

Our dream
SUPER FUTURE





Our dream
SUPER FUTURE



About the Report	8
Letters from Group Leader and General Manager	10
Group Leader	10
General Manager	12
About Super Film	16
Investments	16
Mission and Vision	17
History	18
Super Film's Profile	20
Target Sectors and Targeted Product Typologies / Types	21
Corporate Governance	22
Memberships	23
Sustainability Strategy	23
Sustainability Governance	26
Sustainability Committee	26
Sustainability Principles	27
Sustainability Operations	30
Environmental Sustainability Goals	30
Ecovadis	30
SEDEX	31
NEXTLOOPP	31
Following Circular Economy Principles with CEFLEX	32
BOPET Films Europe	32
ISCC (The International Sustainability and Carbon Certification)	32
Life Cycle Assessment (LCA)	33
Corporate Carbon Footprint	33
BRC (British Retail Consortium Global Standards)	33
Sustainability Risk and Opportunity Analysis	34
Stakeholder Engagement and Materiality Analysis	40
Business Model	48
Process Management	51
Effective Policies and Management Systems	56
National & International Fairs and Awards	60
Digitalization	62
Digital Transformation Journey	64

Table of Contents

Network Security	65	Appendix	132
Information Security	68	Performance Indicators	134
Innovation	69	Economic Performance Indicators	134
Supply Chain Management	77	Social Performance Indicators	134
Raw Materials and Intermediate Goods	77	Environmental Performance Indicators	144
Sustainability in Supply Chain	78	Other Performance Indicators	146
Business Ethics	82	ESG Goals	148
Climate	86	GRI Content Index	152
Energy Management	90	Sustainable Development Goals (SDG) Index	163
Energy Management Training and Banner-Poster Studies	90		
Energy Efficiency and Renewable Energy Studies	92		
Energy Efficiency Project Achievements	94		
Emission Control	94		
Emission Reduction through Responsible Consumption of Energy Resources	96		
Air and Noise Quality	97		
Waste Management and Minimization	98		
Emergency Preparedness	99		
Waste Management Training	100		
Water and Effluents	100		
Water Conservation Efforts	102		
Water Footprint Studies	102		
Environmentally Friendly Service	103		
Environmentally Friendly Packaging	104		
3R Approach for Circular Economic Activities (Reduce - Recycle - Reuse)	105		
People	110		
Compliance with Human Rights	112		
Employee Satisfaction and Development	116		
Occupational Health and Safety	124		
Consumer Health and Product Safety	126		
Customer Satisfaction	128		
Social Welfare	130		



Super Film is a pioneer in the flexible packaging industry as a reliable, responsible, innovative, and solution-oriented company founded on essential values with a well-established history.

Super Film is a pioneer in the flexible packaging industry as a reliable, responsible, innovative, and solution-oriented company founded on essential values with a well-established history. The company offers a wide range of products that make a difference by treating its environment, employees, and customers with respect.

Within the context of Super Film's first sustainability report in compliance with the GRI standards, the information indicated in the GRI context index covers the operations of the Gaziantep facility, where the company's headquarter is located, between 1 January 2022 and 31 December 2022. Super Film plans to report its future performance annually in accordance with international standards and will monitor and share its sustainability efforts in transparency.

Super Film, which is a company within Sanko Holding, proceeds on becoming a world company with the intention of being sustainable and as one of the driving forces of Türkiye with its experience of up to 30 years, Super Film takes efficiency as a core value in manufacturing and all other processes.

Sanko Holding; which is the parent company of Super Film, exports to more than 100 countries, operates in 11 different sectors at national and international levels and is one of the leading figures of Anatolian industrialization with its roots tracing back to the year 1904, Gaziantep. Today, the main operation areas of the Holding consist of textile, in which Super Film is the leader both in Türkiye and the region; energy, in which it is a pioneer in the industry with its sustainability investments; cement, which is one of the core components of the construction industry; and the packaging sector in which Super Film operates. In addition, Sanko Holding

also contributes to social development through investments in education, health, culture, and arts as well as social responsibility projects. Besides, Sanko Holding creates value for all stakeholders by providing employment to 14000 people and presenting world-class products and services under

Sanko Group. In line with the "The trick is honesty." principle of Sanko Holding's founder Sani Konukoğlu, it is seen that the subsidiary companies of the Holding also preserve its innovative and modern framework by embracing corporate values in the context of implementing contemporary services. As a well-established and respected subsidiary of Sanko Holding, Super Film creates value for all its stakeholders locally and globally by providing services in the packaging industry.

With its packaging solutions integrated with its corporate values, Super Film produces its services and products with a "circular economy" approach by paying close attention to the current developments in the world. The company acts in compliance with the principles of innovative thinking, technological infrastructure, and sustainability.

By being one of the essentials of the circular economy and closely related to the packaging sector, waste management and the use of flexible packaging materials produced with recycled raw materials enable the supply chain to use its own resources.

You can contact Super Film, which has both manufacturing and post-manufacturing responsibility awareness, at routesustainability@superfilm.com for any questions and comments on the sustainability approach and other issues within the context of this report. **Super Film will be more than happy to receive feedback and comments from its stakeholders.**



Dear Stakeholders,

On February 6, 2023, a devastating earthquake disaster occurred in the region where we operated. On the same day, we experienced consecutive earthquake disasters that severely affected 11 provinces in the region, including Gaziantep, where Super Film and SANKO Holding facilities are located.

I pray for Allah's mercy on our colleagues from SANKO Holding companies we lost, their families, and all our citizens, and wish condolences and patience for our country.

In the aftermath of the Kahramanmaraş earthquake, which was one of the most destructive earthquakes in the world in terms of its impact area and magnitude, we started an exemplary solidarity and cooperation campaign as a nation. At SANKO Holding and its subsidiaries, we participated in coordinated efforts with governmental institutions and agencies from the very beginning. We also participated in search and rescue operations with SANKO Gönüllüleri (SANKO Volunteers), including our friends from Super Film.

At SANKO Group, we built container cities consisting of a total of 1500 shipping containers in Gaziantep, Kahramanmaraş, and Adiyaman shortly after the earthquakes. At Sani Konukoğlu Foundation, Sanko University, and Sanko University Hospital, we made use of all means to provide necessary aid. I would like to emphasize the fact that we are continuing our efforts with determination in order to provide relief in the impacted area as quickly as possible.

In recent years, we have been frequently experiencing unpredictable events. The COVID-19 pandemic, which began in China at the end of 2019, had severe socioeconomic impacts on a global scale. 2022 was a year of recovery as the impact of the pandemic declined around the world. However, the conflict between Russia and Ukraine, which reached a peak in February 2023, caused a global wave of inflation as energy prices skyrocketed. Thereafter, we witnessed the earthquake disaster that deeply affected us all.

Despite all the negative circumstances, Super Film successfully completed 2022 by carefully monitoring global and regional changes and proactively evaluating risks and opportunities. Although the supply problems and the effects of the pandemic continued in 2022, Super Film, which continued its operations without interruption, achieved significant gains as a competitive advantage and managed to bring its customer satisfaction to the next level with its sustainable supply management understanding and

risk-based approach in this period when energy and raw material supply gained crucial importance.

Super Film's corporate sustainability transformation journey is successfully in progress thanks to the projects we completed in 2022.

I would like to talk about our Lüleburgaz factory, which is a good example of these projects. We completed 2022 as the "project year" for our Lüleburgaz plant, for which we finalized our plans in 2021, and where our BOPP 4 line with an installed capacity of 60,000 tons/year will be situated. Thanks to our project team consisting of our colleagues who are competent in their fields, we aim to put our project, which will set an example in the sustainability field both in our sector and in our country, into production by 2024. With this facility, Super Film, which will be geographically closer to its target market, will benefit significantly in terms of risk management and competition by producing in multiple facilities.

With my belief that Super Film, which managed to maintain its growth even in a period of changing global dynamics and uncertainty, will continue to complete value-creating projects in collaboration with its employees and all business partners, I would like to thank you, our valuable stakeholders, who have supported us throughout this year.

Best regards,

Cengiz KONUKOĞLU
Sanko Holding Board Member
Packaging Group Chair



Dear associates and esteemed colleagues,

We are deeply saddened by the earthquake that took place on February 6, 2023, affecting 11 provinces in our region. I pray for Allah's mercy on the SANKO Holding employees and fellow citizens who lost their lives and wish patience to their relatives and our country.

I believe it to be a great success that our facilities, which are located approximately 30 and 100 km from the epicenter, continued production within 10 days, despite the significantly shaken infrastructure of the region, which was due to the two major earthquakes that happened on the same day. After the earthquakes, our buildings and equipment were inspected by specialized experts, and the necessary security measures were successfully implemented. Once again, I would like to thank my esteemed colleagues whose devotion during this period enabled our operations to return to normal in a short period of time.

The series of unpredictable events that began with the COVID-19 pandemic that broke out at the end of 2019 carried on to 2022. While it was a welcome

development for the pandemic to be contained and brought under control, the Russia-Ukraine conflict that unfolded in February 2022 had extremely negative financial and political consequences. The war raging at Europe's doorstep raised security concerns to the highest level on the continent for the first time since the Second World War. On the other hand, the economic isolation of Russia, an important supplier of essential raw materials and energy, from the western bloc led to the most drastic energy bottleneck and price fluctuations the world has witnessed in recent years, particularly in Europe. This shift in energy and basic raw material flow also negatively affected the supply chain.

The packaging industry, which is heavily dependent on fossil-based raw materials and essential chemicals, was directly affected by this crisis. Supply constraints and the increase in input costs and energy prices led to fluctuations in the supply-demand balance, notably in the first half of 2022. Subsequently, the decline in demand as a result of rising price indices and inflation reduced interest in many packaged products. This led to a decline in consumption rates and demand in the packaging sector. Despite this fluctuating trend, our sector was able to maintain its steady growth on a global scale in 2022.

Through this period of unpredictability and crises, Super Film managed to distinguish itself from its competitors thanks to its successful procurement activities and operational competence. Carrying out its operations without any disruption in 2022 against challenging circumstances, Super Film was able to ensure supply security, which became a priority for customers.

Thanks to our Lüleburgaz factory scheduled to start operations in 2024, we will be one step closer to our goal of becoming the leading company in our sector. In addition to being among the largest producers in terms of capacity in our region, we are planning to approach target markets in line with our strategies. We will also operate a second facility where our processes will continue without being interrupted in extraordinary situations such as earthquake disasters.

In order to make our organic growth strategies sustainable, we are maintaining Super Film's ESG transformation efforts unwaveringly. Accordingly, we carried out successful operations in 2022 as well. We completed the organizational restructuring process; starting with the Board of Directors, we established the Supply Chain Directorate, which will help us achieve our strategic goals in terms of operational processes. We established the "Super Film Sustainability Committee" in order to effectively monitor the ESG transformation within our organization and to ensure bidirectional flow of information and feedback.

We continue to undertake projects that will support our capacity growth through digital transformation. In June 2023, we switched to a fully integrated ERP system thanks to our "SanShine" digital transformation project launched in 2022. We determined our ESG strategies in line with our reinforced organizational structure and defined goals and comprehensive action points to achieve sustainability transformation. We realized our SPP and rail transportation projects, which are of critical importance in reducing our carbon emissions.

We are proud to have maintained our leadership in the field of innovation through our sustainable packaging projects. We accelerated our efforts in developing products using renewable inputs that will reduce fossil resource dependency in flexible packaging products. Within this scope, our BOPP film project created using algal-derived raw materials, first won the Moon & Stars Packaging Award in Türkiye and then the 2023 Worldstar World Packaging Award, the most prestigious award in our sector, and we are proud to have won this award for the sixth time for our country.

At Super Film, in addition to using renewable resources in our products, we also prioritize the sales and marketing activities of our products that were produced with recycled materials within the scope of our circular production activities. Additionally, we are working on developing products that allow plastic packaging to be used multiple times, just like glass, metal, and paper.

I would like to thank our valuable colleagues and esteemed associates who have been instrumental to the 2022 achievements of Super Film, driven by the vision of becoming a world leader in its sector, and I hope you enjoy reading our sustainability report, enriched with artificial intelligence-based designs illustrating our passion for innovation.

Best regards,

Fahri Özer
General Manager

Our target
SUPER FUTURE



Investments

Super Film, which exports to 5 continents including Europe, America, Africa, Australia, and Asia, aims to increase its film production to 184,000 tons/year and its metallized coating capacity to 50,000 tons/year by 2024 with the new 10.4-meter 4th BOPP line and 6th metallizing machine investments to be constructed in Lüleburgaz.

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As Super Film our vision is become a leading global company with devotion to carry its value and mission to the highest level for a more habitable future.

The main reason for choosing a different location for the new BOPP capacity is to provide service from a second and closer location to Europe, where the company’s main market is located. The economic crises of recent years and the COVID pandemic have once again demonstrated the importance of supply chain security. Super Film, the leader of the domestic packaging sector, which plans to supply its products quickly and cost-effectively to Europe and the Marmara Region with its new location, is also in a position to export to all regions of the world from Lüleburgaz with its proximity to the port. With its increased capacity, it is planned to concentrate more on the North American and African markets as well as Europe. Super Film has started to work on the formation and training of the workforce that will take part in the project and production of the new facility, thus transferring its knowledge and experience to its new location. The company also aims to produce metallized coated barrier films, especially for products with low unit packaging weight in its new manufacturing facility. In the Lüleburgaz facility, where the latest technology machinery and equipment will be used, a sustainable approach in terms of environment and energy management has been at the forefront since the beginning of the project. With the launch of the investment, the company is expected to be one step closer to becoming one of the world’s top 10 largest packaging producers in terms of capacity.

As part of supporting the utilization of renewable energy sources as committed in the energy management system policy, the installation of solar power plants (SPP) on Super Film’s Gaziantep Campus has been

initiated. May 2022 With the 6.8 MWp solar power plant completed within the month, an annual total of 9,200 MWe of energy is produced. These investments are expected to reduce 4.288 tons of CO₂ emissions.

Concentrating on developing innovative, value-added, and sustainable products to meet the challenges in the sector and investing in new technologies to increase production efficiency, Super Film continues to take conscious steps.

Mission

We prioritize environmental and individual concerns with our knowledge of high-quality products and services in the packaging industry. Hence, by adhering to the principle of sustainability, we provide our stakeholders with business practices that move the industry forward.

With our understanding of quality products and services in the packaging sector, we consider respect for the environment and people as our priority; we offer our stakeholders practices that make a difference in the industry by being committed to the principles of sustainability.

Vision

As Super Film, our vision is to become a leading global company in our sector by taking all our values to the highest level for a more habitable future.

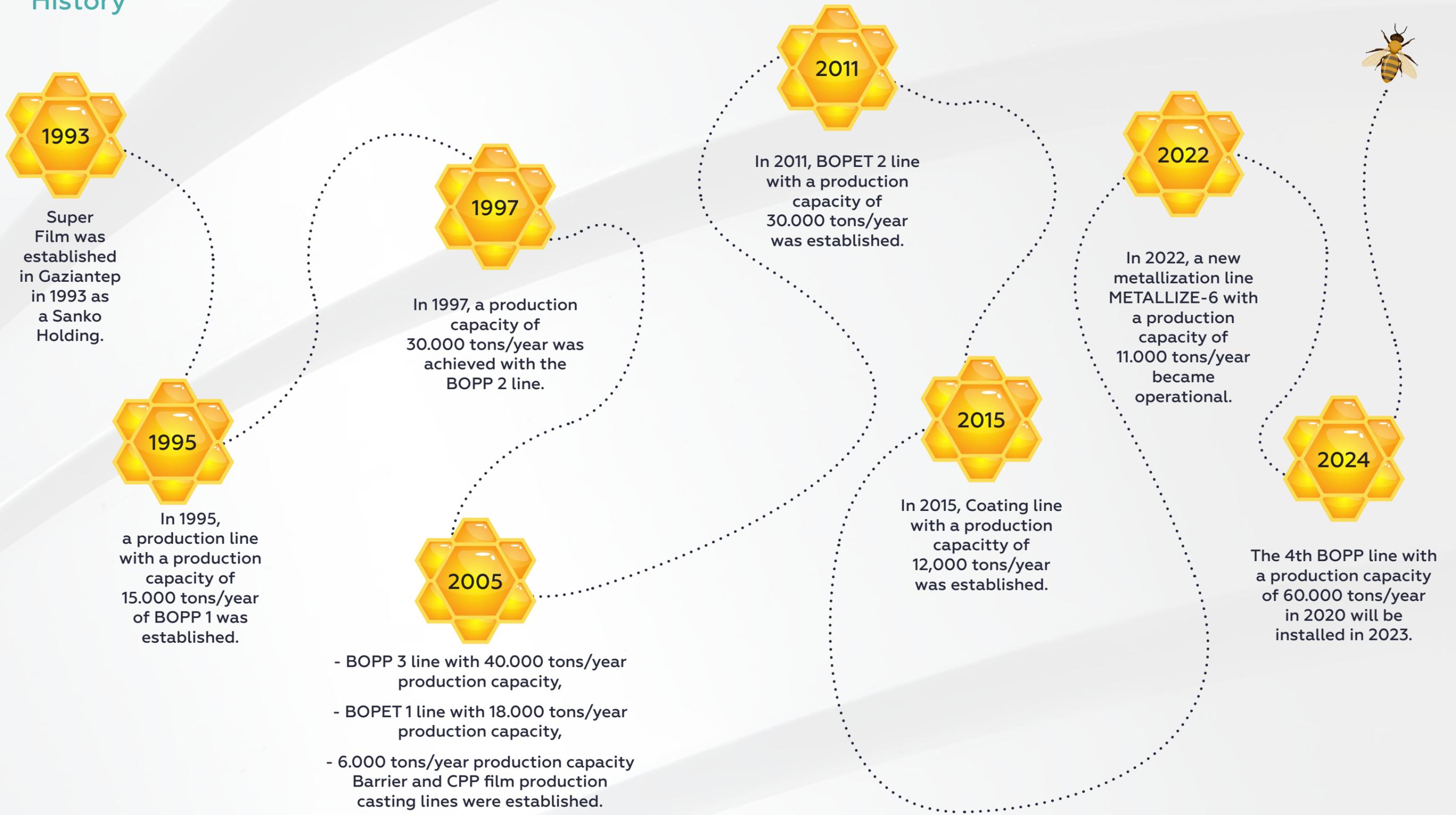
To become a leading global company with devotion to carry its value and mission to the highest level for a more habitable future.

Our Values

- Reliable
- Responsible
- Innovative
- Solution Oriented



History



Super Film's Profile

Super Film, a Sanko Holding Company, aims to provide utility with innovative, sustainable, and value-creating products while maintaining its respect for the environment, its employees, and its customers. Shaping many local and global sectors since 1904, Sanko Holding is also one of Türkiye's largest cement, packaging, textile, and renewable energy producers. Employing more than 14,000 people, the Group continues to add value for all stakeholders by offering products and services on a global scale.

Super Film is proud to offer specially coated products as a result of the investment in a new coating line with a capacity of 12,000 tons/year in 2015. Additionally, the company increased its annual metallized film production to 39.000 tons with the new metallizing line commissioned in April 2022. As for the future, Super Film aims to increase its annual BOPP film production to 130.000 tons with the new BOPP line planned to be in service by the end of 2023.

As a leading company in the manufacturing of packaging materials, Super Film has made commitments to environmental sustainability. By taking into account changing consumer perceptions and increasing national and international regulations, the company has taken strategic actions to reduce the environmental impact of its packaging products

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Super Film remains committed to the principles of sustainability in line with the worldwide popular “Circular Economy” approach.

