirements.

Digital Infrastructure and Artificial Intelligence Integration

By fully integrating our Enterprise Resource Management (ERP) and Customer Relationship Management (CRM) systems, we have made our processes end-to-end traceable and data-driven. With our artificial intelligence-supported production systems, we ensure high performance in quality control, production optimisation and process traceability.

Our IT team's artificial intelligence and data analytics units produce digital solutions for areas such as proposal preparation, market analysis, customer service, recruitment and internal communication. These solutions save time and strengthen our strategic decision-making processes.

Transformation of Customer and Employee Experience

We have implemented new-generation order and tracking systems to reinforce our customer-centric approach. By integrating our CRM infrastructure with that of our business partners, we are able to provide more personalised solutions.

We provide digital training programmes for our employees and implement initiatives such as Change Ambassadors, Digital Gurus and Vision Pioneers. We encourage participation through the 'Employee Voice' platform. With these applications, we continue our digital transformation journey with a human-centred approach.

Commercial Operations Transformation

We implemented the Business Operations Transformation to move GCA to a more competitive position, provide value-added services and improve the customer experience.

In this context:

- We have redesigned our sales and marketing processes, moving our sales team's focus towards growth and customer acquisition.
- We have restructured our Customer Project Management team, building upon the experience of the former Customer Project Coordination role, to create a more systematic and corporate structure.
- We have established our Commercial Excellence team, monitoring our processes using key performance indicators (KPIs) and expanding performance management across the company.

We continue our transformation in four main areas: lean and target-oriented processes, technological infrastructure compatible with processes, governance and organization that supports transformation, and a team culture that embraces transformation.

We are also targeting major improvements with radical changes in six areas:

- We are establishing a potential customer-oriented marketing structure.
- We fill our capacity with a pipeline approach.
- We are launching new products with our project management structure.
- We prioritise customer experience at the core of our operations.
- We ensure operational excellence through our Service Level Agreement (SLA) structure.
- We are making our processes more transparent with new Key Performance Indicators (KPIs) and a governance model.

Vision Shaping the Future

Digital transformation has enabled us to enhance the agility, efficiency and data-driven decision-making capabilities of our organisational structure. We have redesigned our marketing, sales and sales operations with modern technology architecture. We have spread the data-based decision-making culture throughout the company, and we have maximized measurability and accountability in all our processes with a KPI-oriented management approach.

At GCA, digital transformation is not just a technology investment; We see it as a human, environment and value-oriented cultural transformation. With every step we take within the scope of the "GCA for the Future" program, we are moving our company to a more sustainable, innovative and competitive structure. At the same time, we are shaping the future of the glass packaging industry today.

Information Security

In today's world, where digitalization is accelerating, cybersecurity, the protection of information infrastructure, and data privacy are of critical importance. At GCA, we are firmly committed to taking the necessary measures to ensure information security, creating a safe digital environment, and rigorously implementing data privacy policies.

During the reporting period, no complaints were received regarding the loss of customer information or its disclosure to third parties.

We adopt a sustainable and proactive approach to information security. In this context, we launched our centralized Security Information and Event Management (SIEM) system to enable holistic monitoring and management of security incidents, allowing us to detect threats at an early stage and increase our rapid response capacity. We updated our website security procedures to identify potential vulnerabilities in advance, prioritizing the protection of both company and customer data. For file sharing, we rolled out a secure platform across the organization, minimizing risks of data loss, privacy breaches, and reputational damage, while ensuring both data integrity and traceability alongside operational efficiency. By optimizing access controls, we eliminated unnecessary authorizations, thereby reducing the risk of errors and strengthening legal compliance. Through the centralized management of privileged access, we prevent unauthorized entry, monitor user activities, and detect data breaches at an early stage. Furthermore, by modernizing our network infrastructure, we reinforced access controls and secured all data communication with end-to-end encryption, creating a safe, flexible, and high-performance communication network. With this holistic security approach, we both safeguard our digital assets and ensure full compliance with regulations, thereby strengthening corporate data security.

Supply Chain Management

We do not limit sustainability to our own operations; we are determined to extend this approach across our entire value chain. We strengthen our sustainability vision in supply chain management with environmental, social, and governance (ESG) criteria, adopting long-term and responsible partnerships as a core principle.

To ensure supply security, we research each procurement item and work simultaneously with at least three suppliers. In 2024, we adopted a tender system to better manage procurement processes and expand our supplier network.