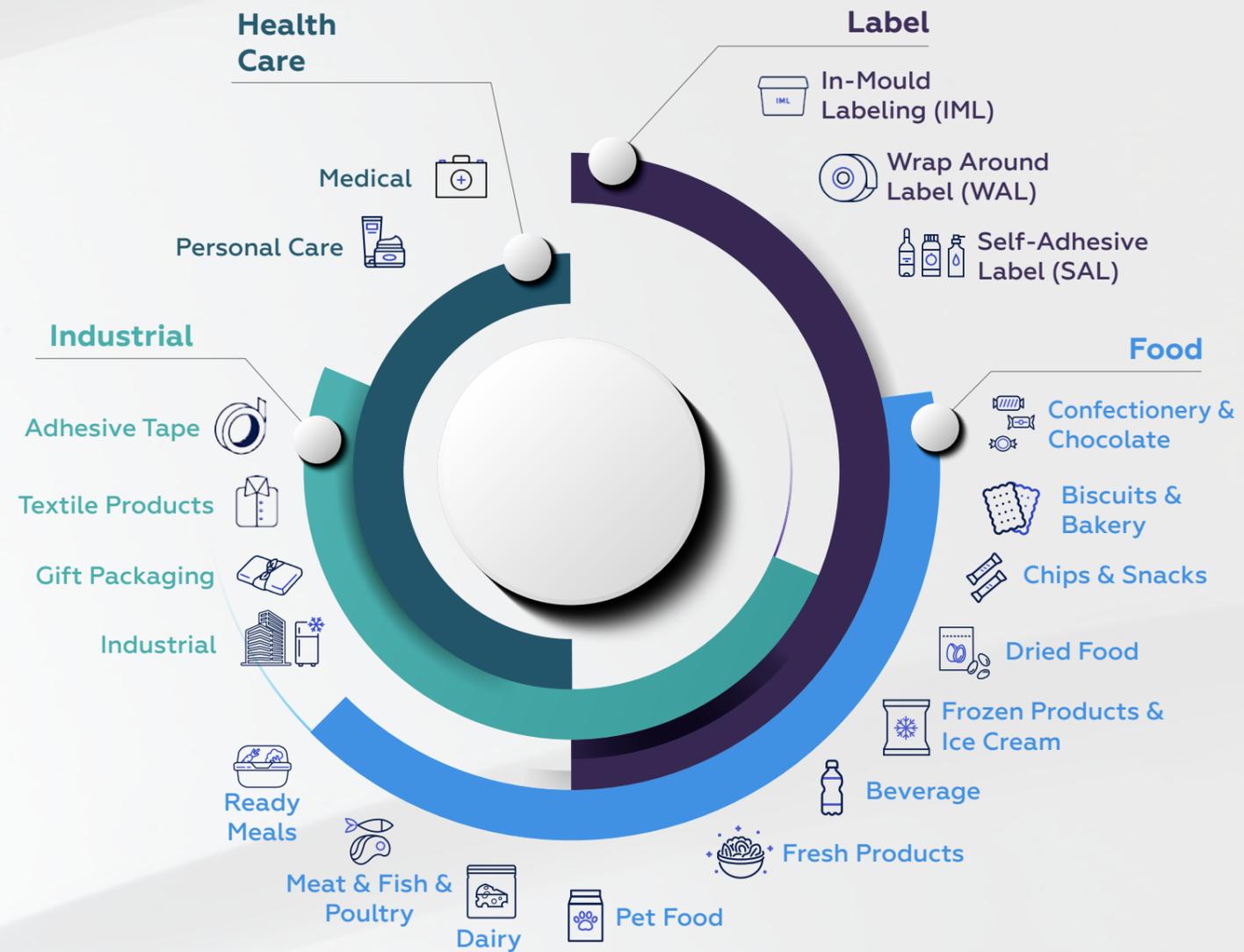
Super Film has optimized its energy use in line with the Sustainable Development Goals (SDGs) and is committed to improving its environmental performance by obtaining ISO 14001 environmental management system certification. By effectively managing energy use and complying with ISO 14001 standards, the company is both reducing its environmental impact and making its business operations more efficient.

The company seeks waste minimization in its production processes and invests in renewable and recyclable materials to reduce the ecological footprint of the materials used in its packaging. By doing so, it responds to the growing environmental awareness of consumers while at the same time ensuring compliance with regulations that are becoming increasingly important.

In addition, Super Film has assessed climate change risks within the framework of the company's risk appetite and has taken important steps to minimize them. The company aims to reduce greenhouse gas emissions and increase the use of renewable energy. These efforts support its progress towards the 2030 targets while managing its impacts on climate change. Super Film remains committed to the principles of sustainability in line with the worldwide popular “Circular Economy” approach. It continues to work to reduce the carbon footprint of flexible packaging materials produced with the use of recycled or renewable raw materials.

Target Sectors and Targeted Product Typologies / Types

Super Film serves a number of sectors with a wide range of products. These include food, label, health care, and industrial applications. The company provides packaging solutions for many food products, various label types, medical and personal care products, and industrial applications.





Corporate Governance

As a leading company in its sector, Super Film has an effective corporate governance structure. There is a five-person Board of Directors to monitor and guide the operation and development of the company. This Board audits the commercial and operational activities of the company and ensures the effective functioning of the organization that carries out these activities.

The Board of Directors has established a Sustainability Committee to direct the company’s sustainability efforts, ensure coordination, and audit actions quickly and effectively. Two members of the Board lead the Sustainability Committee.

In addition, the Risk and Audit Committee and the Corporate Governance, Nomination, and Remuneration Committee are other notable committees appointed by the Board of Directors. These committees consist of two members appointed by the Board of Directors, one of whom always serves as the committee chair.

Board of Directors
Risk and Audit Committee
Corporate Governance, Nomination, and Remuneration Committee
Strategic Planning Committee
Sustainability Committee

The Risk and Audit Committee considers the risk profile of the company throughout all its activities and conducts the necessary inspections. The members of this committee have international experience in audit and quality assurance.

The Corporate Governance, Nomination, and Remuneration Committee is responsible for overseeing the company’s corporate governance principles, candidate selection processes, and remuneration policies. The members of this committee are non-executive individuals with management experience in the finance and packaging sector.

The members of the Board of Directors are qualified individuals with expertise in finance, audit, production, sales, and quality assurance, and with more than 25 years of experience in the packaging industry in domestic and foreign organizations. The Board of Directors has a 25% female member ratio, which indicates the organization’s commitment to gender equality.

These committees support the strategic plans and objectives of the Board of Directors and assist the Board in implementing its decisions. As such, Super Film maintains its leading position in its sector and continues on a path of sustainable growth and success.

Memberships

- AFERA
- ASD
- BOPET Films Europe
- CEFLEX
- Flexible Packaging Manufacturers Association (FASD)
- GIFLEX
- AIMCAL

Super Film, which has an essential position in the flexible packaging industry, continuously strives to improve its sustainability strategy.

As part of this strategy, it minimizes the negative environmental impact of its operations and products while adding value to its stakeholders and customers.

While determining its sustainability strategy, Super Film aims to offer a unique structure by conducting industry-specific research and competitor analysis. In its sustainability strategy, the company offers a multi-faceted and inclusive perspective by emphasizing concepts such as sustainable materials, recyclable design, life cycle assessment, resource efficiency, stakeholder engagement, and innovation.

Super Film is committed to a continuous improvement culture in its sustainability performance. Sustainability goals and action plans are regularly reviewed and updated in accordance with emerging sustainability trends and best practices.

Strategy
our goal with our work;
SUPER FUTURE



Sustainability Governance

Super Film acts in awareness of the importance of integrating sustainability into its core business activities. The company believes that responsible business practices not only contribute to the well-being of the planet and society but also promote innovation and improve long-term competitiveness. In this regard, a comprehensive sustainability governance framework has been developed to guide decision-making processes, policies, and practices at all levels of the company.

The Board of Directors actively supports and oversees sustainability initiatives. The company’s Board of Directors plays a crucial role in setting strategic sustainability goals, monitoring performance, and ensuring the integration of sustainable practices into Super Film’s business strategy.

Super Film’s sustainable governance approach reflects its fundamental commitment to creating a positive impact on the environment, society, and all its stakeholders. By integrating sustainability into its management structure, the company aims to foster responsible growth, reduce its carbon footprint, promote social inclusion, and contribute to a more sustainable future.

Sustainability Committee

Super Film has established the Sustainability Committee to ensure that sustainability is at the center of its business conduct. This committee is composed of two members of the Board of Directors and managers/employees within the company and is in charge of guiding the company’s activities on economic, environmental, and social issues: monitoring and bringing them to the agenda of the Board of Directors when necessary. The committee is also responsible for developing and implementing sustainability initiatives, monitoring progress, and reporting to the Board of Directors on Super Film’s sustainability performance.

The Sustainability Committee consists of unit employees and managers from 10 different departments including Business Development, R&D, Maintenance & Energy & Auxiliary Operations, Human Resources, Quality Management System, Risk Analysis, Purchasing, Sales & Marketing, Inventory & Planning, and Manufacturing; and two board members. All these departments actively take part in the committee’s work under the coordination of the Business Development Manager.

Members have management experience in the quality assurance and packaging sector. The Committee organizes monthly meetings where representatives from the relevant departments of the company are invited to share information and convey their opinions and assessments.

The Sustainability Committee is obliged to submit its findings to the Board of Directors after the reporting process and review the information used in the annual Sustainability Reporting. Following the approval of the Board of Directors, the relevant actions in the processes are taken. This process is part of the Super Film Board of Directors’ efforts to effectively manage and monitor the economic, environmental, and social impacts of the company’s operations.



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Sustainability Principles

Super Film is committed to developing effective policies and procedures to guide its sustainability efforts. In parallel with these policies, the company’s sustainability principles include guidelines for energy and resource management, waste reduction and recycling, supply chain sustainability, employee well-being, diversity and inclusion, and community engagement.

BOARD OF DIRECTORS

SUSTAINABILITY COMMITTEE

Committee Chair
Business Development Department
R&D Department
Human Resources Department
QMS (Quality Management System) Department
Risk Management, Internal Control, and Compliance Department
Maintenance, Energy, and Auxiliaries Department
Purchasing Department
Sales & Marketing Department
Inventory & Planning Department
Manufacturing Department

Super Film, with its Sustainability Principles, aims:

- To meet the needs and expectations of customers by using a sustainable model and continuous improvement methods,
- To provide the necessary resources to ensure the theoretical, practical, and physical conditions required for management systems and product safety,
- To make safe production by prioritizing customer health and safety, Consulting with employees, to ensure their active participation and awareness on a continuous basis,
- To keep the working environment healthy and safe in accordance with Occupational Health and Safety (OHS) requirements,
- To conduct studies to reduce and prevent pollution and to be prepared for emergencies in line with the environmental factors it targets,
- To use natural resources efficiently and to carry out its activities by increasing the awareness of employees on natural resource consumption,
- To adopt the waste management hierarchy, to prevent the generation of waste as a result of the activities primarily at the source, to ensure that the wastes generated are reused, if possible, otherwise to ensure recycling or recovery in a way that does not harm the nature,
- Implementing projects to improve water performance and resource efficiency by focusing on water recovery, water reuse, and improving water monitoring systems,
- To act with awareness and responsibility for the reality of climate change and its impact on ecosystem environments in all its operations,
- To pay attention in all our operations to protecting biodiversity and ecosystems that will not lead to climate change,
- To use technology that improves energy performance,
- To conduct design operations in line with environmentally friendly technologies and practices that take into account energy performance,
- To procure products and services in accordance with the criteria of energy performance and environmental aspects,
- To cooperate with suppliers on all relevant issues, especially on energy efficiency,
- Supporting the utilization of renewable energy sources,
- To carry out production activities by taking into account national international legislation on environmental protection and minimization of its effects,

- To implement our strategic plans through the management of environmental risks foreseen within the processes it carries out,
- To raise awareness of all business units and stakeholders and to determine Super Film's priorities by receiving their opinions,
- To develop sustainable raw materials and to evaluate net zero policy commitments under the guidance of the organizations we are a member of,
- To minimize greenhouse gas emissions released by the use of energy,
- To take precautions against air pollution caused by pollutants released into the atmosphere during production activities,
- To observe and improve human rights, labor and social rights, and to regularly raise awareness of stakeholders on this matter,
- To raise consciousness among its employees that it has a policy against bribery, corruption, and anti-competitive practices, which are also included in the business ethics policy, and that disciplinary procedures will be followed when such findings are found in audits,
- That it recognizes the freedom of association and the right of workers to unionize,
- Recruitment that rejects any gender, language, religion, ethnic origin, political and similar discrimination among employees and ensures equal opportunity,
- To give importance to the data confidentiality of all stakeholders and not to share it with third parties,
- Not to allow child labor and forced labor both within its own organization and in its supply chain, and to take immediate action when a case occurs, as stated in the relevant policy,
- To prioritize occupational health and safety by respecting universal human rights in all its activities,
- To reduce work accidents, occupational diseases, injuries, and near misses with a system that provides risk analysis,
- To manage risks in all operations and activities within the framework of the determined risk appetite, and take actions if deemed necessary,
- To ensure the provision and control of the use of personal protective equipment to employees within the operations,
- To create quality standardized processes in compliance with national and international legislation and regulations,
- To keep business models and company governance structure dynamic by continuous improvement and optimization.



Sustainability Operations

Super Film believes that transparency and accountability play an important role in the sustainability efforts it regularly conducts. For this reason, the company tracks its sustainability performance using key performance indicators (KPIs) aligned with internationally recognized frameworks such as the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs). At the same time, Super Film regularly reports on its progress in this regard and shares its achievements, challenges, and goals in its annual sustainability report.

Environmental Sustainability Goals

Upon the decision taken in 2022, the Board of Directors of Super Film, an industrial manufacturing company, evaluates the environmental impact of its activities and pays attention to act in accordance with the 2030 sustainability goals set under the umbrella of Sanko Holding.

In this regard, Super Film aims to achieve the following by 2030:

- To accomplish the reduction of carbon emissions parallel to Sanko Holding's objective,
- Significantly increase the total renewable/recoverable raw material utilization rate in all of its manufacturing,
- Reduce energy consumption per unit of output by saving energy.



Ecovadis

As part of its ongoing efforts to incorporate sustainability into its operations in 2023, Super Film aims to receive an Ecovadis assessment, which is a leading independent sustainability rating agency. The company believes that the Ecovadis assessment will provide a comprehensive analysis of its sustainability practices, enabling it to benchmark its performance and identify areas for improvement.

Super Film is highly motivated by the possibility of receiving a medal as a result of the Ecovadis assessment and the opportunity to further improve its sustainability performance. It is envisaged that the insights it will provide will guide the company's future initiatives and support it in keeping sustainability at the center of its business strategies.

SEDEX

Super Film is committed to maintaining the highest standards of ethical and responsible business practices. In this regard, the company believes that transparency, honesty, and accountability are not just buzzwords, but fundamental pillars that guide company operations. As a member of SEDEX AB, Super Film participates in the "Supplier Corporate Social Responsibility Program (CSR) and complies with SEDEX's code of ethics and sustainability methods.

As part of its ongoing efforts to strengthen supply chain management and ensure sustainable practices, the company is pleased to announce the successful completion of the SEDEX audits, a milestone that significantly benefits Super Film.



NEXTLOOP

Super Film believes that embracing the circular economy is crucial not only for a thriving business but also for protecting the future of the planet. In this sense, the company is engaged with the UK-based global multi-participant NEXTLOOP project to rapidly bring food-grade Polypropylene (FGrPP), the most important missing link in the plastic recycling stream, into the circular economy.

About 20% of all plastics in the world are made from polypropylene (PP). Although it is mostly used in food packaging containers, trays, and films, its use in non-food household and personal care products is increasing. Currently, PP packaging either ends up in landfills as waste or is converted to low-performance uses, wasting significant resources.

The NEXTLOOP project is a joint venture that brings together leading companies, research institutions, and sustainability experts. Its mission is to develop innovative technologies and systems to effectively counter the global plastic waste crisis while promoting a circular economy approach. By participating in this project, Super Film aligns itself with a collective vision to create a world where waste becomes a valuable resource and materials are continuously repurposed.



Sustainability Strategy

- CEFLEX
- BOPET Films Europe
- Life Cycle Assessment (LCA)
- Corporate Carbon Footprint

- BRC (British Retail Consortium Global Standards)



Super Film conducts annual carbon emission calculations to identify and reduce its corporate carbon footprint.



CEFLEX

As part of our ongoing efforts to drive positive change in the flexible packaging industry, Super Film is pleased to announce its active participation as a stakeholder in CEFLEX (Circular Economy for Flexible Packaging). Being a CEFLEX stakeholder not only supports the company in aligning with its sustainability goals, but also offers multiple advantages that place Super Film at the forefront of industry innovation and collaboration.

Super Film, a CEFLEX stakeholder, adopts the principles of “Design for Circular Economy” by accelerating life cycle studies in flexible packaging and products to achieve waste collection, sorting, and recycling targets. The company’s objective in this case is to find and support viable end markets for secondary materials recycled from flexible packaging and propose sustainable business models that will improve infrastructures for waste collection, sorting, and recycling while benefiting from improved packaging.



BOPET Films Europe

Super Film actively participates as a stakeholder in BOPET Films Europe, an effective platform dedicated to promoting the use of BOPET (biaxially oriented polyethylene terephthalate) films in Europe.

BOPET Films Europe aims to increase the value of BOPET film in technically challenging industrial applications by emphasizing the material qualities of polyester films. The company’s activities are primarily focused on researching end-of-life options to increase the circularity of polyester films in all end markets, and introducing them to the packaging industry.

Life Cycle Assessment (LCA)

Super Film applies Life Cycle Assessment (LCA) to continuously monitor and manage the environmental impact of its BOPP and BOPET films. This long-standing practice helps the company to achieve its sustainability goals and reduce the environmental impact of its products. It also creates opportunities for continuous improvement and innovation, while increasing customer and stakeholder trust. This process enables Super Film to effectively manage both environmental and business goals and allows for continuous improvement of the production processes of BOPP and BOPET films.

Corporate Carbon Footprint

Super Film conducts annual carbon emission calculations to identify and reduce its corporate carbon footprint. This helps the company to achieve its goal of managing and reducing its environmental impact. As a result of these efforts, Super Film complies with the international environmental standard ISO 14064. This demonstrates that its carbon reduction strategy and environmental commitments are carried out within an internationally recognized framework.

BRC (British Retail Consortium Global Standards)

The BRC (British Retail Consortium Global Standards) Certificate is an international safety and quality standard for manufacturers and suppliers in the supply chain in the food, retail, and other sectors. Intertek 35% PCR Verification Certificate was obtained after our audit to verify the RPET ratio in our RCV, PCR, BOPET films.

RCV PCR BOPET

With this 3-year valid certificate, PETCYCLE branded BOPET films can be used with this verification and labels which will be attached on the product.

ZERO WASTE

By adopting the “ZERO WASTE” waste management hierarchy, the integration of a circular system covering the principles of respectively in order of priority: preventing waste generation, reducing waste generation, reusing, remanufacturing, producing recyclable products and sending them to licensed facilities for recycling or energy recovery was ensured.



Sustainability Risk and Opportunity Analysis

Facing the reality of climate change, both the manufacturing sector and sustainable living conditions are important issues that need to be considered for every living thing in the ecosystem. Considering the points that cannot be ignored and whose effects are felt in every process and also touch upon operational processes, identifying environmental, social, and governance (ESG) risks and opportunities is a fundamental issue. Super Film aims to determine sustainable principles by taking into account the climate crisis, to implement actions in parallel with these principles and procedures, and to achieve environmentally and human friendly results.

Super Film moves forward with the awareness of acting according to its risks and opportunities with the purpose of creating sustainable value. With the Corporate Risk Management Procedure, the company recognizes its risks and opportunities, anticipates the risks that will affect its performance, and minimizes unexpected circumstances that may cause negative consequences. In addition, it takes action by identifying economic, environmental, and social risks, as included in the procedure, to ensure the company’s resilience and reduce its vulnerability in the current situation by evaluating its opportunities. The procedure serves as a reference and includes definitions, duties, and organizational structures regarding the company’s risk management. Accordingly, in addition to the procedure, there is also a handbook that outlines the Corporate Risk Management framework for Super Film and all its affiliated facilities and service points. According to this structure, all components of risk management are included. The framework, which is based on risk management standards, is also aligned with the company’s quality and management systems. The complementary handbook emphasizes the importance of risk management in achieving strategic and operational goals, risk identification and management processes, and provides information on the duties and responsibilities of employees in risk management. In addition to the procedure, the handbook includes experiences obtained, recommended best practices, and previous integrated management system studies. Risk assessment methodologies, risk improvements, reporting, risk awareness culture, risk communication with third parties are also detailed in this handbook. These activities, which are implemented for effective risk management, provide employees with a broad perspective. Such activities include the effectiveness and efficiency of risk management as part of Corporate Risk Management.