We carefully evaluate our suppliers based on criteria such as product safety, quality standards, legal compliance, and product defense. In addition, we assess our suppliers who provide critical inputs against criteria outlined in a checklist covering sustainability issues. Depending on the type of service, we review social compliance and quality management certificates and, when necessary, conduct on-site audits to determine risk levels. For suppliers providing strategic inputs such as raw materials, molds, and packaging, we implement a comprehensive evaluation system and regularly monitor performance criteria such as quality, environmental standards, price stability, on-time delivery, and quantity deviations. In cases of underperformance, we request corrective actions and, when necessary, turn to alternative business partners.

At the beginning of each year, our Procurement and Quality departments jointly determine the suppliers to be audited and the audit schedule. Throughout the year, we conduct comprehensive audits covering aspects such as management structures, organizational processes, and quality criteria.

In order to reinforce our commitment to ethical trade and occupational health and safety, we have signed the Ethical Trade Initiative (ETI) Base Code with our key suppliers. In addition, for external service procurements carried out at our facilities, we require the signing of an Occupational Health and Safety (OHS) specification, ensuring through contractual provisions that employees working in contracted jobs comply with labor law and OHS regulations. This systematic approach enhances both final product quality and safety while also improving our operational efficiency.

In 2024, no supplier relationships were terminated as a result of audits, and our Supplier Commitment Score was recorded at **89%**.

To improve the sustainability competence of our suppliers, we regularly apply the Supplier Social Responsibility Survey, collecting information on business ethics, social responsibility, sustainability reporting, management systems, and training activities, and conducting holistic evaluations.

Through all these practices, we aim to build a supply structure that is not only cost- and quality-focused but also ethical, transparent, and environmentally responsible—creating long-term value. We remain committed to sustainability principles and work toward a more responsible, resilient, and effective supply chain.

In 2024, **86%** of our total procurement spending was carried out with local suppliers. Out of our **718** suppliers, **656** were local business partners.

Business Ethics and Legal Compliance

We manage our business ethics and legal compliance processes within the framework of practices across Gürok Group. Compliance management within the Group is structured around the goals of corporate sustainability, detection of violations, reputation management, and prevention of fraud risks. We conduct this process on the basis of full compliance with national and international legislations, sectoral regulations, and corporate ethical values, and we pursue it with a sense of corporate responsibility.

We establish and monitor our procedures and practices in line with legal regulations such as the Labor Law No. 4857, the Occupational Health and Safety Law No. 6331, and the Social Insurance and General Health Insurance Law No. 5510. We prepare compliance policies and procedures and make them accessible to all employees via the company intranet. These documents—covering ethical principles, anti-bribery and anti-corruption, anti–money laundering, and fraud risk management, as well as rules on giving/receiving gifts, reporting ethical breaches, and preventing retaliation—are prepared in accordance with legal requirements and updated as needed.

We plan compliance audit activities. The audit process is structured to monitor compliance with national and international legal regulations and internal company procedures, to combat bribery and corruption, to prevent money laundering, and to ensure fraud risk management.

In line with our understanding of business ethics, we implement policies and practices at GCA that support social compliance. For our employees, we provide corporate social responsibility trainings covering topics such as the prevention of child labor, combating discrimination and harassment, disciplinary practices, employee representation, and the effective operation of recommendation, suggestion, and complaint systems. We follow company policies that safeguard employee rights and uphold high OHS standards. In 2024, our management team participated in a 75 person-hour compliance training.

We successfully completed the SMETA 7.0 SEDEX audit in 2024. This result confirms that our working conditions, human rights practices, and business ethics standards comply with international requirements.

During the reporting period, we encountered no cases or penalties related to anti-competitive behavior, cartels or monopolistic practices, international sanctions and trade restrictions, or non-compliance with legal regulations.

We conduct annual audits of all our departments through Gürok Group's Internal Audit Directorate. The Directorate then reports the results of these audits to the Board of Directors. In 2024, we evaluated all GCA business units as part of the internal audit process. We also consider risks related to ethical violations during our audits.

At GCA, we organize Compliance Training for managers. This training provides comprehensive content on business ethics, human rights, anti-corruption, and ethical principles. It covers corporate principles, the functioning of the Ethics Committee, methods for combating fraud and bribery, and national and international legislations on preventing money laundering. We work to raise awareness among all employees on these matters, prevent ethical violations, and establish the necessary infrastructure for safe reporting of breaches. In line with our "Zero-Tolerance" policy, we aim for full compliance with laws and ethical rules. Through training, we seek to ensure the sustainable development of our corporate culture on the basis of ethical values.

All stakeholders can report any ethical violations, misconduct, or situations that may contravene ethical rules through ihbar@gca.com. In addition, our employees are welcome to share their feedback at any time via the complaint and suggestion boxes located throughout the site. The initial assessment of reports is carried out by the Chair of the Ethics Committee. Matters are handled confidentially; the Ethics Committee is convened to complete evaluation and investigation processes. Decisions taken by the Committee are implemented and all processes are reported to the General Manager. The Human Resources Manager also serves as the Chair of the Ethics Committee. Should an external opinion be required, individuals designated by the Chair of the Ethics Committee may be invited to attend the committee to provide their opinion.

For a Sustainable Future

At GCA, we create a happy and safe working environment for all our employees and implement projects that generate social value for our community. Through our initiatives, we support sustainable development.

Highlights

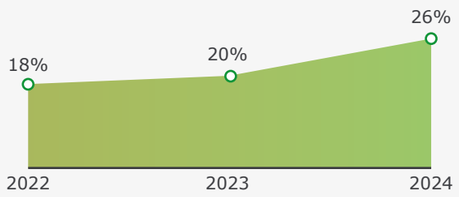
Local employment rate	Women in managerial positions	Total training hours
91%	**>30%**	**24,918**

Equality and Inclusion

We regard equality and inclusion as fundamental pillars of our corporate culture and take responsibility for providing all employees with a fair, supportive, and inclusive workplace. We embrace diversity and strive to create an environment in which every individual can fulfil their potential.

In line with our Social Responsibility Policy, we guarantee equal rights and opportunities for all employees. In particular, we set an example in the glass production industry, where women's employment remains low, by pioneering women's participation in the hot end.

Percentage of Female White Collar Employees



We respect the uniqueness of each of our employees and embrace these differences as an enrichment to our organisation. From recruitment to career development, we demonstrate zero tolerance for discrimination. We actively strive to attract individuals from diverse backgrounds, skills, and perspectives into our organization.

To encourage a healthy work-life balance, we offer hybrid working models and a supportive workplace environment. We support our employees by providing additional benefits during holiday periods and offering support on special occasions such as births and marriages. We also offer performance-based bonus payments and overtime pay that exceeds legal limits. Additionally, we provide winter heating allowances, daily meal support, and shopping cards for essential needs, aiming to make our employees' lives easier.

Women currently represent over
30%
of leadership positions, and we are committed to increasing this ratio further.*

**The calculation indicates the percentage of women working in managerial and senior leadership positions.*

To safeguard our employees' future and improve their quality of life, we provide additional advantages such as language compensation for those who certify their proficiency through exams, and comprehensive private health insurance.

As part of our work-life balance practices, we go beyond legal requirements by offering extended maternity, paternity, nursing, marriage leaves, and academic leave for employees pursuing postgraduate studies. For us, equality and inclusion are not just goals but integral to our daily operations.

Laying the Groundwork for the "Equality for Women at Work" Certification

Equality for Women at Work Certificate is an independent assessment that verifies institutions' practices in advancing gender equality. The certification evaluates management systems, recruitment, occupational health and safety, supply chain, and social impact. Valid for two years, the certificate enhances corporate reputation, employee engagement, and sustainable governance. In this context, Gürok Group companies completed the necessary data preparation in 2024. We submitted our applications in June 2025, and by the end of 2025, an accredited audit body will review compliance with certification requirements.

Our Social Responsibility Policy

We are committed to full compliance with local and national legislations as well as ethical standards in all regions where we operate. No individuals under compulsory labor or convicted status are part of our workforce. We strongly oppose child labor and strictly prohibit the employment of individuals below the legal minimum age.

Working hours and overtime practices are regulated in line with applicable laws, with overtime compensated at rates above legal requirements. We ensure that all employees take their entitled weekly rest days.

In recruitment and promotion processes, we consider only individuals' competencies and job-related skills. We categorically prohibit discrimination based on race, gender, sexual orientation, nationality, religion, or disability. During the reporting period, no discrimination-related cases were recorded.

Our "GCA Code of Business Ethics Procedure" is in place to ensure compliance with laws and ethical values. Regular training sessions are provided to raise awareness of ethics and strengthen corporate responsibility. Clear procedures are communicated for addressing unethical conduct, and the GCA Ethics Committee evaluates such matters with confidentiality. We also remain open to social responsibility audits conducted by our customers and stakeholders.

Employee Experience

We believe our most valuable capital is our people. We prioritize employee satisfaction, professional growth, and workplace experience, recognizing them as the foundation of our sustainable success.

To this end, we implement leadership development programs that prepare employees for future roles and enable them to manage their own learning through online platforms. Our Competency Mentorship Program accelerates onboarding for new hires.

To enrich employee experience, we organize social events such as picnics, iftar dinners, and New Year celebrations under the theme of "Happy Hours" fostering team spirit and interaction beyond the workplace. These activities have proven to positively influence motivation and engagement.

Through regular satisfaction surveys, we collect employee feedback and integrate it into our improvement processes.