In order to align Corporate Risk Management with the company’s strategies, key risk indicators (KRIs) are identified and associated with Key Performance Indicators (KPIs). Subsequently, risk processes are carried out under the responsibility of the risk officers of the facilities through the Corporate Risk Management Team, as approved by the Super Film Risk and Audit Committee.

Monthly risk management and risk progress reports are submitted by the risk management officers of the units to the Corporate Risk Management Team and then to the Risk and Audit Committee. Sustainability governance has also been strengthened with the inclusion of the internal audit manager within Super Film as part of the effort to establish a new department.

The company creates a hierarchical line of defense against anticipated risks in order to increase the company’s reliability and reduce its vulnerability.

The company tends to integrate risk management policies into its corporate culture, actions, and processes in a comprehensive approach. As part of risk management, all risk identification and management activities are evaluated and monitored in accordance with quality and management standards such as ISO 9001, ISO 14001, ISO 50001, OHSAS 45001 and ISO 27001.

As stated in the procedure, the identified risks are carried out by the teams specified in the procedure within the risk management framework. The Corporate Risk Management team, with the support of the unit risk officer, works on department-based risks and examines risk measurement, risk weighting, and insurability. All employees are informed on issues concerning sensitivity to risk management standards and reporting risks to the unit risk officer.

The risk assessment criteria for Super Film are classified as follows:

- Finance
- Company Reputation
- People
- Environment
- Service Continuity
- Legality

Considering the scope of the criteria, it is also clear that the impact of the main principles of sustainability - environmental, social, and governance - on risk factors is examined.

The instruments used to incorporate risk assessment criteria into the risk impact scale are: The risk probability scale, the probability of occurrence of risks, and the classification of risks according to this probability.

With the risk map, the 5*5 Matrix Diagram shall be applied. The degree of risk is determined according to the risk score, and if the risk is high, the corporate risk management mechanism is operated through an assessment that requires a management decision.

Risk Matrix

Likelihood	Almost Certain (Very High)	5	10	15	20	25
	Likely (High)	4	8	12	16	20
	Possible (Medium)	3	6	9	12	15
	Unlikely (Low)	2	4	6	8	10
	Rare (Very Low)	1	2	3	4	5
		Insignificant (Very Low)	Minor	Moderate (Medium)	Major (High)	Catastrophic (Very High)
		Consequence				

The risks reviewed and approved by the Risk and Audit Committee are categorized as critical, high, medium, and low based on the risk impact scale. Necessary actions are determined within the framework of these risk scales. In addition, the effectiveness and efficiency of the audits developed for the risks within the framework of the risk scales are evaluated through internal audit activities. If deemed necessary in the light of the assessments made, new audits are set as actions for the relevant risks.

There are 6 risks in risk inventory process related to climate change and 13 KRIs to monitor these risks. The risks directly related to climate change, climate regulations, environment and waste management are assessed as medium level; the risks indirectly affected by access to green finance and energy management are assessed as low level. The Key Risk Indicators associated with these risks are presented in the table below.

Climate risk indices of import and export countries are also taken as reference concerning climate change risks. Risks related to environmental and waste management and fines for detection of non-compliance are also demonstrated. Risks such as natural disasters and infectious diseases that cause loss of life, cause damage to products, result in reproduction



Key Risk Indicators (KRIs)			
Risk Type	Importance Level	Definition	Disclosure
Climate Change	Medium	Climate Change Performance Index - Türkiye	Türkiye's progress is examined in this index, which measures countries' progress towards the 2030 targets under the categories of greenhouse gas emissions (40%), renewable energy (20%), energy use (20%), climate policy (20%).
Climate Change	Medium	Concentration of Risky Export Countries	Total amount of exports/imports to risky countries identified according to the Climate Risk Index by German watch, which tracks the impact of climate risk between 2000-2019.
Environmental and Waste Management	Medium	Administrative Fines Pursuant to the Environmental Law	Company compliance is measured through administrative fines to be imposed in accordance with the Environmental Law.
Environmental Licenses and Certificates Management	Medium	Channel Connection Permit Tracking	Channel Connection Permit Tracking Annual measurements are monitored to ensure that there are no results beyond the legislative limits.
Environmental Licenses and Certificates Management	Medium	Tracking ISO 14001 Certification	The number of major nonconformities is tracked to measure compliance with the certificate.
Energy Management	Low	Energy Consumption Rate Deviation (Actual vs Targeted) (%) -BOPP	The extent to which energy consumption rate targets are successfully achieved is measured.
Energy Management	Low	Energy Consumption Rate Deviation (Actual vs Targeted) (%) -BOPET	The extent to which energy consumption rate targets are successfully achieved is measured.
Energy Management	Low	Energy Consumption Rate Deviation (Actual vs Targeted) (%) -CAST	The extent to which energy consumption rate targets are successfully achieved is measured.
Energy Management	Low	Energy Consumption Rate Deviation (Actual vs Targeted) (%) -METALLIZED	The extent to which energy consumption rate targets are successfully achieved is measured.
Energy Management	Low	Energy Consumption Rate Deviation (Actual vs Targeted) (%) -AUXILIARY OPERATIONS	The extent to which energy consumption rate targets are successfully achieved is measured.



and investment costs, and the actions to be taken are also included in the risk list, subject to risk prioritization. Regulatory work on Climate Law in Türkiye is in progress and the relevant risk topics have been anticipated and defined by the company. Compliance and Monitoring of Climate Regulations and Access to Environmental Finance have been identified as a risk topic, but the relevant KRI has not yet been defined. With the KRI measurement periods and monthly reporting, the company is able to transfer the sustainability concept that it has internalized to its operational and governance processes thanks to the inventory that includes not only environmental, waste, and energy issues but also economic and legal consequences of climate change risks and natural disasters and epidemics risk definitions that may have an impact on the strategic inventory.

Super Film plans to evaluate which opportunities may arise by determining the root cause and action steps of these risks in the process by strengthening the awareness of all employees to measure their risks under the operational and sustainability heading. With a sustainable development, Super Film, having developed sustainably, attaches importance to making improvements by exchanging information within the team in order to make the best use of the current situation and identify opportunities. This approach is embraced by the company in order to be forward-looking and to identify areas of potential development.

Super Film, whose collaborators include international companies, has the potential to play an active role in the global market and carries out its sustainability efforts in this field with a corporate approach. The company also takes actions to improve its sustainability performance and comply with regulations and standards to meet stakeholder expectations.

Given the dependence on oil in terms of raw materials and the sector-specific risks such as the decline in fossil fuel use and the decrease in reserves in the long term, green opportunities are evaluated and sustainable and efficient use of resources is seen as an opportunity. The shift towards renewable energy use is among the company's priorities. Accordingly, price fluctuations arising from the insecure environment for non-renewable energy will have relatively less impact on the company. Driven by the awareness that if dependence on fossil energy decreases, the constraints that may hinder production will also decrease, Super Film takes the risk/opportunity relationship into consideration in its corporate risk management processes.

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Super Film, whose collaborators include international companies, has the potential to play an active role in the global market and carries out its sustainability efforts in this field with a corporate approach.”

Stakeholder Engagement and Materiality Analysis

Super Film uses the Stakeholder Engagement Plan to determine the general principles of its relations with its stakeholders, improve cooperation, identify opportunities regarding new trends, increase the effectiveness of strategic and operational decisions, and analyze potential threats. This plan also processes the strategy for building relationships with its stakeholders. The activities chosen after assuring the participation of stakeholders are arranged with the help of this plan, which is revised annually.

As a result of Super Film's activities, parties that may directly or indirectly affect the company in decision-making processes or whose performance may be impacted are considered stakeholders and evaluated within the scope of the stakeholder participation plan to improve the effectiveness of strategic decisions. It is important to identify key stakeholders and determine their areas of interest and degree of influence for a successful stakeholder engagement plan. In evaluating stakeholders regarding their priorities, we consider the relevant stakeholder's commitment to Super Film and its impact on their decisions. The objective of the Stakeholder Engagement Plan is to determine the general scope of these relationships, to conduct cooperation activities, to identify opportunities for following current developments, which is one of the requirements of a globalizing world, to ensure that these strategic decisions result in efficient outputs, and to identify and eliminate potential risks before they become a risk factor. The Stakeholder Engagement Plan, which was incorporated into the policy by the Super Film Risk and Audit Committee, facilitates the implementation of an integrated management system. The Sustainability Committee verifies that the pertinent policy is consistent with all processes and undertakes responsibility.

**With our
stakeholders
common goal
SUPER FUTURE**



Stakeholder Engagement and Materiality Analysis

The General Manager is closely involved in stakeholder engagement and the plan is updated and evaluated annually by the Risk and Control Unit to ensure early identification and resolution of anticipated changes. In stakeholder mapping, key stakeholders are identified, and levels of interaction with priority stakeholder groups are organized.

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Stakeholder engagement activities are integrated into annual sustainability reports to embark on a sustainability journey and encourage stakeholders to take responsibility.

The company ensures the active participation of all stakeholders by defining the methods and frequency of communication with identified stakeholder groups. Stakeholder engagement activities are integrated into annual sustainability reports to embark on a sustainability journey and encourage stakeholders to take responsibility. By operating mutual feedback mechanisms, the company contributes to improving its sustainability performance.

As interaction increases and becomes more efficient, resource and information sharing are facilitated. The frequency of communication with key stakeholders helps Super Film find more effective and efficient ways to achieve its sustainability goals. It is ensured through various written and verbal communication methods such as regular meetings, collective agreements, audits, and surveys, which are organized regularly as specified in the stakeholder engagement plan. Expectations for feedback received from stakeholders allow Super Film to review and improve its sustainability actions continuously.



Stakeholder Group	Expectations	Communication Management	Frequency of Communication
Employees	Company's salary policy, Employee training, Development opportunities, Employee safety, and Employee rights.	Regular meetings, Written and verbal communication channels, Collective bargaining agreement, Employee satisfaction survey	Annual, quarterly and monthly
Board of Directors	Continued growth, Consistency of budgets, new investment negotiations, Legal requirements, Changes in trade rules, Sustainability management, Risk and opportunity management	General Assembly meetings, compliance with laws and regulations, Audits, Written and oral communication channels	Annual and monthly
Suppliers and Partners	Continued growth, Consistency of budgets, new investment negotiations, Legal requirements, Changes in trade rules, Sustainability management, Risk and opportunity management	General Assembly meetings, compliance with laws and regulations, Audits, Written and oral communication channels	Regularly
Customers	Market dynamics, Company strategy in current economic conditions, Company's compliance with global sustainability dynamics, Product safety, Competitive solutions, Renewable products, Compliance with legislation and regulations	Business agreements/ contracts, Face-to-face or online interviews, Annual customer satisfaction surveys, Customer audits, Website, social media accounts, fairs	Regularly
Local Authorities	Employees, Local economic development, Local procurement, Water and waste management, Air quality, Community Health, Compliance with legislation and regulations	Regular meetings, Stakeholder forums, Written and oral communication channels, Field visits, Awareness campaigns	When necessary
Business Associations, Unions, and Associations	Sharing OHS findings, Environmental Management, Energy, water and raw material supply, Employee relations, Industry recognition, Reporting standards, Compliance with laws, Cooperation with universities, Memberships to Sustainability Initiatives	Meetings and conferences, written and oral communication channels, Company reports, Forums, and fairs.	Often
Legal Authority / Public	Compliance with legislation and regulations, Environment, and OHS management	Audit, Written and oral communication channels	Regularly
Sanko Holding and Group Subsidiaries	Business ethics, Goals and strategy, Compliance with Sanko Holding values and culture	Regular meetings, Written and verbal communication channels, Company reports	Regularly

Stakeholder Engagement and Materiality Analysis

Due to the value and importance given to internal and external stakeholders from the identified stakeholder groups, it was determined that prioritized issues would be addressed to stakeholders within the context of the company's values by combining sectoral trends, prominent issues in global reports, United Nations Sustainable Development Goals, World Economic Forum (WEF) Global Risks Report highlights, and financial impact insights. In addition, the approach of senior management to sustainability efforts and the prioritization of issues were included in the evaluation of the results.

In this context, Super Film has developed a Stakeholder Engagement Plan and other studies and grouped these stakeholders in 8 different categories, taking into account factors such as the level of influence of stakeholders and the quality of communication channels, as indicated in the table. The prioritization of stakeholders was based on criteria such as the stakeholder groups' commitment to Super Film, their level of interaction, and willingness to participate in its operational processes. This stakeholder communication table, highlights mutual discourse and stakeholder communication as a key component of the sustainability idea, is an example of stakeholder dialogue. For a business or project to reach its sustainability objectives, it is crucial that all relevant parties, i.e., stakeholders, are actively engaged in the processes and kept informed. These processes are based on transparency and open communication.

Developing a mutual and equal understanding among stakeholders, open communication, and dialog are essential to ensure this understanding. Regular reporting of sustainability practices and performance to stakeholders ensures transparency, which in turn helps to build trust and reputation.

Materiality Matrix and Material Topics

Based on stakeholder opinions, this survey, which was carried out to determine the points where Super Film could contribute to sustainability efforts by taking their expectations, revealed the issues important for itself and its stakeholders in its sustainability journey as Super Film's first materiality survey. In this period, Super Film made an important first step by developing a materiality matrix for its sustainability roadmap. After a thorough analysis of national and international industry trends was conducted, 23 questions addressing 23 significant problems were submitted to the stakeholders in the stakeholder list. Regarding the areas they emphasized in Super Film's sustainability efforts, stakeholders evaluated the pertinent material challenges from their viewpoints, ranking them from 1 (the lowest score) to 5 (the highest score). In the materiality analysis, an integrated and proportional scoring was made to ensure an equal scoring process.

According to the survey results, 10 of the 23 material topics were rated as a very high priority. In addition to 8 high priority issues, 4 material issues were also identified. The "Super Film Materiality Matrix" was developed based on the feedback from the surveys, the importance given to the topics by the stakeholders, and the weighting of the prioritized topics under the guidance of internationally recognized sustainability assessments such as Ecovadis and Refinitiv. Material topics have been processed with an inclusive analysis method, and the work carried out under the leadership of these topics is also mentioned in this report. Material topics not included in the report's content are targeted among the company's medium-term projections.

Super Film Materiality Matrix



Stakeholder Engagement and Materiality Analysis

Material topics have been processed with an inclusive analysis method, and the work carried out under the leadership of these topics is also mentioned in this report. Material topics not included in the report's content are targeted among the company's medium-term projections.



Additionally, it is planned to transparently share with stakeholders the progress and milestones achieved in the following years by emphasizing the identified material topics. Material topics under the environmental, social, and governance headings contribute to strengthening the company's sustainability communication.

Business Model

Super Film has built its business model centered on sustainability principles, a concept tightly interwoven with economic performance and governance practice. The company recognizes that creating a sustainable business model is key to long-term success and is also an effective way to contribute to the world of tomorrow.

Beyond financial performance, Super Film's economic sustainability is managed through growth, innovation, and investment strategies. The company constantly examines and revises its strategic objectives considering global economic trends and opportunities. It also invests to maintain its competitive position in the industry by bolstering its business model, comprised of these building blocks.

Super Film ensures that its business processes and decision-making mechanisms are transparent, honest, and ethical from a governance perspective. The company's governance structure is founded on transparency, accountability, and ethical behavior. This mindset enables Super Film to be a trusted and esteemed business partner and to create value for customers, shareholders, employees, and all other stakeholders.



With our innovative business approach, our goal is SUPER FUTURE



Super Film is a significant participant both domestically and internationally, with a production capacity of 70,000 tons for BOPP film and 48,000 tons for BOPET film. Nearly 50 nations buy BOPP films, primarily from Türkiye, Italy, Germany, the United Kingdom, and Spain. One of the few manufacturers of flexible packaging and bi-directional stretched film in Türkiye, Super Film, intends to commission a new production facility investment by the end of 2023, keeping with the market's recent growth pattern and the outlook for future expansion.

With this new facility, Super Film hopes to reach a production capacity of 130,000 tons. This investment will help the business achieve its objective of growing its production capacity to the point where it is the tenth largest in the world and the fifth largest in Europe. This significant move will further solidify Super Film's position as the industry leader and a prominent player worldwide.

Super Film operates in about 50 nations, including Türkiye, Italy, Israel, the UK, and France, in the BOPET film industry. Super Film is one of the top producers in Türkiye and the surrounding countries in this product category.

With its high production capacity, Super Film has a global network of significant raw material supply partners. While Saudi Arabia, EU nations, India, and Egypt are among the largest importers of raw materials, most of its exports go to the United States and European countries such as

Italy, the United Kingdom, Spain, and Germany. This reflects the company's capacity to operate in a wide geography and its strong position in the European market.

Thanks to this extensive network, Super Film can serve and operate with customers not only in Türkiye but also around the world, providing a significant advantage in achieving its sustainable growth targets.

Process Management

Super Film greatly recognizes the importance of integrating management system certifications and the guidance of comprehensive policies/procedures in process management. Through these certifications and procedures, the company increases the effectiveness and efficiency of its operations while at the same time ensuring the quality and transparency of its management practices. Risk identification and assessment studies have been carried out for all operational processes, and action development studies have been conducted for the risky points in the processes. The controls determined for the risks identified for the processes are evaluated in terms of effectiveness and efficiency within the framework of internal control activities, and updates and additions are made to the controls if deemed necessary. Super Film's approach plays a key role in creating a sustainable business model and maintaining its leadership in its industry.

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Generally, Super Film exports go to the United States and European countries such as Italy, the United Kingdom, Spain, and Germany.”

Business Model

- Board Structure
- Board Election Process

- Board's Duties

Process Management

■ Board Structure

The clarity in the selection processes and job descriptions of the Board is a critical element in Super Film's process management. This ensures that each manager is aware of their areas of responsibility and objectives so that the whole team can work effectively to achieve the company's overall goals.

The Risk and Audit Committee is one of the committees that the Board of Directors established in 2022 to assist it in carrying out its duties and responsibilities in a thorough and healthy manner. It oversees processes for compliance, risk, internal control, internal audit, financial reporting, and relationships with the external auditor and OHS. It also conducts audit and oversight functions on the Board's behalf. The Corporate Governance, Nomination, and Remuneration Committee scrutinizes the Board of Directors and senior management level appointments and compensation. Setting strategic objectives and overseeing the annual financial planning process are the responsibilities of the Strategic Planning Committee. The Sustainability Committee oversees the company's sustainable activities, assures the setting of goals, and keeps an eye on the progress made in this area along with unit managers and executives. In 2022, a temporary SAP Integration group was created inside the Board; however, after the SAP transition process was complete, this group discontinued operating as it had served its purpose.

■ Board Election Process

During the Board election process, Super Film evaluates candidates based on criteria such as their level of knowledge about the company and the sector and their willingness to devote sufficient time and effort to the tasks that may be assigned in line with the structure of the existing Board and committees. These assessments help to define the roles and skills required for the candidate's role.

In the recommendations made to the General Assembly regarding candidates for board membership, the candidate's age, expertise, the number of shares they hold in the company, whether they have been convicted of a crime in the past, the positions they have held in the last five years, including the audit body and management level, and other pertinent information that will assist in determining the candidate's suitability are taken into account.

Candidates for the Board of Super Film must abide by the rules and the Board profile established by the Board of Directors and revised annually. The Board Profile is revised yearly and is based on the areas of competence and skill of the current members as well as the most important areas where new members are needed.