We support our employees in their higher education. Employees pursuing master's and doctoral programmes are entitled to **one day** of study leave **per week**.

Regular performance reviews are conducted to strengthen employee engagement and support individual development.

By adhering to equal opportunity principles in recruitment, we provide all candidates with fair evaluation processes. Increasing women's participation and promoting diversity across all levels are priorities embedded in our inclusive HR policies. **Moreover, with our 91% local employment rate, we contribute to the economic development of the region.**

We consider supporting the development of young talents and providing the labour market with qualified individuals to be among our primary responsibilities. Throughout the year, we collaborate with universities, participate in career days, and directly engage with students to inform them about GCA and the glass packaging industry, while supporting their career journeys.

GCA Career Forward Program

We have launched the GCA Career Forward brand by combining the knowledge of our experienced professionals with the innovative perspectives of the younger generation. Launched under the motto "Proceed For the Future" this program reflects our vision of building a strong employer brand. With flexible working models and a supportive environment, we foster both career growth and work-life balance. By unlocking the potential of young talents, we aim to prepare them for the future with confidence.

Reverse Mentoring Project

GCA Career Forward: The First Step Towards a Sustainable Corporate Culture Through Reverse Mentoring

As part of Career Forward, we initiated a Reverse Mentoring Program, fostering intergenerational knowledge-sharing and reinforcing our focus on innovation, inclusiveness, and cultural diversity. Young colleagues and project interns met with GCA's General Manager, Dr. Abdullah Gayret, laying the foundation for a company-wide learning culture.

We believe that sustainability also hinges on organisations embracing change and establishing learning-oriented structures. Our new mentoring approach is a tangible reflection of our long-term corporate sustainability vision.

Talent Management

Corporate Development Vision

Gürok Academy plays a vital role in cultivating future leaders through education and development programs aligned with our corporate values. Designed around the themes of "Performance" and "Commitment," these programs enhance employees' personal growth, work performance, and organizational loyalty.

We categorise the training programmes offered within the Academy into three groups: the **Developing Leaders Major Programs**, the **Professional Excellence Major Programs**, and the **Sustainability Major Programs**.

Developing Leader Major Programs

Leadership Development Programs

In the field of management, we have launched the programs "The Manager's Leadership Journey", "Strategic Leadership", and "Inspiring Leadership" to strengthen the leadership capabilities of employees at different levels. Through these programs, we enhance our employees' managerial competencies step by step and systematically plan their leadership journeys. We enrich our training sessions with interactive workshops, applied exercises, and simulations, offering participants an experience-oriented learning environment.

Internal Trainer Program

With our Internal Trainer Program, designed for employees who volunteer to share their knowledge and experience within the organization, we offer participants a comprehensive development process on the path to professional training. Those who successfully complete this six-level program are entitled to receive the title of in-house professional trainer.

Internal trainer candidates who complete the "Training of the Trainer" module collaborate with Gürok Academy trainers to determine training content and prepare their own training programs. Throughout this process, mentor trainers accompany the candidates, transferring their knowledge and experience while providing guidance and support.

Through Gürok Academy, we aim to contribute to both the personal development of our employees and the long-term, sustainable success of our company by training leaders and professionals who are experts in every field.

Professional Excellence Major Programs

Sales Development Program

We have developed the Sales Development Programme to enhance the competencies of sales professionals at different experience levels. This five-module programme aims to strengthen fundamental sales skills, introduce tools used in sales processes and ensure these are applied effectively. The programme provides participants with in-depth knowledge of topics such as active listening, powerful questioning, proposal preparation, managing concessions, and closing the sale. Additionally, the 'Mindfulness Training' offered as part of the programme supports participants in developing emotional resilience and stress management skills.

Lean Engineering and Lean Site Leadership Program

We have designed the Lean Engineering and Lean Site Leadership Programme to teach lean production principles to shift supervisors, technicians, engineers and managers, ensuring they implement these principles in practice. The three-stage programme covers fundamental lean production concepts, the associated tools and real-world applications. Our objective is to ensure that participants fully understand the lean mindset and are able to apply it by the end of the programme.

Lean Supply Chain Program

Through our Lean Supply Chain Programme, which we run in an integrated manner with our Lean Engineering Programme, we aim to increase the effectiveness of lean applications in supply chain and planning areas. This programme, which consists of three main stages, includes lean supply chain management, related tools, and field application processes. Upon completion of the training, participants will have acquired the knowledge and skills to design an efficient and sustainable supply chain system using lean techniques.

TRIZ – Theory of Inventive Problem Solving

A cornerstone of creative engineering training, TRIZ is a 12-day, three-level program comprising six modules. Originating in Russia, the TRIZ methodology is based on analyzing over three million patents to identify systematic innovation patterns, offering creative solutions for product and process design challenges. The first Level 3 TRIZ practitioners in Türkiye graduated from this program.