The only executive member of Super Film's Board of Directors is the company's CEO; all members other than the CEO are non-executive members.

The Board of Directors elects a chair and a vice chair from among its members. The vice chair assumes the powers and duties of the chair in his/her absence.

■ Board's Duties

The duties and powers of the chair are clearly defined in the Board of Directors charter. The chair has primary responsibility for the activities of the Board of Directors and its Committees, is the spokesperson for the Board, and acts as the main contact person for the CEO and Super Film Executives.

Super Film Board of Working Principles Regulation defines in detail the responsibilities and processes of the Board in preventing conflicts of interest. According to the regulation, the members of the Board act in the best interests of Super Film, protecting the interests of shareholders and independent of personal interests. Conflicts of interest for Board members are clearly defined in the Board. Accordingly, a member with a conflict of interest cannot attend the relevant Board meeting and cannot vote.

The Super Film Board Members uphold high standards and keep the Board informed of all other affiliations, partnerships, or business dealings to which they may be a party concerning the company's operations and any alterations to these circumstances through the company's secretary general. The Board of Directors discusses, resolves, and informs the General Assembly of all situations other than the accepted and definitively rejected lines specified in its bylaws.

Super Film operates through committees to allocate responsibility both within the Board of Directors and among the company's employees. Each committee is responsible for informing the Board immediately about its decisions and important developments communicated to it. Members of the Board have unlimited access to committee meetings and records. The committees are obliged to submit reports to the Board explaining their actions and findings as specified in their charters. The Board audits and monitors these reports in accordance with the provisions of the regulation.

Members of the Board are required to disclose to the Board any other senior management positions, shareholdings, or financial interests they or their families hold. Each member and senior executive are responsible for promptly notifying the Board of any proposed related party transaction. Each member and senior executive involved in a proposed transaction with a related party is required to notify the Board of Directors and obtain Board approval before entering into the transaction.

Process Management

Board Performance Evaluation Process

Super Film’s Board of Directors charter covers the regular performance evaluation of the members and the assessment of potential conflicts of interest. This process is carried out under the responsibility of the Chair of the Board of Directors.

At least once a year, the performance of Super Film’s Board and Management Team is comprehensively evaluated. In this process, the Board of Directors reviews its own activities and the work of its members, the effectiveness of these activities, and the structure and competence of the Board.

In addition, the Board of Directors reviews the work of Super Film executives and the efficacy of their work at least once a year. These evaluations assure regular performance monitoring and enhancement and identify strategic directions required to achieve the company’s goals.

Using questionnaires, the Board of Directors conducted its own self-evaluation in December 2022. This self-evaluation allowed the Board to reflect on its own activities and work. The feedback and results of this evaluation are used to enhance the Board’s activities’ efficacy. In this context, the Board of Directors decided to extend the process of Committee Chairs sharing their work and findings regarding committee activities, which was the first item on its meeting agendas in terms of both duration and substance.

This performance evaluation process supports Super Film’s continuous development and achievement of its goals and plays a critical role in achieving the company’s strategic objectives.

Board and Sustainability Approach

Super Film’s Board of Directors serves as a key body guiding the company’s value and mission statements, strategies, policies, and objectives related to economic, environmental, and social issues. The Board’s responsibilities include developing, approving, overseeing, and annually updating these key elements. The decisions taken by the Board of Directors are implemented and continuously monitored by the company’s organizational structure and team.

The Chair of the Board is responsible for ensuring that the Board of Directors and its committees operate efficiently, that sufficient time is allocated for consultation and decision-making processes, and that an effective communication mechanism is established between the Board of Directors and the Top Management. In addition, the Chairman oversees the efficient operation of environmental and social committees.

Training programs are held on an annual basis to ensure that the members of the Board of Directors continuously improve their knowledge and skills on economic, social, and environmental issues and thus better fulfill their duties. The 2022 training calendar includes a 2-day training on Corporate Governance and Working Principles of the Board by IFC, an organization

affiliated with the World Bank, and a 3-day training on sustainability by Semtrio.

The Board of Directors of Super Film evaluates its performance regarding the governance of economic, social, and environmental issues through a questionnaire prepared by the Corporate Governance, Nomination, and Remuneration Committees and approved by the Board of Directors. The Board of Directors has adopted the principle of conducting a self-assessment every year and obtaining an independent assessment every three years. Within this framework, based on the results of the Board of Evaluation Survey, it is planned to expand the duration and detail of the information shared by the Board Committees to the Board of Directors in 2023.

This sustainability approach ensures that Super Film continues to make strategic decisions to respond to the complex social and environmental challenges of today’s world, as well as to achieve future economic goals. Super Film’s Board plays a critical role in bringing this vision and mission to life.

The Board of Directors established three environmental goals for 2022 and got to work making improvements to both its direct and indirect environmental effects. The Board of Directors declares that these commitments are included in the cultural functioning by defining targets for decreasing carbon emissions, reducing energy consumption, and using sustainable raw materials and that these aims are implemented by disclosing publicly at every opportunity.

To increase its effect in the areas of environmental, social, and governance, the Board of Directors has set a total of 9 targets for 2022.

Environmental targets include reducing carbon emissions, reducing energy consumption, and increasing the use of sustainable raw materials.

Social targets include Increasing women’s employment, giving more importance to employee training, and eliminating occupational accidents.

Governance targets include reviewing business ethics disclosures, organizing compliance policies and training, and improving sustainability reporting.

The Board of Directors publicly discloses at every opportunity that these commitments are embedded in the cultural functioning of the company and that the targets are fully embraced. You can find detailed explanations of the relevant targets in the **ESG Targets** section in the annexes of the report.

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Super Film’s Board of Directors serves as a key body guiding the company’s value and mission statements, strategies, policies, and objectives related to economic, environmental, and social issues.”



Effective Policies and Management Systems

Super Film's corporate sustainability approach is based on a comprehensive Management Systems Policy that includes environmental, social, and procurement issues, as well as the integration of specific policies on the environment, human rights, ethics, and procurement. These policies aim to implement sustainability principles and practices in a fully integrated manner throughout the company.

The Management Systems Policy serves as a guide to integrating environmental and social responsibilities directly into business processes. This policy also forms the basis of Super Film's approach to social and environmental issues and sets the framework for activities on these issues.



Super Film Management Systems Policy guides strategic decision-making and implementation to help the company achieve its sustainability goals.

In addition, specially prepared policies on Environment, Human Rights, Ethics, and Procurement ensure that the company focuses on sustainability issues in a broad framework. These policies set out Super Film's commitments to sustainability and create a clear framework for employees, suppliers, and other relevant stakeholders.

By having the relevant policies approved by the General Manager, Super Film confirms that the policies are accepted by senior management and must be implemented by all departments of the company. All of Super Film's policies and procedures are easily accessible in the QDMS system and publicly available on the company's website.

The workflows at Super Film are set up in line with the established rules and procedures, and internal audit processes that have been developed by the Internal Audit unit are routinely carried out. The Board approves

the beginning of these audit processes, which check the adherence of transactions to the rules of policies and procedures. This is an essential tool for ensuring that Super Film's aims, values, sustainability commitments, and corporate governance principles are being followed. The business encourages continual quality and performance improvement through this methodical approach.

By putting sustainability at the core of its corporate strategy and operational procedures, Super Film is able to pursue its social, environmental, and economic objectives. Super Film can fully include sustainable practices and principles in its strategic planning and decision-making processes thanks to this method.

Super Film demonstrates its leadership position in sustainability and quality control through its numerous international management system certifications. The company holds ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 27001 (Information Security Management System), ISO 45001 (Occupational Health and Safety Management System), and ISO 50001 (Energy Management System) certifications. In addition, the company has the Zero Waste Certificate in Türkiye and TSE COVID-19 Safe Production Certificate. At the same time, as an indicator of international competence, Super Film has also certified its superior performance in the field of packaging materials with the BRC Global Standard for Packaging Materials certificate. In 2021, Super Film joined the International Sustainability Carbon Certification (ISCC) system, a transparent management system that ensures the traceability and documentation of the products it produces with sustainable resources throughout the value chain. By having this certificate among the first companies in Türkiye, Super Film serves the sector with sustainable packaging film by producing similarly certified products with the raw materials it has purchased as ISCC certified.

Process Management

Management System Certificates
ISO 45001
ISO 50001
ISO 27001
ISO 14001
ISO 9001
BRC Global Standard for Packaging Materials
TSE COVID-19 Safe Production Certificate
Zero Waste Certificate
ISCC PLUS

A thorough Communication Procedure covering all company operations has been designed for Super Film to sustain and continuously enhance its efficient management systems. This process is intended to meet the needs of the organization's management systems, ensure that every employee is aware of them, and choose the means for consultation and communication inside the system.

The management of Super Film has attained a higher level of expertise and conformity with national and international product safety standards thanks to this comprehensive communication procedure. The Communication Procedure has expedited decision-making and implementation, allowing Super Film to manage its business processes in a compliant and sustainable manner.

This procedure supports the fast and efficient flow of information between all units and employees of the company. In this way, potential problems and opportunities can be quickly identified, the right solutions can be quickly implemented, and progress can be made toward company goals. In addition to the detailed Communication Procedure covering all business processes, Super Film has also incorporated the Procedure for Monitoring, Measuring, and Evaluating Compliance with Legal Requirements into its business operations. This procedure defines the necessary methods for determining the applicable legal and other requirements, monitoring their currency, communicating them to relevant personnel and parties, implementing them, and ensuring their continuity. It also guarantees periodic reviews of compliance.

The Procedure for Monitoring, Measuring, and Assessing Compliance with Legal Requirements helps Super Film to keep abreast of current laws and regulations and to stay informed about developments and trends in the industry. This plays a critical role in ensuring that Super Film maintains its high standards in sustainability and product safety and maintains its leading position in the sector.

All these procedures ensure Super Film's compliance with legal and normative requirements and ensure that all aspects of the company's business processes are operated in accordance with both legal regulations and good practices. In addition, they contribute significantly to Super Film's ability to make fast and effective decisions, carry out harmonized and efficient business processes, and offer sustainable and safe products.

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Super Film has stood out with its innovative products by receiving awards in the gold and silver categories in the “Crescent and Stars for Packaging” .

Super Film's regulatory compliance certificates in its product types guarantee that the company's products comply with laws and regulations, are of high quality, and are safe for its customers for content and physical use, especially for food contact. With these certifications, Super Film fulfills its commitment to not only provide high-quality and safe products but also to set and maintain industry standards.

Declarations of Conformity by Product Type
Regulatory Compliance Certificate – BOPP
Regulatory Compliance Certificate – BOPET
Regulatory Compliance Certificate – CAST/BARRIER
Regulatory Compliance Certificate – BOPA



Our staff members provide customers with product safety and declarations as stated in the pertinent documents, in addition to the declarations of conformity that are prepared based on general product groups and shared publicly on Super Film's website and updated regularly. Our personnel also continuously provide technical support to the market on these issues.

Lastly, Super Film has created a “Plastic Packaging Films Stocking Periods List”, which includes the guaranteed shelf life of its products under specified conditions for specialty films developed and used in conjunction with constantly evolving technology and structural properties. This list provides detailed information about the generally accepted shelf-life periods as well as the stocking conditions of the films. This document is also publicly available on Super Film's website.

National & International Fairs and Awards

Thanks to its extensive national and international network, Super Film actively participates in leading exhibitions and forums around the world. Super Film’s presence at these comprehensive events emphasizes its position as a leader in the industry and increases the opportunity to establish valuable collaborations and strategic connections.

In 2020, 2021, and 2022, although fair participation weakened due to the pandemic, it resumed its active participation in 2022. Super Film has participated in a wide range of domestic and international fairs and forums. These events ranged from major events held in prominent locations in Türkiye to prestigious fairs around the world.

Fairs and forums budgeted in 2020, 2021, and 2022;

2020	2021	2022
FOOD CONTACT REGULATIONS EUROPE	INTERPACK	European Energy Efficiency Conference
PLASTICS REGULATIONS	EUROPEAN COATING SHOW	MAINTENANCE ANTWERP
PLASTICS RECYCLING SHOW EUROPE	Drupa	16.International Conference on Food Contact Materials and Migration Testing
Energy Efficiency Forum and Fair	Energy Efficiency Forum and Fair	LABELEXPO
TURKEYBUILD ISTANBUL	ENERGY EFFICIENCY FORUM and FAIR	Energy Efficiency Forum and Fair
CHINAPLAS	LABELEXPO	K
INTERPACK	BIAX FILM EUROPE	PACK EXPO
DRUPA	International HVAC&R, Insulation, Pump, Valve, Fitting, Water Treatment, Fire Prevention, Pool and Solar Energy Systems Exhibition	Plast Eurasia
BIAX FILM		
FACHPACK		
International HVAC&R, Insulation, Pump, Valve, Fitting, Water Treatment, Fire Prevention, Pool and Solar Energy Systems Exhibition		
EURASIA PACKAGING FAIR		
PACK EXPO		
Plasteurasia		

Super Film’s involvement in these events not only improves its relationship with its stakeholders but also gives the company a chance to network and share ideas with other top flexible packaging firms. In addition, this strategy enables Super Film to stay apprised of the most recent market trends and technological advancements, enhancing the company’s global reputation and industry leadership.

Super Film has received many prestigious awards as a result of its steps to stand out in the flexible packaging industry with its business strategy and effective process management. As of 2022, Super Film has won six WorldStar awards organized by the World Packaging Organization (WPO), one of the most important awards of the sector as a result of its successful innovation efforts; three awards from the AIMCAL association, which consists of expert companies and employees of the sector and operates in the international arena, two awards in the Packaging Moon Stars awards and eight Golden Packaging awards organized by TSE. These awards prove the company’s strong position in the sector and its commitment to quality.

Since 2018, Super Film has stood out with its innovative products by receiving awards in the gold and silver categories in the “Crescent and Stars for Packaging” organized by the Packaging Manufacturers Association (ASD), one of the most important platforms of the packaging industry in the region, Super Film has been deemed worthy of awards for its successful product works in different years since 2012. These awards include the instant ice cube lidding film that encourages innovation and creativity, the face mask carried out with ISKO, and the heat-sealable matte film for cold glue applications for chocolate packaging in general. Lastly, the competition, organized for the tenth time in 2022, attracted record participation, with 278 packaging companies competing for the prestigious Crescent and Stars for Packaging Awards. In this intense and competitive environment, Super Film won the Competence Award in the Flexible Packaging category with its Algal Biopolymer Containing Packaging Film (SUPEX 2011 ALG).

Super Film, which was awarded the Crescent and Stars for Packaging Award and applied for the WorldStar Packaging award in the same year with SUPEX 2011 ALG BOPP film, was deemed worthy of the award by WPO with its packaging film project containing biopolymer content obtained from seaweed and not affecting the food chain. In 2023, the company won the WorldStar award at a glorious ceremony held at the Interpack fair.

Super Film proudly shares all these achievements and awards with its business partners and stakeholders and will present its pioneering work on different platforms for the sector’s appreciation and evaluation in the coming period.

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Super Film, Crescent and Stars for Packaging awards gold and silver categories by receiving rewards with its innovative products has come to the fore.



Digitalization

Super Film, which closely follows the information technologies that are at the forefront of global technological development, employs experts in this field to carry out successful projects with the knowledge that the company's digitalization process is essential to sustaining its operations in a sustainable manner. In order to ensure the development of digitalization in all of its operations and to ensure the uninterrupted operation of activities based on information processing, Super Film provides sustainable digitalization management with the renewal of server and other physical infrastructure, procurement of new software and devices, development of competence and performance of IT staff, improvement, maintenance and support of all devices, information security, cyber security, network security, implementation and continuity of protocols, management of backup systems for business continuity and the resources allocated to these studies. Digitalization efforts increase the operational efficiency of business processes, reduce costs, improve user experience, and encourage focus on innovation efforts in this context. In this way, it increases its profitability by providing significant advantages in the competitive process.

The IT department works with expert staff to increase the efficiency of the IT department and the quality of the services received with scale economy. Super Film IT department, which works in coordination with Sanko Holding IT Coordinators, carries out various improvements and applications for information security and digitization studies under the information systems department within the organizational structure of Super Film. Since 2021, activities such as providing authentication to increase network security and securely connecting to the company network for remote access have been successfully carried out.

In this context, numerous software and hardware investments for the SAP MII Project have been made, including the Aruba Controller, data domain backup, PLC, and switch operations. By strengthening its technical infrastructure in this manner, Super Film is taking decisive strides toward data security and digitalization.

The company uses web-based applications that facilitate information sharing and collaboration among employees, optimize business processes and strengthen internal communication. Imece and Microsoft-developed SharePoint are used as internet portals through online platforms. Through the portal, employees can access up-to-date information, share documents, collaborate, and communicate with other employees using internal communication channels.

Super Film employees are also in the role of users of information systems and receive technical support quickly by communicating the evaluation of the system and IT-based user problems in the process via Manage Engine Service Desk Plus port 4848 and sharing their feedback on the system. A record is opened for requests through the Help Desk, and care is taken to ensure that the relevant technician is completed within the appropriate SLA period for the assigned work. It is aimed to increase user satisfaction by using Information Technologies service management effectively and to improve it in line with the feedback received continuously. Super Film assists its staff members in documenting, monitoring, reporting, and resolving requests for IT support. The actions are done because this service cuts down on unit transaction costs and increase efficiency to save money and time.

Digitalization

Digital Transformation Journey

The SAP ERP system has helped Super Film to have more resilient, controllable, and streamlined procedures. Since 2019, Super Film's journey toward digital transformation has accelerated. The company has a management strategy that prioritizes digitalization and consistently invests in new technologies and innovation. The Sanko Holding IT Coordinator oversaw the formation of an 11-person committee towards the end of 2019 with the participation of various company managers. A 22-person ERP selection team comprised of subject-matter experts examined 17 primary processes, 227 subprocesses, and more than 160 planned sessions for this committee. These sessions resulted in an evaluation of the group's business processes and the identification of 489 improvement items, more than 700 KPIs, and 1040 criteria.

With the digitalization process, first of all, a matrix of existing practices was prepared, and business processes were reviewed. Current situation



analysis meetings, analysis, and improvement points were reported.

Target business processes, management report sets, target application architecture, project cards, and a roadmap were then established through committee meetings, and the target process analysis was turned on. The functional requirements list titled Application Supplier Selection was used as the basis for the Request for Proposal Documentation (RFP) that was

created in the following stage. Following the RFP, the demos, proposal evaluation, and supplier evaluation model were finished, and the contract process was initiated.

In this process, supplier competency information (RFI) was requested from eight leading companies, a request for proposal (RFP) was sent from six of them, and demo sessions were organized by four finalized companies. As a result of these demos and reviews, the SAP ERP system was decided upon, and negotiations were initiated with leading SAP consulting companies. As a result of the evaluations of the companies from which proposals were received, Phase-1 of the Sanko Digital Transformation project, which will later be named SanShine, was initiated in the group.

The Strategic objectives of the SanShine Project are set as follows;

- An agile Sanko Holding with technological transformation at global standards,
- Continuous improvement, growth, and development with sustainable IT infrastructure,
- Fast and accurate decisions with finance and production process integration,
- Increased efficiency with digitalized smart factories,
- Budget and management, central fiscal affairs and finance, joint reporting.

According to the SanShine Project plan, which calls for the digital transformation of various Sanko Holding companies, the Phase-1 transition process for Sanko Holding's textile, cement, and energy companies was completed between May 2020 and May 2022, and the Phase-2 phase, which included Super Film, began in April 2022 and went live on June 1, 2023. As of January 2023, the SAP BPC project has been launched concurrently with the SAP ERP Phase-2 project, and progress is being made toward the October 2023 changeover deadline.

As of June 1, 2023, after the SAP ERP live transition, all basic functions, including production planning, optimization, and sales, are successfully carried out at Super Film, and important business intelligence reports can be obtained through Power BI.

Super Film is currently evolving into a stronger and more digital business with SAP ERP and moving forward with the aim of sustainable growth. The company will experience significant benefits from the SAP ERP transition, which is a crucial step in Super Film's digital transformation journey, including the activation of business processes, lean operation execution, cost savings, and a step closer to its goal of a sustainable future.

Network Security

Various methods are used to ensure that devices connected to the network are secure. For example, the IEEE 802.1x protocol ensures authentication of devices connected to the network and prevents unauthorized access. Super Film constantly updates its firewall systems and monitors data traffic with up-to-date firewall software. The company uses VPN (Virtual Private Network) technology to enable employees to access and securely connect to the company network remotely. Through the DNS Root Server, it resolves the correct IP addresses of devices accessing the internet, ensuring server security and user access to reliable internet resources.

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Super Film SAP ERP now more powerful with and a digital company by turning into sustainable on target for growth is moving forward.”

Digitalization

The company uses Symantec Antivirus and Event-Driven Diagnostics and Response (EDR) mail gateway solutions to strengthen measures for network security, one of the areas of concern that comes with digitalization. These systems are used to detect malware, block threats, and ensure network security. The company uses Multi-Factor Authentication (MFA) to enhance account security and prevent unauthorized access. This method requires users to pass multiple verification steps when logging in, such as SMS verification or biometric verification in addition to the password. In addition to the headquarters, Super Film is also working on Software Defined Wide Area Network (SD-WAN) infrastructure to improve network performance and optimize costs in branch offices.

These security, software, and hardware improvements are aimed at preventing potential threats to the company's innovative approach to sustainability efforts. The improvements are designed to increase resilience against cyber-attacks to ensure the protection and integrity of customer information. Along with network security, ensuring business continuity is one of the areas of digitalization efforts. In order to increase business continuity and communication efficiency, Super Film prefers Office 365, and thanks to this cloud-based platform, employees prefer functional applications such as e-mail, information and document sharing, calendar,

and communication tools. In order for employees to be able to use Turkish characters in their names without any problems when logging in as a user in the systems they use, it has worked to ensure that Turkish characters are correctly recognized and used in Active Directory and e-mail systems. Windows Hello has made authentication more secure by introducing the PIN feature, which allows users to log in using biometric data or a PIN. This method offers a more secure option compared to password-based login methods. Thanks to digitalization efforts for users, providing practical and secure methods, especially in business continuity, also feeds sustainable business conduct. To keep data secure and complete, the company has installed SQL AlwaysOn as a database backup system. This solution ensures that SQL Server databases are backed up, and the risk of data loss is minimized. In this way, the company's data is kept safe, and actions are taken to prevent any possible disruption in business processes.

With these improvements and secure digitalization efforts, the company has reduced paper use and indirectly optimized energy consumption by moving its business processes to digital platforms. These steps, which contribute to Super Film's sustainability performance in environmental, economic, and social terms, help the company achieve its sustainability goals by increasing efficiency and safety.



Information Security

Information security is an essential issue for a sustainable company and is considered a high priority for Super Film by both external and internal stakeholders. Simultaneously, as a strategic priority, actions on information security support the company to protect its operations, increase customer confidence, and maintain its competitive advantage while complying with regulatory requirements.

Super Film states its principles regarding information security and data protection within the scope of the ISO27001 certificate, which it updates every period in line with the principles that will ensure the protection, continuity, and sustainability of information assets in terms of confidentiality, integrity, and accessibility with the Information Security Management System, does not allow unauthorized use. All employees have the right to report information security breaches to the Ethical Principles Board. As a result of the actions taken within this scope, the company sends a supplier evaluation questionnaire to its suppliers, not only within its own organization but also from other stakeholders with whom it cooperates, to determine the situation regarding information security. Among the suppliers evaluated with the questions in this questionnaire, the company moves forward with stakeholders that are compatible with Super Film values.

Information security risk assessment is a process used by Super Film to protect its information assets in accordance with the sustainability approach. This assessment is carried out to identify and evaluate the company's information security risks and to manage these risks by implementing the necessary countermeasures. Super Film assesses its information security risks, as specified in the information security risk management procedure, and handles these risks in detail in the asset inventory and risk analysis form. Super Film handles its risks by analyzing them using certain techniques in the risk analysis table of the information security management system.

The company tries to manage its data security risks by paying attention to continuity by following the ways of reducing, accepting, transferring, or avoiding these risks. With the incident response procedure and business continuity plan form, it has determined the acceptable data loss period and action plans for the affected business process and aims to continue its activities in crisis situations by creating disaster recovery measures according to its potential threats and ensuring its sustainability. The threats addressed in this context are also included in the emergency preparedness procedure. The control situations that are deemed necessary to be measured are listed with a checklist where data and inventories are recorded.

Super Film acts in compliance with the Law on the Protection of Personal Data (KVKK), legal regulations that determine

the rules regarding the processing, protection, and use of personal data. By observing the rights of both internal and external stakeholders with whom it interacts and cooperates, it is constantly committed to the confidentiality, storage, and protection of these data with the confidentiality agreements it applies for measures to obtain stakeholder approval for the processing, sharing, and storage of confidential information. With the bilateral confidentiality agreement, Super Film and

the companies with which it exchanges information declare that the data and any know-how, methodology, formula, data, ideas, and documents related to processes and patents cannot be used directly or indirectly outside the scope of the agreement, except for the purposes determined by the parties, and the confidential and important issues specified in the agreement are duly protected by contracts. Accordingly, the company keeps a data inventory for employees based on the LPPD. With the KVKK Crisis Response Procedure, information security breach incidents reported to the company's crisis response team are forwarded to the company's Personal Data Protection Board. In addition to data privacy breach incidents, registration procedures are completed in the Data Controllers Registry Information System (Verbis), which was created electronically in order to register and audit data controllers, and parties are transparently informed about the practices and regulations regarding information security and personal data protection.

Super Film's information security activities create a secure environment within the company. If employees feel that the information they produce is safe, they can work more comfortably and focus more on innovation. A secure information-sharing environment encourages collaboration, innovation, and growth.

Innovation

R&D is crucial for maintaining economic viability, entering new markets, establishing a competitive edge, and advancing a business' long-term growth plans. Super Film must provide top-notch, cutting-edge products that satisfy customers' expectations if it hopes to expand its trade offerings and maintain growth. This objective is served through R&D operations that create novel goods and manufacturing techniques. The innovation of environmentally friendly products boosts the company's competitiveness and has a favorable impact on its sales performance in addition to producing goods that satisfy client needs and provide value.

Super Film's R&D culture and innovative perspective developed over the years positively differentiates it from other manufacturers in the sector. It has maintained its leading position in the market for years with its fast response time to customer needs and expectations, its success in adapting to customer demands and market dynamics, and its synergy with product and production technology blended with different applications & new technologies.

Super Film's R&D department was established in 2000. As of 2017, it obtained R&D Center status with the approval of the Ministry of Science, Industry, and Technology.

Super Film Management is aware that to conduct its activities in the future in a sustainable manner, the R&D infrastructure must be robust, and R&D must have adequate resources to meet short, medium, and long-term goals. Human resources, the essential resource of R&D, are



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Super Film's R&D department was established in 2000. As of 2017, it obtained R&D Center status with the approval of the Ministry of Science, Industry, and Technology.

therefore managed in accordance with Super Film's quality and quantity strategies. With 23 employees, including 19 researchers and 4 support staff, by the end of 2022, Super Film will continue to contribute value to its customers, the industry, the national economy, and its stakeholders by developing new products and production technologies more efficiently.

In addition to human resources, another factor that is one of the main strengths of Super Film R&D activities is the equipment infrastructure. Super Film R&D Center is proud to have the only pilot production line in Türkiye and one of the few in Europe with bidirectional stretching features. With the pilot film production facility, which has a five-layer BOPP and three-layer BOPET film production capacity, it can carry out product development activities very quickly and effectively. In addition, the pilot production line, which enables the company to significantly reduce trial costs in the pilot stage, ensures that production activities on commercial lines are not interrupted, and standard operations continue efficiently. In the Super Film pilot film production line, joint projects are carried out with customers, suppliers, academic institutions, and other relevant stakeholders, making the company the preferred producer of stakeholders in the sector for new product studies.



In addition to the pilot line, characterization, oxygen and water vapor permeability measurements, package sealing, and printing simulation tests in the laboratory and test center within R&D support the successful execution of R&D activities in product development and product improvement processes. The R&D Center is located on the Super Film campus, with a total area of 269 m2 defined as the R&D Center Office area and 697 m2 defined as the R&D Center Test Departments Area. The R&D Center area is 966 m2 in total.

As a result of its R&D efforts, the company has received many awards both in Türkiye and abroad. Some of the R&D projects successfully completed over the years are presented below:

- 7 Patented Products
- 7 Utility Model
- 20 International Awards
- 16 National Awards
- 4 Academic Supported Project (TEYDEB)



The focus of Super Film R&D center projects is sustainable packaging. The production of high-performance packaging films with raw materials obtained from sustainable sources instead of fossil raw materials, which enable more efficient use of natural resources, is among the main targets of the R&D center. With the new products developed in recent years, studies are carried out in line with Super Film's future vision. In addition, the Super Film R&D center leads Super Film's innovation efforts with new products and existing product development projects, which are mostly planned annually.

Details of the 2022 and 2023 Super Film R&D Center projects are given in the table.

Super Film develops the intellectual property rights and assets of the

Table: R&D Center 2022/2023 Projects

PROJECT'S NAME	LOCATION AND DATE	GOALS AND ACTIONS	RESULTS	PLANS FOR THE FUTURE
Development of BOPP Film Containing Renewable Raw Materials	Super Film R&D Center - 2022	Within the scope of sustainable approach targets in packaging, studies are carried out on structures that limit the use of fossil fuels. This project, aimed to limit the raw material obtained from fossil fuels and to produce heat-sealable, transparent BOPP film containing raw materials obtained from renewable resources. As a result of the studies carried out, BOPP film production was realized using 50% raw materials obtained from renewable resources and added to the product portfolio.	<p>Economical: With BOPP film using raw materials from sustainable sources, an alternative to fossil-based raw materials that will be encountered in the coming years has been developed.</p> <p>Social: The innovative aspect of our company and our R&D Center was demonstrated, reinforcing our status as the preferred partner in new product development for our customers and suppliers.</p> <p>Environmental: By reducing the use of fossil-based raw materials, BOPP film production was realized with raw materials obtained from renewable resources, reducing carbon footprint and GHG emissions.</p> <p>Corporate: With the development of our product obtained from renewable resources, a new application for this raw material has been developed and added to our product portfolio.</p>	In parallel with the increasing availability of raw materials from renewable resources, it is planned to develop new types of films using these raw materials in various product groups.
Development of Thin Metalized BOPP Film with Dual Surface Corona	Super Film R&D Center - 2023	One of the crucial elements for lowering the unit package weight and, consequently, for a more environmentally friendly packaging design is the thinned packaging structures. Due to this, it was intended to reduce the minimum 20-micron thickness of the metallized BOPP film with corona on both sides to 15 microns. Because of the studies, a BOPP film that is adequate in terms of quality characteristics and processability has been created with a unit weight that has been lowered by 25%.	<p>Economical: In package structures, the unit weight value has been reduced to provide a cost advantage, and the efficiency of the package structure reaching the end user has been increased.</p> <p>Social: A new type of film has been developed that will provide an economic advantage requested by our customers.</p> <p>Environmental: In the developed film, the unit weight was reduced by 25% and the final product yield increased by more than 10%, and packaging waste was reduced.</p> <p>Corporate: In line with our sustainability targets, we expanded our product portfolio and reduced the amount of waste with our new product.</p>	Unit weight reduction studies will continue for different types of films to ensure quality and performance criteria.



company by protecting the products and technologies it has developed. In this way, it maintains its sector leadership in the works it has developed in a certain period, providing a competitive advantage and contributing to the economic development of the company. The patent and utility model titles applied for the protection of intellectual property because of various studies in 2020, 2021, and 2022 sare presented below.



Through these initiatives, low-weight, energy-efficient, recyclable, environmentally friendly, and economically advantageous solutions are created by emphasizing sustainability and innovation in film types like BOPET and BOPP. This improves the company's capacity to adjust to shifting industry norms as well as its ability to maintain an advantage in a competitive marketplace.

Super Film contributes to the continuity of research and development by communicating its research and development activities in the production of high-quality packaging materials to its stakeholders through channels such as publications, articles, and technical publications and by sharing the data obtained as a result of its studies with the industry.

From the past to the present, the company has carried out important studies in this context. In 2020, the company is working on projects such as the production of BOPP film with high oxygen permeability, metal adhesion, and barrier improvement with flame corona BOPP films, UV absorber BOPP film development to increase the life and quality of food packaging, improve the performance of packaging materials and offer environmentally friendly solutions. In 2021, an article titled "An Experimental Study on The Parameters



"Affecting the Thermal Seal Force of Coated Bidirectional Stretched Pet Film for Food Packaging Applications" was published in a reputable journal in the packaging industry, and an article titled "Synthesis and Spectro-Electrochemical Properties of New Metallophthalocyanines Having High Electron Transfer Capability" was published in the Journal of Molecular Structure. In addition, a poster presentation titled "An Experimental Study on Bidirectionally Stretched Pet Film with Heat Sealable Surface Coating for Food Packaging Applications" was made at the 33rd National Chemistry Congress. These publications and presentations show that Super Film's research ere accepted by the sector, and valuable information is provided.

By 2022, significant work had been carried out in projects such as the development of BOPET film with enhanced metalized surface lamination properties and the investigation of high-barrier sol-gel film-coated BOPP structures. These projects aimed to improve the performance and durability of packaging materials, investigate gas barrier and thermal properties and improve the shelf life and quality of packaging. These studies were shared through poster presentations at the Polymer Congress, thus strengthening sustainability communication by providing the opportunity to exchange ideas and collaborate with other stakeholders in the sector.



By addressing these developments under the heading of innovation, it emphasizes that the packaging industry is constantly moving forward and supporting sustainability by offering improved products to the industry. Publications, articles, and poster presentations encourage knowledge sharing and inspiration to create sustainable solutions.

Since 2020, R&D spending has almost doubled, while environmental R&D spending has almost tripled, and the number of staff has risen to 23. The quantity of R&D initiatives and patent applications has also expanded. The total number of R&D projects was realized at 13 as of 2022.

Setting its 2023 targets in this context, Super Film is moving forward on this journey with its increasingly innovative, solution-oriented, and environmentally sensitive products. Relevant performance data are given in the table in the appendices.

R&D activities such as new products or existing product development constitute new ideas. New ideas are submitted electronically to the R&D Directorate by employees in all departments. This encourages the active participation of everyone within the company and promotes the democratic and transparent execution of innovation. After the proposals are checked for compliance with legal regulations and other requirements, they are subjected to a preliminary review by the R&D Manager, and a "Feasibility Form" is prepared for the appropriate ones. This form is evaluated by the R&D Manager and Senior Management, and the results are periodically shared with the Senior Management. Pilot/lab trials are initiated in line with this approved form. Outputs such as test results, aging test results, and customer evaluations are evaluated by comparing them with the targets

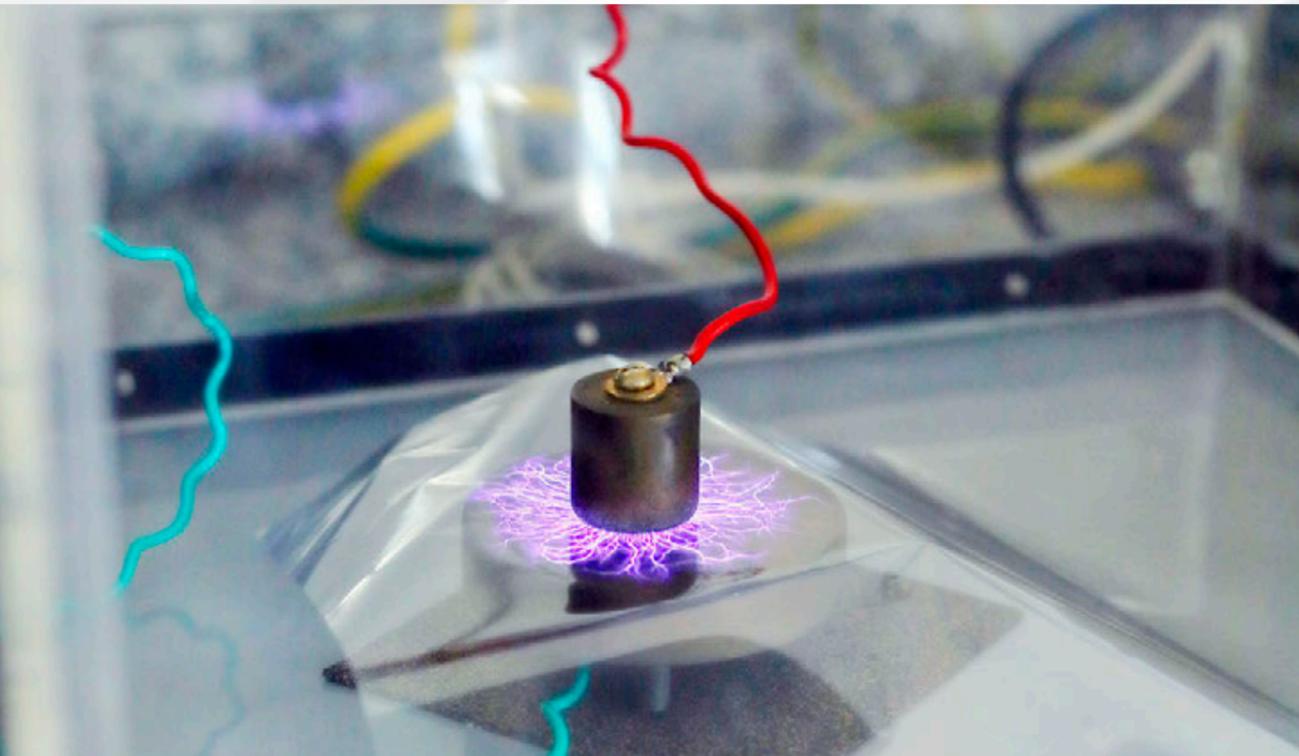
specified in the form or with reference products. This evaluation is based on sustainability performance indicators, and the Small Business Trial process is initiated for studies deemed appropriate by the R&D Department. In this process, production performance and other data are evaluated by the R&D, Production, Process, and Quality Assurance departments. In addition, a Preliminary Technical Specification (Preliminary TDS) is prepared for the studies that fulfill any of the specified criteria, and the Large Enterprise Trial (Industrial Trial) process is initiated. These criteria include the criteria of receiving commercial scale orders from the customer by knowing the minimum order size required for production planning and planning in line with the quantity agreed upon by the Senior Management and R&D - Production - Process departments in line with the product-specific quantity in line with the Design Development Process. In line with the Large Business Trial, data such as production performance according to the test results are evaluated by the relevant R&D - Production - Process and Quality Assurance (QA) departments. Technical Specifications (TDS) are prepared by the R&D and QA departments for the works that these departments approve, and the product approval process is initiated. Successful production conditions and process conditions prepared in the small business trial are updated and standardized if deemed necessary. For studies that are not approved, the feasibility form is updated, and the project work is completed by informing the Senior Management.

Following the development and approval procedure, the approved product is added to the "Product Table" during the initial review, the Design Development work is completed, and the product is then launched. Periodically, the launched products are reviewed by the relevant departments, and if deemed necessary, re-product studies are conducted,

Business Model	<ul style="list-style-type: none"> - Innovation - Supply Chain Management - Raw Materials and Intermediate Goods 	<ul style="list-style-type: none"> - Sustainability in Supply Chain
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Innovation

or other actions are taken. During the product launch phase, the Business Development department plays a crucial role in the new product's customer and sales strategy, supplying information transfer on the work performed on both the customer and sales channel sides. By interacting directly with sales channels and customers, the Business Development Department directs R&D and other technical departments. It also monitors the customer and end-user trial and approval processes for new products and technologies. In addition, it monitors business opportunities in Super Film's designated strategic areas and supports the company's adaptation to new ideas and market trends.