Sustainability Programs

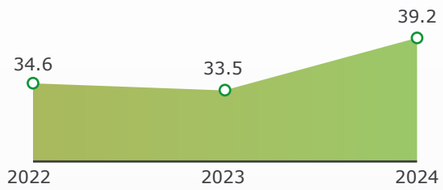
Sustainability Training Program

Aligned with the United Nations Sustainable Development Goals (SDGs) adopted by Gürok Group, this program was designed to raise employees' awareness of sustainability while enhancing their knowledge and skills.

The program equips participants with the competencies to actively contribute to the company's sustainability goals. Structured in a modular format, the training adapts to different learning styles and needs, providing in-depth learning opportunities and a comprehensive development journey at each stage.

Our 2030 Goal:
50 hours of training per employee annually.

Training Hours Per Employee



All Trainings (by Type)	Unit	2022	2023	2024
Professional Development	Hours	3,517	4,009	7,465
Personal Development	Hours	1,696	1,205	1,184
Occupational Health and Safety	Hours	9,167	11,860	12,560
Environmental Trainings	Hours	604	680	871
Product Safety / BRC	Hours	1,664	1,550	1,780
Other	Hours	2,521	1,123	1,058
Total Training Hours	**Hours**	**19,169**	**20,427**	**24,918**
Training Hours per Employee	Hours/Employee	34.6	33.5	39.2

Total training expenditure increased by **135%** in 2023 and by a further **132%** in 2024.

Training expenditure has increased **5.5** times over the last two years.

Training expenditure per employee increased by **114%** in 2023 and by a further **122%** in 2024

Compared to the base year of 2022, training expenditure per employee has increased by **4.8** times over the past two years.

Occupational Health and Safety (OHS)

We consider Occupational Health and Safety (OHS) as one of our top priorities and implement comprehensive policies and practices to safeguard our employees' health and safety. We take all necessary precautions to create a safe workplace and prevent occupational accidents, while continuously improving our processes.

To promote engagement and awareness, we recognize employees who contribute to OHS processes through our "OHS Employee of the Month/Year" award program. Candidates are nominated based on suggestions from various departments, and the OHS Committee selects four employees each month. By the end of the year, one of them is honored as the "OHS Employee of the Year." This system strengthens OHS awareness and encourages active employee participation.

Our OHS policy is built on proactive approaches and continuous improvement. We conduct regular risk assessments to identify potential hazards and minimize risks. On-site inspections and performance reviews are carried out periodically, enabling us to promptly identify deficiencies and implement corrective actions. All incidents are analyzed by expert teams from relevant departments, and root cause analyses are conducted to develop permanent solutions.

Each business unit holds at least one OHS Committee meeting per month, attended by employee representatives exceeding the number required by law. These meetings result in concrete actions addressing nonconformities, near-miss cases, and areas for improvement. Additionally, we provide employees with easy reporting channels through "near-miss boxes" placed in visible locations across our facilities.

Our facilities include a 24/7 on-site infirmary staffed by Health Support Staff (HSS), ensuring immediate response to emergencies. Employee and candidate health screenings are carried out in cooperation with contracted private hospitals. Based on company physicians' evaluations, employees in need are referred to specialized healthcare providers for further examinations.

Beyond legal compliance, our OHS practices focus on raising awareness and continuous improvement. We regularly review and update our OHS management system, conduct necessary measurements, and ensure the maintenance and inspection of all personal protective equipment (PPE). Employees also receive regular OHS training to strengthen their awareness.

We organise OHS campaigns to promote a culture of safety among our employees and stakeholders. All preventive measures and actions are monitored and reported through periodic OHS reports.

By integrating technology into our OHS processes, we manage operations more effectively and efficiently. At GCA, we embed OHS into the core of our business culture, follow best practices, and continuously improve our systems to ensure a safe and healthy workplace. Our OHS policy reflects our firm commitment to protecting the health and safety of our employees and all stakeholders.

Social Responsibility Projects

Our core objective is to ensure excellence in all aspects of our operations and creating value for our stakeholders, society, and future generations. In line with this, we continue our efforts in various areas primarily environment, education, and healthcare guided by an approach that prioritizes sustainable development and social responsibility.

By collaborating with non-governmental organizations, public institutions, and various local and international organizations, we have adopted the principle of contributing both to our company and to the communities in which we operate. We continue to embody our commitment to a sustainable world through the social responsibility projects we implement and the events we participate in.

We proudly received the **Platinum Sponsorship Award** at the Central Anatolia Career Fair organized by Anadolu University.