In all of these processes, sustainability performance indicators are considered, and a dynamic management approach is incorporated into the business model to ensure that R&D efforts are aligned with the company's sustainability objectives and to evaluate the product's performance in real-world conditions and transition to enterprise scale.

The commercial model of the corporation depends on the location of the innovative structure. Innovation gives the business the flexibility to adjust to rapidly shifting market conditions while still maintaining a competitive advantage. The creation of novel goods and technology boosts client happiness, facilitates access to untapped areas, and generates a variety of revenue streams. This boosts the company's potential for expansion and guarantees ongoing strategic work on packaging and packaging-related product design. In this way, the business is setting the groundwork for a new packaging economy where production will take center stage, and the new product venture will help the business perform better in terms of governance and sustainability.

Supply Chain Management

Super Film has included the supply chain approach in its corporate restructuring efforts in line with its vision of a sustainable future and has repositioned its procurement, inventory management, planning, logistics, and foreign exchange processes under the Supply Chain Directorate. In this way, starting from the input procurement process, a holistic approach that includes the delivery of manufactured products to customers in the most cost-effective and fastest way is targeted. The main objectives of supply chain management are to establish sustainable relationships with the vendors that supply products and services to Super Film and to create constructive business models based on long-term and joint development.

Raw Materials and Intermediate Goods

Super Film uses a wide range of raw materials and inputs in its production processes. This range includes polypropylene and polyester homopolymers, copolymers, additives, and chemicals. Regardless of the usage rate, each input provides a functional feature to the product.

With the aforementioned inputs, Super Film has created more than a hundred recipes with various properties for the market's use in the main product groups of BOPP, BOPET, CPP, Cast barrier, metalized, specially coated, and adhesive tape. For product development and supply at affordable prices and under favorable conditions, suppliers and supplier management are essential.



Additionally, Super Film uses a range of intermediate products in its manufacturing process. Packaging supplies, lubricants, paints, consumable chemicals, and spare parts are some examples of these intermediary items. These ingredients are essential for increasing both the effectiveness of the production process and the caliber of the finished goods.

Super Film purchases the intermediate goods used in its production processes mainly from local regions. The company realizes these purchases from various provinces, especially from the Marmara Region. As for raw material purchases, the company gives preference to the nearby region and local producers. While this approach demonstrates Super Film's commitment to the local economy, the company also optimizes logistics and procurement processes and reduces its environmental footprint.

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Super Film purchases the intermediate goods used in its production processes mainly from local regions.”

Supply Chain Management

Sustainability in Supply Chain

Super Film has a wide network of suppliers. The company has 98% local and 2% international suppliers for intermediate goods. These suppliers provide various raw materials and intermediate materials used by Super Film in its production processes. The company strictly manages its relationships with its local and global suppliers and expects all suppliers to comply with sustainability and ethical business practices.

Supply chain management is crucial to Super Film’s business operations and manufacturing procedures. The company has built a thorough strategy for sustainable supply chain management that takes an integrated approach to addressing economic, environmental, and social issues.

Super Film’s Sustainable Supply Chain Policy aims to achieve environmental and social sustainability as well as economic sustainability. This policy serves the company’s goal of creating a sustainable supply chain and encourages its suppliers to work in compliance with environmental and social legislation and to perform well in these areas.

Using precise Key Performance Indicators (KPIs), Super Film meticulously assesses and tracks the performance of its supply chain. As part of the company’s attempts to continuously improve, these KPIs are used to evaluate performance in crucial areas such as service quality, lead time, cost-effectiveness, and sustainability. The Sustainable Supply Chain Policy of Super Film incorporates KPIs for its supply chain.

Super Film can effectively evaluate and enhance the efficiency of its supply chain thanks to crucial data. These KPIs and Super Film’s supply performance statistics are included in the report’s appendix.

Supply Chain Risk Management

Super Film has comprehensive supply chain risk management as an integral part of its supply chain management strategy. The company not only incorporates sustainability criteria into its procurement processes but also conducts a comprehensive sustainability risk assessment before cooperating with potential suppliers.

This assessment includes actively monitoring sustainability risks in supply processes and taking quick and effective measures against these risks. The environmental and social compliance, performance, and risk profiles of potential suppliers are assessed to mitigate risks and promote positive, sustainable outcomes.

Super Film’s supply chain management and risk assessment are also significantly supported by the Supplier Approval and Evaluation Instruction procedure. This procedure determines the duties, authorities, and responsibilities regarding the supplier identification and evaluation processes in the purchasing activities of the company for raw materials, consumables, and service groups and explains the methods to be applied in the relevant process.

The Supplier Approval and Evaluation Instruction plays a crucial role in supply chain risk management in addition to being a useful tool in Super Film’s supplier selection and management procedures. It evaluates the suitability and effectiveness of providers using precise criteria and

standards. Through this thorough evaluation process, the business may better comprehend the sustainability risks and performance of potential suppliers and use this knowledge in the selection and management of suppliers. By doing this, Super Film greatly improves the supply chain’s sustainability and resilience.

As part of its sustainable supply chain management, Super Film conducts regular on-site audits of its suppliers. Although on-site audits were suspended due to restrictions during the pandemic, these audits enable the company to verify whether its suppliers are conducting business practices in line with Super Film’s human rights, ethical and environmental norms. Super Film’s supplier on-site audit practice ensures that sustainability, human rights, and ethical practices are strictly monitored throughout the supply chain.

Supplier Code of Ethical Conduct

Super Film has adopted the Supplier Code of Ethical Conduct, which emphasizes the importance of ethical values and sustainability principles in supplier relations. Through these Principles, the company clearly states its expectations for its suppliers in terms of ethical rules, labor and human rights, and environmental issues. The Supplier Code of Ethical Conduct within Super Film helps suppliers recognize their social and environmental responsibilities and integrate these issues into their business processes.

Prior to the collaboration, Super Film communicates these Principles to all potential suppliers, conveying the key expectations of the business relationship. This not only enables the company to have a sustainable impact on its suppliers but also strengthens the overall sustainability profile of the supply chain. This enables Super Film to collaborate with suppliers that act in accordance with its sustainability commitments and values.

Supplier Evaluation, Approval, and Incentivization Processes

Super Film employs a Supplier Information Form that offers thorough information about its suppliers as part of its supplier evaluation and approval procedures. This form focuses on crucial markers of the supplier’s sustainability management, like whether the supplier has management systems that have received ISO certification and whether risk management procedures are in place.

Thanks to the Supplier Information Form, Super Film has the opportunity better to understand the sustainability performance of its supplier candidates and to determine which supplier in the supply chain is the most suitable for the company’s own sustainability goals. Therefore, the Supplier Information Form plays a critical role in Super Film’s assessment of its suppliers’ compliance with sustainability standards. This approach reflects the company’s commitment to ensuring sustainability throughout the entire supply chain.

Super Film meticulously measures the compliance of its suppliers with REACH, SDS, TDS, and Food Compliance standards as part of the supplier evaluation process. In this context, the company evaluates these qualifications of suppliers through the Supplier Information Form and Supplier Risk Analysis process.

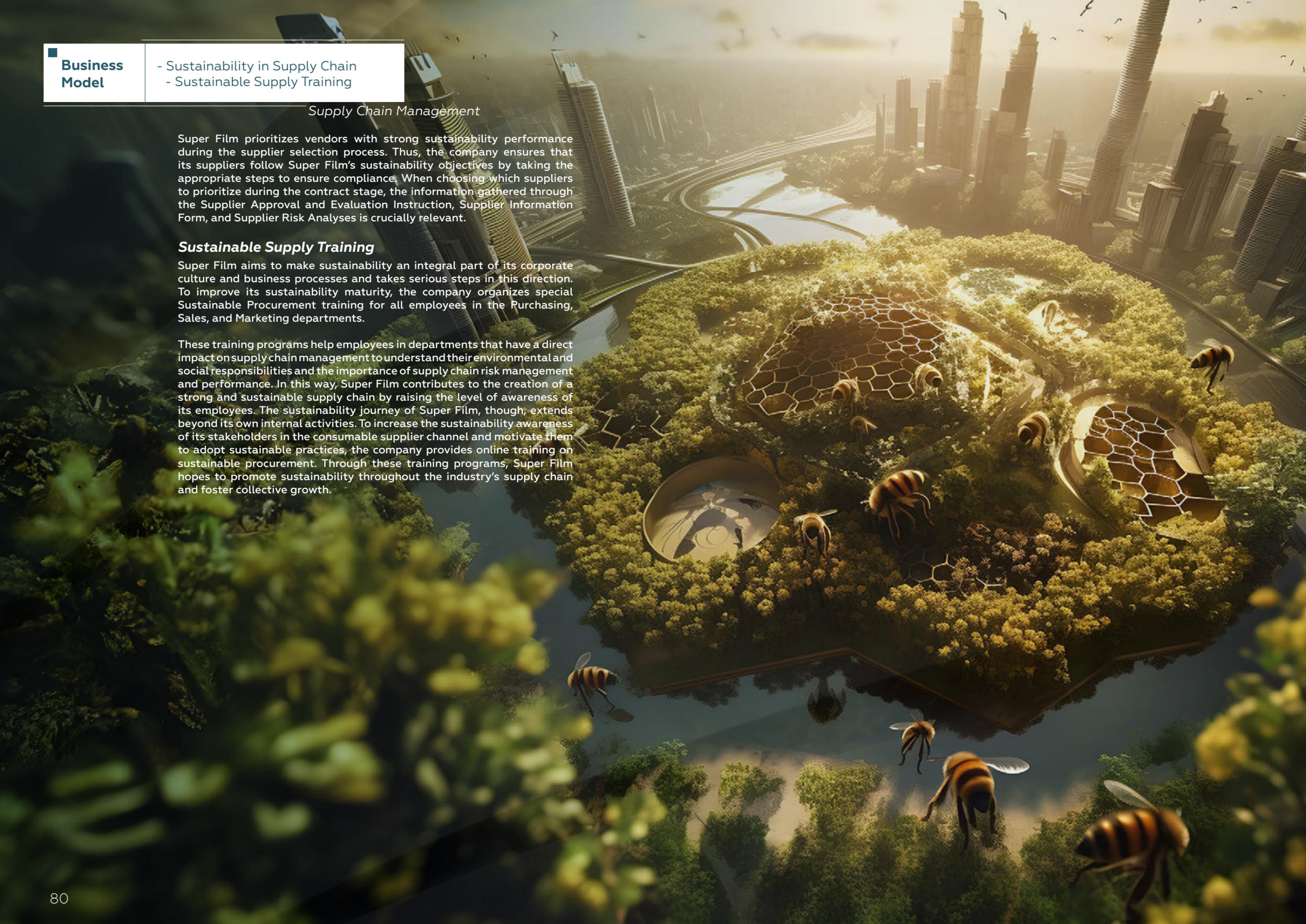
Supply Chain Management

Super Film prioritizes vendors with strong sustainability performance during the supplier selection process. Thus, the company ensures that its suppliers follow Super Film's sustainability objectives by taking the appropriate steps to ensure compliance. When choosing which suppliers to prioritize during the contract stage, the information gathered through the Supplier Approval and Evaluation Instruction, Supplier Information Form, and Supplier Risk Analyses is crucially relevant.

Sustainable Supply Training

Super Film aims to make sustainability an integral part of its corporate culture and business processes and takes serious steps in this direction. To improve its sustainability maturity, the company organizes special Sustainable Procurement training for all employees in the Purchasing, Sales, and Marketing departments.

These training programs help employees in departments that have a direct impact on supply chain management to understand their environmental and social responsibilities and the importance of supply chain risk management and performance. In this way, Super Film contributes to the creation of a strong and sustainable supply chain by raising the level of awareness of its employees. The sustainability journey of Super Film, though, extends beyond its own internal activities. To increase the sustainability awareness of its stakeholders in the consumable supplier channel and motivate them to adopt sustainable practices, the company provides online training on sustainable procurement. Through these training programs, Super Film hopes to promote sustainability throughout the industry's supply chain and foster collective growth.



Business Ethics

The principles of business ethics are of vital importance for Super Film, which acts with the understanding of being a sustainable company. It includes values and rules that advocate honest and fair behavior while conducting the company's activities. The relationship of these principles with sustainability refers to a way of doing business that considers not only environmental but also social and economic impacts in the corporate world.

As a sustainable company, Super Film acts with a long-term projection to meet the needs of future generations, so its business ethics principles are organized in parallel with this perspective. The company declares and transparently shares its policy commitments for responsible business behavior in its social responsibility policy and explains them in detail in its ethical principles guide. A copy of this Guide is communicated to all employees by Human Resources on their first working day. The Ethical Principles Guide focuses on relations with employees, customers, suppliers and all other stakeholders and is reviewed annually and shared with the public on the corporate website and with internal stakeholders as a booklet. Accordingly, Super Film is committed to acting with honesty, integrity, fairness, and transparency in all its business and transactions and expects all its stakeholders to act in accordance with these principles. Respecting the rule of law, the laws and regulations of the countries in which it operates, and human rights, managing its financial and operational activities with a focus on creating value in the long term, avoiding anti-competitive practices, conducting business in an honest and fair manner, avoiding behaviors such as bribery and corruption, Super Film's basic ethical principles include conducting its relations with its stakeholders in a trust-based and mutually beneficial framework, attaching importance to information security and data confidentiality, fulfilling the requirements of the law in sensitive transactions, and respecting society and nature in all of its activities.

The Compliance Risk Inventory was created in accordance with the Super Film Compliance Program. Compliance risks related to the protection of competition, corruption incidents, the protection of personal data, proceeds of crime and financing of terrorism, and ethical business conduct were identified. This inventory's framework included action goals, existing controls, responsible parties, risk definitions, and rationale for each. The degree of risk is also used to define Key Risk Indicators (KRI). Based on this, the Sales, Purchasing, and Finance departments received competition training for compliance risk, which is a risk factor. The annual plans for 2023 also include training programs on ethics.

To establish the policies and processes to be used in related party transactions, Super Film enacts and enforces the Super Film Related Party Transactions Policy. Super Film's primary philosophy is that related party transactions are negotiated for any third party who is not connected under market conditions or comparable circumstances on terms that are in effect at the time of the transaction. In tandem with the consolidated financial statements, related party relationships are specified in-depth and based on TAS24. The Risk and Audit Committee frequently keeps an eye on these transactions. The independent auditor reports also have a distinct section for these transactions.



Super Film, executes all human resources procedures in accordance with the "principle of equality and diversity" based on equal opportunity without prejudice.

As the highest governance body within Super Film, the Board of Directors' responsibilities and processes for preventing conflicts of interest are defined in detail as set out in the Super Film Board of Directors Working Principles Regulation. Members of the Board of Directors report to the Board of Directors details of other senior management positions, shareholdings, or financial interests held by themselves and their family members. It is the responsibility of each member and senior executive to report any proposed related party transactions to the Board of Directors immediately. Members of the Board of Directors with conflicts of interest may not participate in the discussions regarding the transactions subject to the conflict and may not vote. Accordingly, under the heading of Duties Regarding the Members of the Board of Directors and the Performances of the Members of the Board of Directors and the Management Team, it is among the duties to evaluate the conflict-of-interest situations that have arisen or may arise between Super Film and the management team. Super Film is cognizant of the value of human capital as a business that upholds justice and respects human rights. In accordance with its human resources policy, Super Film seeks to progress sustainably with its workforce in accordance with the mission and core principles of the business. It strives to encourage teamwork, interdepartmental interaction, and an organizational culture of continual development and progress with an honest, transparent, and reliable attitude. Within this context, it executes all human resources procedures in accordance with the "principle of equality and diversity" based on equal opportunity without prejudice. The company treats all its stakeholders equally in business relationships and does not discriminate on the basis of language, race, gender, religion, sect, sexual orientation, family obligations, disability, age, health status, union membership, or any other similar grounds. It also makes equal opportunity a central principle of all its operations.

Super Film, which requires respect for the rule of law, the laws, and regulations of the countries in which it operates, and human rights, imposes no penalties for compliance with the law.

All diversity inclusion, information security, transparency, and other ethical issues within the scope of high-priority business ethics are included in Super Film's ethical principles:

- To act with honesty, integrity, fairness, and transparency in all business and transactions,
- Expecting all stakeholders to act within the framework of these principles is managed within the framework of the concepts involved.

All of Super Film's policies on human rights and business ethics have been approved and put into effect by the board of directors.

The company determines the workflow according to the policies and related procedures by reporting the extent to which policy commitments are applied to the company's operations and business relations. This flow is regularly monitored through internal audit processes planned by the Internal Audit Unit and approved by the Board of Directors.

Company policy commitments are communicated to employees, business partners, and other relevant parties via its website and QDMS System, and revised documents are emailed to employees. In this system, regulatory and preventive activities are delegated to individuals or departments as



assignments, and the flow of work is maintained.

The company's remuneration policies are also included as an important area in the principles of ethical business conduct. There are remuneration criteria for both all employees and senior management. Super Film Remuneration Policy for Board Members is a guideline describing the principles, rules, conditions, and practices for the remuneration of the members of the Board of Directors in line with the scope and structure of the company's activities, strategies, long-term goals, and risk management structure. Care is taken to ensure that the remuneration of the Board members is in line with the company's ethical values, internal balances, and strategic goals. In determining the principles of remuneration of the members of the Board of Directors and formulating proposals regarding remuneration, the long-term goals of the company and the remuneration levels of the members of the Board of similar companies are also taken into consideration.

As the highest governance body of Super Film, the Board of Directors carries out the process of determining remuneration with authority delegated to the Nomination, Remuneration, and Corporate Governance Committee and in coordination with the ongoing practices under the roof of Sanko Holding.

Employees are expected to act responsibly, adhere to the disciplinary process, and follow the company's business ethics principles, which are outlined in the Etiquette Manual, if they encounter ethical uncertainties, such as bribery, corruption, discrimination, anti-competitive practices, fairness in the remuneration process, and information security during activities and operations, as previously mentioned.

In the event that a solution cannot be reached and/or if deemed necessary, inappropriate behaviors of all employees against the company's ethical principles, intentional/unintentional violation or negligence of the rules and principles can be reported to the Ethical Principles Board to decide on the sanction to be determined within the framework of this guide, through

the notification boxes in the company or via the e-mail address etik@superfilm.com, by protecting the rights of the notifier in accordance with the principle of confidentiality. Sanctions may lead to the termination of the employment contract of the employee who behaves inappropriately after the necessary evaluations. All employees are informed about these rights. Unit managers and supervisors are responsible for the implementation of this Guide in their units and for monitoring that it is adopted by employees. They are also responsible to senior managers and the General Manager.

Thanks to the Senior Management structure and executive level employees' ownership of this Ethical Principles Guide and the open two-way dialogue channels, an environment of trust is ensured among employees to report unethical behavior. The principles and provisions contained in this Code are integrated with Super Film's internal control system and are regularly reviewed to monitor compliance performance, identify deficiencies and take measures, and are kept flexible enough to make changes if deemed necessary. The Risk and Audit Committee regularly reviews compliance with this Guideline and submits any proposed changes to the Board of Directors for approval. Ethical principles and an applicable notification process among employees are also reviewed in a dynamic manner.

We act in accordance with international norms and our organization's Code of Ethical Conduct in the procedures of discussing, assessing, and concluding the complaints made not only by Super Film employees but also by both internal and external stakeholders. Thanks to the internal grievance procedure, the company continuously strives to address the grievances, requests, and ideas of all parties in a timely and suitable manner, considering reputational and employee safety issues.

As a result of the lessons it has learned, Super Film is committed to creating a dependable and approachable grievance mechanism within the context of dialogue and cooperation with its stakeholders. Customer complaints about ethical problems can also be made through the ethics hotline as a significant stakeholder group.

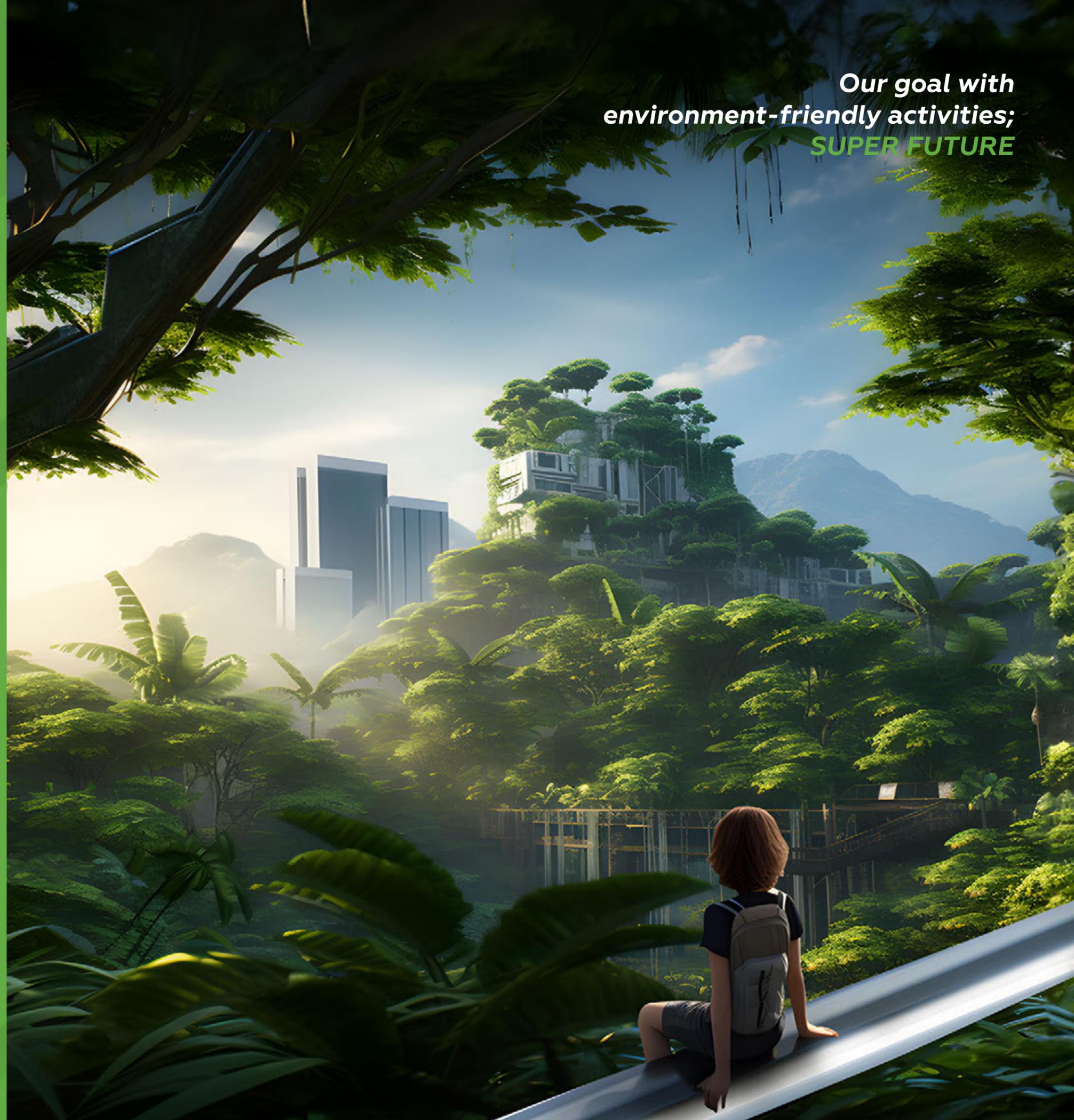
Climate

Super Film embraces environmental responsibilities as well as economic goals and is aware that a sustainable world is only possible through environmentally friendly and responsible business practices. The company is committed to minimizing its environmental impact and promoting environmental sustainability. Super Film's environmental sustainability is supported by its integration into all operations and processes of the company.

In order to protect the environment and support sustainability, the company carries out all its activities in line with the ISO 14001 Environmental Management System. This certification is an indicator of the importance the company attaches to environmental awareness and sustainable business practices, and the company directs and manages all its activities with this awareness.

Super Film implements the Super Film Integrated Management Systems Policy within its organization in line with the ISO 14001 Environmental Management System. The policy details how environmental issues will be managed within the company and how environmental commitments will be disclosed to stakeholders. This policy focuses on issues such as waste, water and effluents, energy, emissions, biodiversity, environment, and air pollution.

**Our goal with
environment-friendly activities;
SUPER FUTURE**





The company's QMS team and consultant environmental engineer carefully reviews all environmental complaints received by Super Film. When there is any complaint about environmental issues such as air, water, effluent, packaging waste, hazardous waste, or noise pollution within the boundaries of the company, the QMS team takes action quickly and effectively in coordination with the relevant unit managers. It investigates, identifies, and provides solutions to potential environmental pollution and other environmental problems. In addition, the QMS team also aims to promote environmental awareness and create public understanding of this issue throughout Super Film. The team also takes a proactive approach to meeting its environmental responsibilities and commitments to sustainability by being in constant communication with relevant institutions and organizations.

Super Film conducts risk analyses on specific environmental issues and takes necessary precautions to promote environmental sustainability and minimize potential environmental risks. The company maintains the highest level of environmental responsibility in all its activities and continuously develops strategies and practices for effective environmental management. Super Film intensively engages in training that is of great importance for environmental protection and compliance with sustainability goals. The Environmental Management training provided by the company to its employees covers a wide range of areas such as waste, water, energy, and environmental compliance. Environmental Management training is aimed at increasing employees' awareness and comprehension of environmental matters.

In addition, Super Film also organizes specialized training on waste and energy topics. These specialized training programs focus on specific environmental issues, providing employees with a more in-depth understanding of these areas. In this way, Super Film not only fulfills

its environmental responsibilities but also increases environmental knowledge and awareness.

Lüleburgaz Manufacturing Facility

Super Film demonstrates its determination to further improve its sustainability goals at its new manufacturing facility in Lüleburgaz, which it aims to put into operation in 2024. The company plans to implement several strategies to minimize the environmental impact of this modern facility and maximize its sustainability performance.

Preparations are reportedly underway to obtain the prestigious LEED certification for this facility. LEED certification is a rating system that evaluates a range of environmental attributes in a building such as energy efficiency, water conservation, reduction of CO2 emissions, and indoor quality. Super Film has made a commitment to achieve a high level of sustainability performance in automation, energy efficiency, water use and recovery, transportation, heating, and more.

The implementation of these environmentally responsible strategies is part of Super Film's commitment to integrating sustainability into its core business strategy. The new facility will be one of the few projects among the manufacturing facilities in Türkiye and will be a landmark project that will emphasize the company's commitment to environmental responsibility and sustainable growth.

As a result of its environmental management approach, Super Film is committed to ensuring the maintenance of environmental sustainability and will strive to continuously improve and strengthen its commitments in this regard.

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Super Film demonstrates its determination to further improve its sustainability goals at its new manufacturing facility in Lüleburgaz, which it aims to put into operation in 2024.

Energy Management

Since 2016, Super Film has been ISO 50001 Energy Management System certified, which aims to increase energy efficiency and awareness. The company's approach to energy management is defined by its Energy Management System Policy and Management Systems Policy, which are compliant with ISO 50001. Through the relevant policies, Super Film sets various goals for the efficient and effective management of energy use and clearly articulates these goals to its stakeholders.

The company maintains its stance on ensuring the effective and efficient use of energy resources by including energy management in its environmental and climate change risk analysis. Super Film's priorities in energy management include regular monitoring of energy use and taking necessary measures in case energy use targets are not met.

The Energy Management System (EMS) team is a key part of these efforts. The EMS team attends monthly meetings organized by the Energy Management Representative and evaluates critical issues such as the company's energy use, performance, and the effectiveness of action plans in meeting targets. Decisions made as a result of the meetings are recorded and used to monitor progress in achieving energy management targets.

Energy Management Training and Banner-Poster Studies

Super Film organizes two important training programs for energy management. These training programs are designed both to raise awareness of energy efficiency within the organization and to encourage energy saving practices in the day-to-day lives of employees.

This first training, called EMS Awareness Training, emphasizes the critical importance of energy efficiency and energy management system. In addition, it covers Super Film's energy performance and sources of energy consumption, making employees more aware of energy use and efficiency issues. This training plays a key role in achieving Super Film's energy efficiency targets and supports all employees to take an active role in managing and reducing energy consumption.

The other training program, Home Energy Efficiency Training, provides information on renewable energy sources and home energy-saving strategies. This training offers employees practical information and examples of how they can reduce energy consumption in their households. By doing so, employees are encouraged to familiarize themselves with sustainable



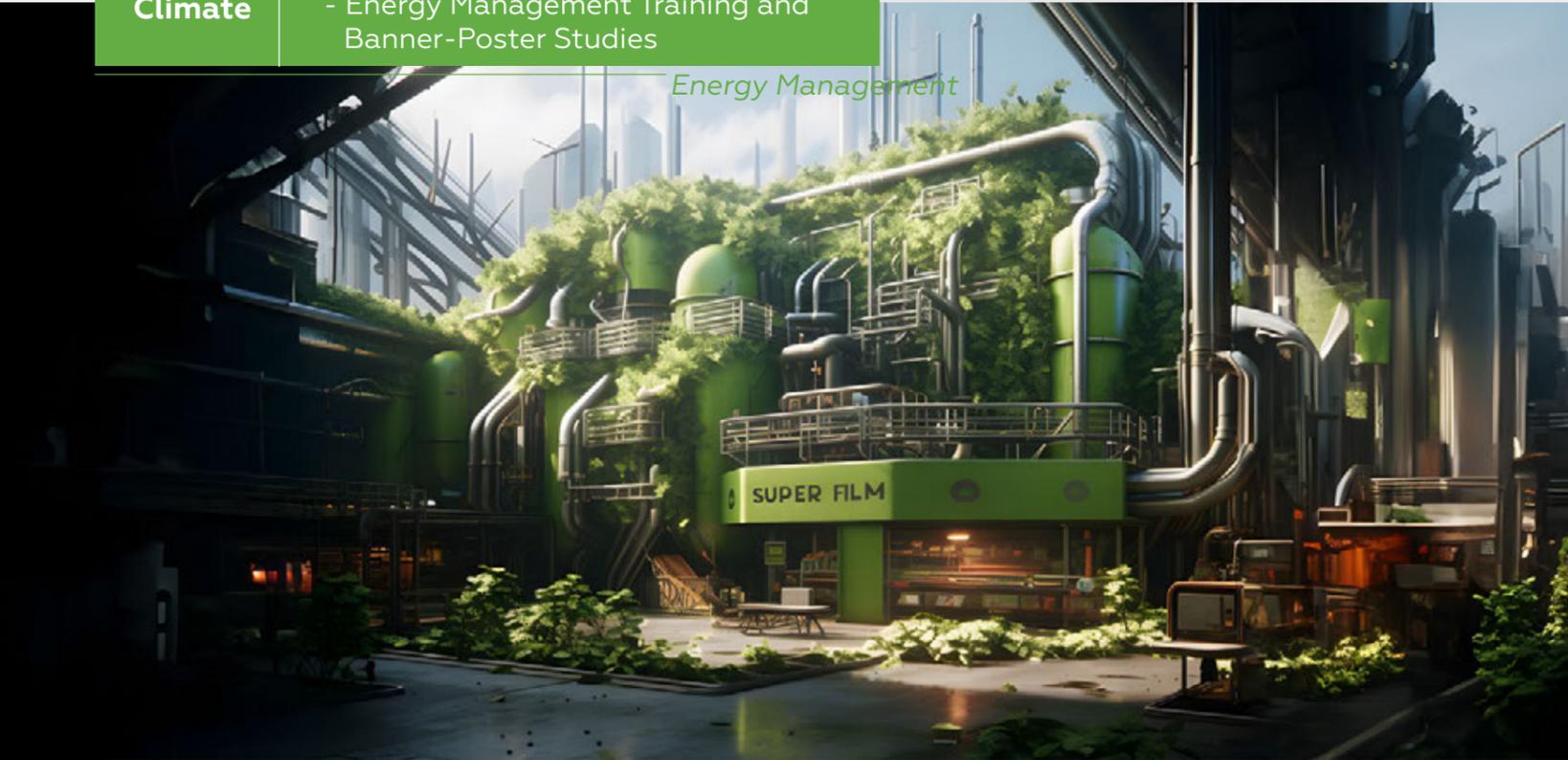
energy practices and use this knowledge in their personal lives.

Both training programs are valuable for anyone interested in understanding energy efficiency and sustainability issues and learning how to apply them in business and personal life. They demonstrate Super Film's commitment to energy management and sustainability goals.

Super Film also organizes banner and poster works to reach a broader audience with its training programs on energy management. These visual materials prepared for Energy Management System Awareness emphasize the importance of energy efficiency and energy management system.

These visual materials are valuable for anyone who is interested in understanding and learning how to apply energy efficiency and sustainability in both business and personal life. Such banners and posters reflect Super Film's commitment to energy management and sustainability and its efforts to spread these issues to a broader audience.

Energy Management



Energy Efficiency and Renewable Energy Studies

Super Film strengthens its sustainability efforts in its sector by taking a pioneering approach to energy efficiency and the use of renewable energy. The company has made a considerable investment in renewable energy with a 6.8 MWp solar power system installed at its facility in Gaziantep. This is an important step to minimize its environmental impact while reducing energy consumption.

As part of its energy saving strategies, Super Film uses a waste heat recovery system on the BOPP 3 line. The energy-intensive system allows the waste heat to be recovered, which increases energy efficiency and makes the best use of resources. These efforts to increase efficiency extend to the TDO furnaces. The company has achieved thermal energy savings of 2.5 million kWh per year through the recovery of waste heat generated there. This initiative will be continued at the new facility in Lüleburgaz, which is scheduled to become operational in 2024.

The planned projects for the new facility in Lüleburgaz include the use of energy-efficient chiller unit and the selection of IE4 & IE5 class energy-efficient motors. These improvements indicate that Super Film is constantly improving itself in terms of energy efficiency and continues to maintain a leading position in the sector.

Super Film will continue to generate renewable energy through the use of solar panels at its Lüleburgaz facility, which will be operational in 2024. Super Film's approach will enable the Lüleburgaz facility to meet approximately 10% of its total electricity consumption from renewable sources, making a significant contribution to the company's overall sustainable energy strategy.

SAMPLE PROJECT -1	
PROJECT NAME	AUXILIARY FACILITIES - 2022 MCC PANEL ROOM COOLING
LOCATION AND DATE	AUXILIARY FACILITIES - 2022
OBJECTIVES AND ACTIONS	The air conditioner in the MCC Panel room has been operated according to the optimum temperature with the help of a driver after the necessary ambient measurements were made. It operates in the most efficient way based on the desired cooling performance throughout the year.
RESULTS	The project, which was created with the work of our energy team, contributed to the reduction of our carbon footprint. We were able to reduce our carbon footprint by 22656.48 t CO2e.

SAMPLE PROJECT -2	
PROJECT NAME	BOPP LINES - 2022 FURNACE ZONE EFFICIENCY
LOCATION AND DATE	BOPP LINES - 2022
OBJECTIVES AND ACTIONS	Some of the fan motors in the furnace area of the BOPP lines were measured and new motors with lower power were selected. The addition of a PLC to the system has allowed for easier control. Also, energy efficiency studies were conducted with the driver.
RESULTS	In the project that emerged with the work of the energy team, Super Film's carbon footprint was reduced by 13,099.2 kg CO2e.

SAMPLE PROJECT -3	
PROJECT NAME	CHILLER COOLING GROUP EFFICIENCY STUDY
LOCATION AND DATE	Central Auxiliary Facility - 2022
OBJECTIVES AND ACTIONS	Studies are carried out as part of sustainable approach goals and energy efficiency in chiller cooling groups. In this project, the objective was to reduce the unit energy cost of the chiller cooling group. For this purpose, energy efficiency was operated by purchasing a new chiller device and automatic cleaning devices.
RESULTS	As a result of the studies, we reduced the unit cost by reducing energy consumption by 28.7%.



Energy Management



Energy Efficiency Project Achievements

Super Film has captured the industry's attention with its successful energy efficiency projects. UNIDO-UNDP recognized the company's energy efficiency efforts as exemplary projects and included them in their promotional catalog. This has brought global recognition to Super Film's innovative and effective approach to energy efficiency.

Super Film's striking performance in the Increasing Energy Efficiency in Industry Project enabled it to stand out among 43 companies. In addition to this success, the company was honored with a Certificate of Achievement by the Republic of Türkiye Ministry of Energy and Natural Resources in 2019.

These evaluations and awards indicate that Super Film's efforts on energy efficiency have been evaluated and appreciated both nationally and internationally.

Emission Control

Super Film prioritizes emission control as a fundamental aspect of its sustainability policy. To support this commitment, the company has implemented a comprehensive management system policy that focuses on reducing both greenhouse gas and air emissions. Through continuous effort to limit its environmental impact and carbon footprint, the company attains sustainable economic growth.

To this end, Super Film regularly conducts risk analyses for climate change and maintains an inventory of the results. This deliberate and methodical

approach empowers the company to proactively mitigate climate change risks and effectively manage them.

The company also takes emission reduction measures as a result of its energy efficiency efforts. Super Film calculates greenhouse gas emissions for Scope 1, 2, and 3 on a regular basis for its single location in Gaziantep, and the company gets its calculations verified by an auditing body.

In 2023, scope 3 emissions are included in the calculation for the first time and data are presented for the following 15 categories:

- Shuttles, Business Travel (Air), Emissions from Transportation of Raw Materials, Emissions from Transportation of Capital Goods, Emissions from Transportation of Products, Indirect Emissions from Transportation of Waste, Raw Material Emissions, Catering, Capital Goods Indirect Emissions, Water Treatment Indirect Emissions, Waste Indirect Emissions, Leased Assets, End of Life Cycle Indirect Emissions of Products, Electricity Transmission and Distribution

WTT-All Fuels Super Film performs emission calculations in accordance with ISO 14064 and GHG Protocol standards and takes into account gases such as CO₂, CH₄, N₂O, HFCs in its calculations. In 2021, the company's emission intensity value including Scope 1, 2, and 3 emissions is calculated as 2.85 tCO₂e /ton.

Such scientific and comprehensive approaches underpin Super Film's efforts to effectively manage greenhouse gas emissions and air emissions, while also demonstrating its commitment to a sustainable and responsible business model.



Super Film was honored with a Certificate of Achievement by the Republic of Türkiye Ministry of Energy and Natural Resources in 2019.

Emission Control

Emission Reduction through Responsible Consumption of Energy Resources

VRV Replacement Project 2021: Super Film has successfully carried out the VRV Replacement Project in order to reduce operational costs while replacing the environmentally harmful R22 refrigerant with the eco-friendlier R410A gas. The project focused on system renewal by replacing only the outdoor unit without affecting the piping and indoor units of the existing cooling system. This strategic move enabled a reduction of 11,52 tons of CO₂ emissions in 2021.

Transition to Hybrid Models in Company Vehicles: As an important part of its strategy to reduce carbon emissions, Super Film aimed to transition to hybrid models in its company vehicles starting in 2018. In the first phase, the company was able to significantly reduce emissions by replacing 57% of its vehicle fleet with hybrid models. After this date, Super Film has prioritized hybrid or environmentally friendly vehicles with low emissions in their company vehicle leasing and purchasing.

Transition to Electric Forklifts: As part of its energy sustainability goals, Super Film converted 16 diesel forklifts to electric forklifts, improving indoor air quality and significantly reducing fossil fuel consumption. This innovative transition has resulted in an 80% reduction in diesel consumption in 2020 compared to the previous year. Moreover, this significant shift prevented the release of about 170 tons of CO₂e emissions into the atmosphere.

Emission Reduction by Rail Transportation: Super Film is committed to minimizing its carbon footprint and environmental impact due to transportation. As part of this approach, the company also seeks innovative solutions in its logistics processes to reduce its emissions.