Empowering Youth through Mentorship

We attach great importance to supporting the career development of young people and contributing sustainably to society. For three consecutive years, in cooperation with the Kütahya Chamber of Commerce and Industry (KÜTSO), we have actively supported the Mentorship Program carried out at Kütahya Dumlupınar University. Through this program, our volunteer employees provide one-on-one mentoring to university students, helping them to define their career goals and prepare them for professional life with greater awareness and competence. The program also strengthens our employees' sense of social responsibility and offers a valuable platform that encourages mutual learning.

Our Long-Term Internship Program: Internstellar

Our Internstellar Internship Program is a tangible indicator of our contribution to youth employment. The program aims to help young people gain real work experience and prepare for professional life by developing projects. Each year, we further improve Internstellar with the goal of reaching more young people and equipping them for the future.

A Tree for Everyone!

In 2024, we took a step to contribute to afforestation efforts. On behalf of GCA, we donated for the planting of saplings in Türkiye's forests to protect the health of our planet and our country, and to safeguard our forests, which are the lungs of the Earth. Through such initiatives, we aim to encourage afforestation.

EKOMAT Project Awarded the Green Dot Incentive Prize

On December 17, 2024, the "Extended Producer Responsibility (EPR) Conference and Green Dot Industry Awards" organized by the ÇEVKO Foundation was held in Istanbul with the participation of representatives from the public sector, private sector, NGOs, and academia. As GCA, we took part in this meaningful event as a Gold Sponsor and were honored with the Green Dot Incentive Award.

Dialogue on Climate Change and Sustainability Developments

As a Board Member of the ÇEVKO Foundation, GCA participated in the online event "Recent Developments in Climate Change and Sustainability" held on March 25. The dialogue addressed the impacts of sustainability and climate change and shared updates on the current situation. Representatives from academia, the private sector, and government institutions came together to exchange valuable knowledge and insights.

Appendices

Abbreviations

ASD	Packaging Manufacturers Association
ÇEVKO	Environmental Protection and Packaging Waste Recovery Foundation
FEVE	European Container Glass Federation
GRI	Global Reporting Initiative
ISO	International Organization for Standardization
OHS	Occupational Health and Safety
MASUDER	Turkish Mineral Water Producers Association
MRV	Monitoring, Reporting, and Verification of Greenhouse Gas Emissions
SDG	Sustainable Development Goals
SUDER	Packaged Water Producers Association
TİM	Turkish Exporters Assembly

Environmental Performance Indicators

Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1	tCO_2eq/gross tonnes	0.490	0.519	0.485
Scope 2	tCO_2eq/gross tonnes	0.102	0.104	0.104
Total	**tCO_2eq/gross tonnes**	**0.592**	**0.623**	**0.589**
Total greenhouse gas emissions	tonnes of CO_2e	282,042	274,188	273,528

Energy Management	Unit	2022	2023	2024
Natural Gas	m^3	35,611,853	35,841,654	37,728,819
Electricity	kWh	57,984,719	57,020,759	58,295,895
Total Energy Consumption	**kWh**	**436,894,835**	**438,375,958**	**459,730,530**
Energy Consumption Per Tonnes of Product	kWh/tonnes	1,773	1,838	1,935

Waste Amount by Type	Unit	2022	2023	2024
Hazardous Waste	Tonnes	51	50	49
Non-Hazardous Wastes	Tonnes	919	948	1,036
Total Waste	**Tonnes**	**970**	**998**	**1,085**

According to Disposal Management	Unit	2022	2023	2024
Amount of Waste Prevented from Disposal Through Recycling	Tonnes	542	504	581

Water Consumption	Unit	2022	2023	2024
Water Consumption	m^3	133,592	117,298	122,868
Water Use per Unit	m^3 water/product	0.68	0.48	0.6
Water Recycled*	m^3	-	-	1,695,060
Total Water Waste Discharge	**m^3**	**43,818**	**40,356**	**39,635**

Material Consumption	Unit	2022	2023	2024
Total Raw Material/Material Consumption	Tonnes	246,627	238,548	237,561
Total Recycled Raw Material/Material Consumption	Tonnes	50,263	46,743	43,704
Total Paper Packaging Comsumption	Tonnes	1,857	1,692	1,946
Quantity Of Virgin Raw Material Avoided	Tonnes	50,409	48,800	48,615

** In 2022 and 2023, the amount of water recycled amounted to approximately 1.7 million cubic metres per year.*

Social Performance Indicators

Workforce

By Employment Type	Unit	2022	2023	2024
White Collar - Female	Person	14	18	24
White Collar - Male	Person	65	74	69
Blue Collar - Female	Person	55	56	57
Blue Collar - Male	Person	420	462	486
Total	**Person**	**554**	**610**	**636**
White Collar Female Employee Ratio	Percentage	18	20	26
Blue Collar Female Employee Ratio	Percentage	12	11	10
Total Female Employee Ratio	**Percentage**	**12**	**12**	**13**

By Gender	Unit	2022	2023	2024
Male	Person	485	536	555
Female	Person	69	74	81
Total	**Person**	**554**	**610**	**636**

By Age	Unit	2022	2023	2024
18-30 Years Female	Ratio (%)	7	8	8
18-30 Years Male	Ratio (%)	52	53	51
31-40 Years Female	Ratio (%)	4	4	4
31-40 Years Male	Ratio (%)	28	25	25
Year 40+ Female	Ratio (%)	1	2	1
Year 40+ Male	Ratio (%)	8	8	11

By Management Category	Unit	2022	2023	2024
Top Executive	Male (%)	100	100	67
	Female (%)	0	0	33
Manager	Male (%)	64	64	69
	Female (%)	36	36	31
Executive	Male (%)	79	85	86
	Female (%)	21	15	14

Remuneration Rate	Unit	2022	2023	2024
Basic Salary and Remuneration of Women to Men	Ratio	1	1	1

Training Type	Unit	2022	2023	2024
Professional Development	Hour	3,517	4,009	7,465
Personal Development	Hour	1,696	1,205	1,184
Occupational Health and Safety	Hour	9,167	11,860	12,560
Environmental Trainings	Hour	604	680	871
Product Safety / BRC	Hour	1,664	1,550	1,780
Other	Hour	2,521	1,123	1,058
Total Training Hours	**Hour**	**19,169**	**20,427**	**24,918**
Training Hours per Employee	Hour/Person	34.6	33.5	39.2

Violation Indicators	Unit	2022	2023	2024
Recall Events	Number	0	0	0
Ethical Violations	Number	0	0	0
Failed External Audits	Number	0	0	0
Major Spills and Leakages	Number	0	0	0

Accident Type and Rate	Unit	2022	2023	2024
Accident Frequency Rate*	Rate	29.3	29.4	28.7
Employees Diagnosed with Occupational Disease	Person	0	0	1
Fatal Work Accident	Person	0	0	0

**Rates are calculated on the basis of lost-time accident statistics.*

OHS Comittees		2022	2023	2024
Number of OHS Committees	Number	1	1	1
Total Number of Committee Members	Number	18	18	20
Number of Employee Representatives in Committees	Number	8	8	10

GRI Content Index

Statement of Use : GCA has prepared its report covering the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

Use of GRI 1 : GRI Foundation 2021

Applicable GRI Sector Standard(s) : /

Gri Standard/ Other Source	Disclosure	Location
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	About GCA, p.13
	2-2 Entities included in the organization's sustainability reporting	About The Report, p.3
	2-3 Reporting period, frequency and contact point	About The Report, p.3
	2-4 Restatements of information	GRI Content Index: There is no restated information in the report.
	2-5 External assurance	GRI Content Index: No external assurance has been obtained.
	2-6 Activities, value chain and other business relationships	About GCA, p.13
	2-7 Employees	Social Performance Indicators, p.80
	2-8 Workers who are not employees	GRI Content Index: Cleaning and catering services are provided by workers covered by indirect employment. 40 employees work in this scope.
	2-9 Governance structure and composition	Sustainability Management Structure, p.20-21
	2-10 Nomination and selection of the highest governance body	Sustainability Management Structure, p.20-21
	2-11 Chair of the highest governance body	Sustainability Management Structure, p.20-21
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management Structure, p.20-21
	2-13 Delegation of responsibility for managing impacts	Sustainability Management Structure, p.20-21
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management Structure, p.20-21
	2-15 Conflicts of interest	Confidentiality constraints
	2-16 Communication of critical concerns	Sustainability Management Structure, p.20-21; Materiality Analysis, p.26
	2-17 Collective knowledge of the highest governance body	Sustainability Management Structure, p.20-21
	2-18 Evaluation of the performance of the highest governance body	Confidentiality constraints
	2-19 Remuneration policies	Our Social Responsibility Policy, p.67
	2-20 Process to determine remuneration	Confidentiality constraints
	2-21 Annual total compensation ratio	Confidentiality constraints
	2-22 Statement on sustainable development strategy	Message From The General Manager, p.6-7 ;Contributions to Sustainable Development Goals, p.28-29
	2-23 Policy commitments	Sustainability Approach, p.18-19
	2-24 Embedding policy commitments	Sustainability Approach, p.18-19
	2-25 Processes to remediate negative impacts	Contributions to Sustainable Development Goals, p.28-29
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Legal Compliance, p.62-63; Sparkling Suggestion Reward System, p.56
	2-27 Compliance with laws and regulations	Business Ethics and Legal Compliance, p.62-63
	2-28 Membership associations	Our Memberships and Our Sectoral Partnerships, p.32-33
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p.27
	2-30 Collective bargaining agreements	Confidentiality constraints
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis, p.26
	3-2 List of material topics	Contributions to Sustainable Development Goals, p.28-29
Business Ethics and Compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Legal Compliance, p.62-63
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Legal Compliance, p.62-63
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Legal Compliance, p.62-63
R&D and Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	R&D and Innovation, p.54-55

GRI Content Index

Gri Standard/ Other Source	Disclosure	Location
Material Topics		
Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management, p.46-47
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, p.46-47
	303-3 Water withdrawal	Water Management, p.46-47; Environmental Performance Indicators, p.77
	303-4 Water discharge	Water Management, p.46-47; Environmental Performance Indicators, p.77
	303-5 Water consumption	Water Management, p.46-47; Environmental Performance Indicators, p.77
Employee Development and Talent Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Social Responsibility Policy, p.67; Employee Experience, p.68-69
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management, p.72; Social Performance Indicators, p.81
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management, p.80-72
Digitalization		
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization, p.57
Combating Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate and Environmental Management, p.36-37
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emission Management, p.38-40; Environmental Performance Indicators, p.77
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emission Management, p.38-40; Environmental Performance Indicators, p.77
	305-4 GHG emissions intensity	Energy and Emission Management, p.38-40; Environmental Performance Indicators, p.77
	305-5 Reduction of GHG emissions	Net Zero Emissions, p.37; Energy and Emission Management, p.38-40

Gri Standard/ Other Source	Disclosure	Location
Material Topics		
Occupational Health and Safety (OHS)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety, p.73
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p.73
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p.73
	403-3 Occupational health services	Occupational Health and Safety, p.73
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p.73; Social Performance Indicators, p.81
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p.72; Social Performance Indicators, p.81
	403-6 Promotion of worker health	Occupational Health and Safety, p.73
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p.73
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, p.73
	403-9 Work-related injuries	Social Performance Indicators, p.81
	403-10 Work-related ill health	Social Performance Indicators, p.81
Energy Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Emission Management, p.38-40
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators, p.79
	302-3 Energy intensity	Environmental Performance Indicators, p.79
	302-4 Reduction of energy consumption	Energy and Emission Management, p.38-40
Responsible Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Waste Management, p.42-43
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Responsible Waste Management, p.42-43
	306-2 Management of significant waste-related impacts	Responsible Waste Management, p.42-43
	306-3 Waste generated	Responsible Waste Management, p.42-43; Environmental Performance Indicators, p.79
	306-4 Waste diverted from disposal	Responsible Waste Management, p.42-43; Environmental Performance Indicators, p.79
Product Safety and Quality		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Production Process, p.50-51; Customer Experience, p.52-53
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environmental Performance Indicators, p.79
	301-2 Recycled input materials used	Environmental Performance Indicators, p.79

Contact

GCA Production Facility

Adress : 1. Organize Sanayi Bölgesi, Rıza Güral Caddesi No:1 Merkez / Kütahya
Telephone : +90 274 277 0120 (pbx)
Fax : +90 274 277 0120 (pbx)
E-mail : info@gca.com

GCA Sales and Marketing Office

Adress : Esentepe Mah. Cevizli D-100 Güney Yanyol Cad. No:25 Lapishan Kat:8, 34870, Soğanlık, Kartal/İstanbul
Telephone : +90 216 488 66 00
Fax : +90 216 576 22 62
E-mail : info@gca.com

Social Media Accounts

@gcaturkiye

Report Publication Date: October 2025

Reporting Consultant and Design

www.kiymetiharbiye.com

Legal Disclaimer:

GCA Sustainability Report 2024 ("Report") has been prepared by GCA ("GCA"). All information, opinions and assessments included in this Report, which do not qualify as complete, were provided by GCA and have not been independently verified for the purposes of this Report, except for data on energy, water and greenhouse gas emissions. This Report has been prepared for informational purposes only and does not aim to form the basis for any investment decision. All information and related documents contained in this Report are believed to be accurate as of the period covered by the Report, and the information has been disclosed in good faith based on reliable sources. However, GCA makes no representations, warranties or undertakings regarding this information. Accordingly, GCA, GCA shareholders, GCA affiliates or their board of directors, employees and advisors, directly or indirectly, as a result of any information or communication disclosed within the scope of this Report or as a result of information based on or not included in this Report is not responsible for any loss or damage that may be incurred indirectly.

GCAI