The company significantly reduces its carbon emissions by focusing on rail transportation instead of road transportation during the transportation of raw materials from ports and warehouses (such as Mersin, Iskenderun, Adana) to Gaziantep. The carbon footprint calculation for this transportation process reveals the striking difference between road and rail. The calculations clearly show the extent to which rail transportation can reduce carbon emissions.

Reducing Carbon Emissions with Lüleburgaz Site and Technological Improvements: Super Film's decision to start operations at the Lüleburgaz facility in 2024 brings a significant reduction in road emissions. The reduction of the port distance from 200 km to 60 km represents a 70% reduction in road emissions for raw material and product transportation. Considering that the emissions from raw material transportation in Gaziantep in 2021 are 6,000 tons of CO₂, the new investment in Lüleburgaz is expected to reduce emissions by 2,400 tons.

Additionally, the relocation plan provides substantial benefits compared to Gaziantep in terms of time, cost, and emissions for both domestic and European shipments. Super Film plans to replace coal heating with natural gas in the production process of the new facility. This approach is designed to significantly reduce carbon emissions from combustion.

The use of natural gas in the new facility is expected to reduce the coal emissions from the Gaziantep facility by over 50%, amounting to 16,000 tons. Technological improvements in this context are aimed at reducing emissions by 15% per year compared to using coal boilers as an alternative.

Air and Noise Quality

Super Film bears significant responsibility for air emissions and acknowledges this responsibility seriously. Super Film's strategy for air emissions aims to minimize its environmental impact while enhancing its business processes continually. For measuring air quality, the company carries out emission measurements of boilers and operational chimneys once every two years. In 2021, the most recent measurements revealed that the company's emissions (CO, NO₂, NO, SO₂, dust, and VOC) remained well below all standard limit values.



Furthermore, Super Film not only meets these standards, but also makes continuous improvements to further reduce dust and particulate matter emissions. In this regard, dust particles in the exhaust gas from the coal-fired boiler are separated from the flue gas using an electrostatic dust filter and collected in a bunker. This dust is transported to silobases to prevent its release into the atmosphere.

In 2021, the Gaziantep Provincial Directorate of Environment and Urbanization and Climate Change confirmed that the facility was not required to obtain a noise permit. However, despite this exemption, the company took measures to control the noise level. As a result, the company constructed specialized noise cabinets to control the noise level at the source. These cabinets reduce the noise level within the facility by preventing sound propagation and offer a more comfortable working environment for employees.

Waste Management and Minimization

Super Film strictly follows its Management Systems Policy and internal waste procedures for managing and minimizing waste. As part of this framework, the company is committed to minimizing waste generation and effectively managing its waste in all business activities.

The company pays particular attention to identifying and mitigating risks related to waste disposal in its risk analysis process under Environment and Waste Management. In addition, in case of a waste disposal process disruption, the company actively implements the following strategies to prevent and minimize the associated risks:

- Conducting regular risk analyses,
- Cooperation with consultant firm on Environmental Management,
- Organization of on-site inspections by an OHS expert,
- Identification and regular follow-up of corrective actions,
- Monitoring the amount of different types of waste,
- Having a waste management officer,
- Separation of hazardous and non-hazardous waste and storage of hazardous waste in a separate sheltered area,
- Transportation of hazardous wastes with licensed transportation vehicles and tracking of these processes.

These are only a part of the company's strategies to manage and reduce waste. Super Film takes a continuous improvement and excellence approach, intending to enhance its waste management performance continually by regularly setting objectives.

As part of waste management, Super Film implements a Waste Management Plan. The Waste Management Plan enables the company to identify and manage the type, source, storage, and disposal methods of waste while complying with relevant legislation, thereby minimizing the environmental impact of waste. Moreover, Super Film has received Industrial Waste Management Plan (IWMP) approval for the safe disposal and special treatment of hazardous materials.

In 2022, it successfully established the Zero Waste Management System and received the Zero Waste Certificate, which is valid until 2027.

The company manages the internal sorting and disposal of waste according to waste streams in waste management. Super Film separates waste at the source using collection equipment designated by waste codes. Once the waste reaches a certain level, it is sent to the appropriate temporary waste storage facility. The wastes are categorized here by such information as codes, relevant units, and dates.

The company takes great care to ensure that hazardous and non-hazardous wastes are stored separately from each other in temporary waste storages that comply with the legislation. Hazardous wastes are stored in designated warehouses with blind shafts and spill trays which meet the criteria specified by the legislation. Each waste is separated by name and code and only authorized personnel have allowed access. Wastes are accumulated for the maximum storage period determined by the legislation and then transferred to licensed companies.

Super Film's waste disposal methodology includes prioritization strategies such as recycling, recovery, and heat recovery. However, when these options are not possible, waste is delivered to a licensed organization with a waste code. The company's waste declaration forms are available on the Waste Declaration System (MoTAT) and include waste declarations for the years 2020, 2021, and 2022. There has been no waste disposal in the last three years; all waste has been directed to the recycling process.

Super Film's waste management performance in figures can be found in the **Environmental Performance Indicators** section in the appendices of the report.

Emergency Preparedness

Super Film has a comprehensive emergency preparedness procedure which deals with accidents and emergencies. The procedure covers emergencies that may occur internally and as a result of natural events. Special teams are assigned, and training programs are organized for a wide range of emergencies determined by the Environmental and OHS Boards.

Super Film has prepared emergency plans and shared these plans with all employees. These plans are designed to identify emergencies, organize work, and determine responsibilities. In addition, these plans are regularly revised to align with new processes, investments, or changes in legislation. Employees are trained by the OHS Specialist for possible emergencies and emergency exercises are organized. In addition, fire extinguishers are always kept ready for use at important points for emergencies such as fires that may occur in the units. Periodic checks of these fire extinguishers are carried out regularly.

Super Film's operations do not lead to the generation of hazardous substances. Finally, no incidents of accidental waste dumping were recorded during the reporting period. Special risk groups are treated with care and their evacuation in case of emergency is the responsibility of the relevant managers. This result and the measures taken by Super Film are an important part of its emergency preparedness and response strategy.

Environmental Risk Assessment is an essential tool for Super Film to identify the potential impact of its business activities on the environment. This analysis identifies what environmental risks the company may face in a given situation and helps to identify appropriate measures to manage these risks. This approach not only helps to reduce environmental impacts, but also ensures that the company is prepared for such events.

The Environmental Risk Assessment process is an integral part of Super Film's commitment to managing its operations in a more sustainable and environmentally responsible manner. Furthermore, this proactive approach supports the company's efforts to minimize environmental impacts and ensure the lowest possible level of risk. Therefore, The Environmental Risk Assessment is part of Super Film's overall environmental management strategy and emergency preparedness.



Super Film's employees are trained by the OHS Specialist for possible emergencies and emergency exercises are organized.

Waste Management Training

Super Film conducts regular training on waste reduction and separation as part of its efforts to build a sustainable future. This training, which aims to raise employees' awareness of waste management, reduction, and separation, is conducted on an annual basis under the guidance of an environmental consultant.

As part of this training program, Super Film also organizes Zero Waste Training. Zero Waste Training helps employees gain a comprehensive understanding of hazardous and non-hazardous waste, waste disposal, and recycling issues. As a result, Super Film informs its employees what its Zero Waste goals are and how to achieve them.

Water and Effluents

Super Film acts with a high level of responsibility and awareness regarding water and effluent management. The company discloses its commitments in this regard to its stakeholders within the framework of the Super Film Management Systems Policy and promotes the recovery and reuse of water within this framework. In line with the ISO 14001 Environmental Management System, Super Film focuses on the continuous improvement of water monitoring systems, thus contributing to the improvement of water management performance. It also strives to support resource efficiency projects and minimize water consumption.

The company has a comprehensive approach to managing the water used in its manufacturing processes without harming the environment. In this context, the used water is returned to the auxiliary operations department where it is cleaned and purified through a "reverse osmosis" system. This system, implemented by Super Film, ensures that the water is suitable for reuse. The treated water is then returned to the water tanks and included in the reuse process.

Super Film prevents the formation of any waste that may pollute groundwater in its processes which contributes significantly to the protection of groundwater resources.

In terms of wastewater treatment, Super Film does not have any special treatment facilities at its plants. However, the effluent generated by the company's operations is discharged into the Organized Industrial Zone (OIZ) wastewater system, which is accessed through a canal connection permit. This system ensures that the effluent passes through the wastewater treatment plant within the OIZ. In this way, Super Film maintains effective wastewater disposal and strives to minimize its impact on the environment.

Super Film maintains water pools in its facilities to meet its reserve needs in order to protect water resources and to be prepared for potential water shortages. These pools provide an emergency reserve to meet water needs, thus minimizing the company's dependence on water and the risks that may occur due to potential water shortages. With these practices, Super Film contributes to the protection of water resources and sustainable water management.

- Water Conservation Efforts
- Water Footprint Studies
- Environmentally Friendly Service

Water and Effluents

Water Conservation Efforts

Super Film aims to save water as a fundamental part of its environmental sustainability approach. Towards this goal, the company plans to minimize water consumption by using water-saving equipment.

Water meters have been installed in Super Film’s facilities to effectively manage water consumption and prevent unnecessary water loss. Through these meters, the amount of water consumption is accurately measured, and this information is used to develop more effective water conservation strategies.

In addition, Super Film has taken an important step to detect and prevent potential leaks in underground water installations. Existing installations were renovated and brought above ground. In this way, leaks were prevented, thus the water system functioned more efficiently.

Since 2006, the company has managed to reduce its water consumption per ton of raw material by 71% as part of water conservation efforts. Super Film’s success reflects its determination and effective strategies to protect water resources.

As a result of the policies implemented since 2008, an average of 21% of the water used was recovered through the Waste Water Recovery System. Super Film has achieved this result as an output of its strategy to use water resources more efficiently and responsibly. These water-saving efforts of Super Film demonstrate its proactive attitude towards water management within the framework of sustainability.



Water Footprint Studies

In 2021, Super Film conducted and successfully audited a water footprint study. This initiative enabled the company to gain a detailed understanding of its water use and to develop strategies to reduce its impact on water resources.

The water footprint study helped Super Film to measure and classify its water consumption. Also, the study enabled Super Film to manage its water use more effectively and conserve water resources more efficiently.

This experience has created a roadmap for Super Film for 2022 and beyond. The development and implementation of strategies to reduce water consumption will play a critical role in achieving the company’s long-term sustainability goals.

Environmentally Friendly Service

Risk management is of great importance to Super Film as it lies at the core of its environmentally friendly service and production activities. In this context, the firm has identified potential risks, including the management of environmental licenses and certifications, as well as access to environmentally friendly financing. Moreover, the company has taken various measures to manage these risks. Strategies such as annual audits, legislative monitoring, and consulting services ensure the continuity of environmentally friendly services by minimizing these risks.

In addition to ensuring that its products comply with national and international environmental standards, Super Film does not see this as a necessity but rather as an opportunity to build on them and work towards optimal sustainability.

Super Film, which puts the concept of sustainability at the center of its business model, develops sustainable packaging designs to contribute to the circular economy. While ensuring flexible packaging takes place in the industry with innovative and sustainable projects, it also strives to optimize packaging designs. This strategy establishes a foundation for a new plastics economy by emphasizing the design and manufacturing of plastics and plastic products.

Super Film reflects its positive attitude towards environmentally friendly services and its leadership in this field to its stakeholders through concrete steps and innovative practices. These practices can be listed as follows:

Innovation in Product Packaging	The company reuses the plastic caps used in the reels collected from its customers in newly produced reels. The company also recovers chipboard caps, lids, and outer packaging designed from reusable or recyclable materials from specific destinations and routes for the packaging of the films it produces.
Waste Separation	Super Film continuously improves its waste sorting processes in accordance with waste utilization guidelines and reduces the amount of waste sent to landfills with advanced sorting systems and equipment.
Raw Material Recovery	The waste generated during manufacturing and films that are not deemed suitable for use are reused as granular raw materials through the company’s recycling systems. Excess amounts that cannot be used are given directly to licensed companies as raw materials in order to prevent energy losses.
Solvent Recovery	Super Film operates a recovery facility that reuses the solvent used in the production of adhesive tape through regeneration. This facility has been in active service since 2005, reducing solvent emissions.



An average of 21% of the water used was recovered through the Waste Water Recovery System.



Environmentally Friendly Service

Environmentally Friendly Packaging

As part of its commitment to environmentally friendly services, Super Film's product range includes Biopolymer Containing Films and Renewable Resource Content Films. This diversity reflects the company's pioneering approach to eco-friendly packaging solutions and its adherence to sustainability goals.

Biopolymer-based Films

Super Film has taken an innovative step in the field of biopolymer-based films, especially in BOPP products, by producing a hybrid BOPP film with biopolymer derived from algae-based resources. This approach provides biopolymer input without affecting the food chain and reduces the use of fossil resources and the carbon impact of the film while maintaining the recovery properties of the BOPP film. This innovative product, developed under the code "SUPEX 2011 ALG", was awarded the Worldstar award by the World Packaging Organization (WPO), one of the most prestigious packaging awards in the world.

Films with Renewable Resources

In this field, Super Film offers a portfolio of BOPP films produced with raw materials obtained from bio-based renewable resources instead of using raw materials based on fossil resources such as oil and natural gas. The aim is to reduce the dependence of packaging films on fossil resources by more than 60%, while ensuring that the advanced optical and mechanical properties of the film are maintained. Renewable films, which are mainly produced with inputs from vegetable waste or waste oil, significantly reduce the carbon footprint through waste reuse and make a significant contribution to preventing water pollution.

Life Cycle Assessments

As part of its environmentally friendly service approach, Super Film conducts comprehensive Life Cycle Assessment (LCA) studies that evaluate the environmental impact of its processes and products. These analyses were conducted on two different products of the company, SUPEX 2011 20 μ BOPP film and PETLAIN BT 1011 12 μ BOPET film, in accordance with ISO 14044-44 and ISO 14067 guidelines.

The focus of the LCA studies was to assess the environmental impact of 1 kg of the specified products from cradle to grave. In this regard, all stages from raw materials to the final product were analyzed in detail. As a result of the analysis, it was determined that 1 kg of SUPEX 2011 20 μ BOPP film has a potential impact of 3.20 kg CO₂ equivalent and 1 kg of PETLAIN BT 1011 12 μ BOPET film has a potential impact of 3.90 kg CO₂ equivalent.

As part of its commitment to continuous carbon footprint monitoring and reducing its environmental impact, Super Film aims to reduce its environmental impact at all process and product levels and is working on a systematic infrastructure to monitor its product-based emissions.

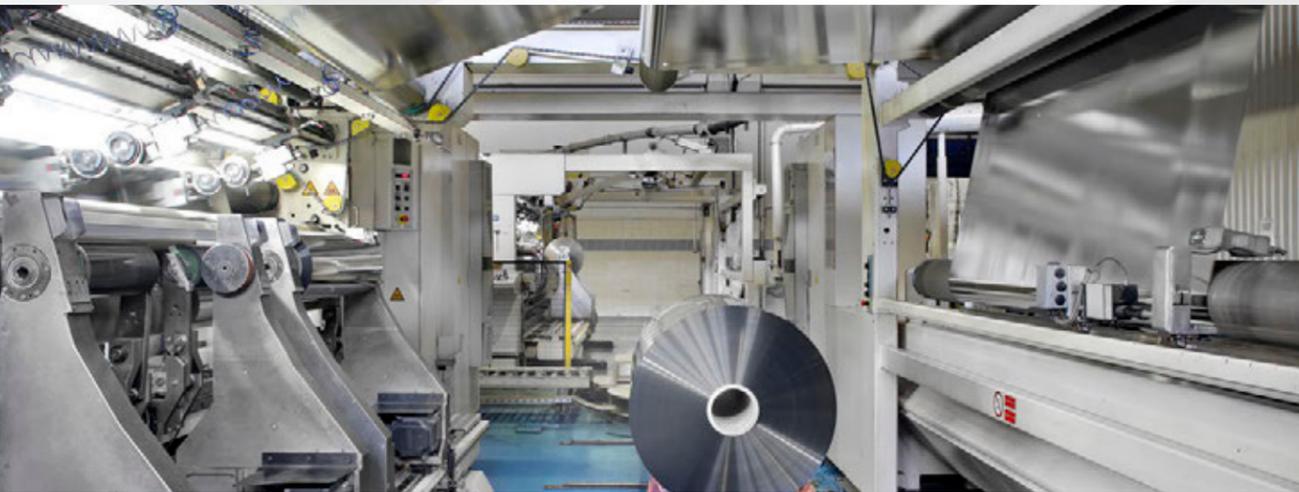
3R Approach for Circular Economic Activities (Reduce - Recycle - Reuse)

The aim of the circular economy is to reduce the use of plastics, to expand their reuse, and recycling. Super Film, one of the innovative and pioneering manufacturers in the packaging industry, has focused on this issue in its product management studies in recent years and prioritized the development of circular economic activities in product innovation studies. In this context, Super Film adopts the 3R approach, namely the principles of

Environmentally Friendly Service

“Reduce, Reuse, and Recycle” and acts in accordance with these objectives in all its operations. The company attaches particular emphasis to the use of renewable resources in its production processes in order to minimize its environmental impact.

Super Film’s manufacturing and distribution processes are constantly being developed and renewed in line with its sustainability goals. The company manages this process by determining its policies and strategies in line with these goals and taking concrete steps through projects and action plans. In this way, Super Film has been able to integrate the 3Rs approach into all its activities and develop a sustainable operating model.

**REDUCE**

Super Film attaches great importance to the concept of “reduction”, which is the first pillar of the 3R principles, and in this context, reducing the thickness of the packaging material is one of the priority targets. Reduction efforts in all product groups, especially BOPP and BOPET and the coating processes using these films, contribute to the company’s sustainability goals.

In line with the goal of reducing the amount of packaging in production processes, Super Film is developing films that provide the same functionality as packaging films used in standard thicknesses but are thinner and more efficient. In this way, a packaging film that fulfills the same function can be produced with less material which saves resources and reduces environmental impact.

To date, Super Film has achieved an efficiency increase of up to 35% in 15 different products as part of its thickness and weight reduction target. By adopting and effectively implementing the principle of reduction, the company has made its production processes more efficient both economically and environmentally. As a result, the company continues to develop products that meet the goals of its customers and end users regarding the reduction of unit packaging usage. Additionally, Super Film, which will significantly increase its capacity with new investments, has prioritized thin film production in its new line project and has designed the line accordingly.

RECYCLE

As part of the second pillar of the 3R approach, “Recycling”, Super Film increases its sustainability by implementing various recycling practices.

Operational Recycling Practices:

- **Product Recovery**

Defective products that arise during manufacturing and materials that do not meet with quality standards are transformed into granular raw materials through Super Film’s in-house recycling system and reused as part of waste reduction and good manufacturing practices. Products that cannot be regranulated are provided directly to licensed companies as raw materials within the framework of Industrial Symbiosis study, thus preventing unnecessary energy losses.

- **Use of Plastic Board, Wood and Plastic Pallets**

Super Film chooses reusable and recyclable plastic boards instead of damaged and recycled wooden pallets. When they break, these plastic boards are delivered to companies that can recycle them.

Plastic boards that can be used continuously are collected in a separate area by regular customers. During the shipment of new products, the recorded boards are taken back, cleaned and put back into post-production use. In case of breakage or damage, plastic enboards are delivered to licensed companies for recycling.

Through projects carried out with consultants on the use of wooden pallets, pallets with reduced unit weight have been introduced. Wooden pallets, which are 100% wood raw material, are recycled and reintroduced to the economy instead of occupying an area immediately after use due to the damage they receive after use.

In addition, Super Film is implementing another important project for the recovery and reuse of packaging materials. By introducing the use of plastic pallets as an alternative to single-use wooden pallets, it enables multiple use of pallets. Pilot studies started in 2022 and will be commercially available in the coming years..

- *Good Practice Examples of Recycling through Product Design*

- **Alternative Mono Structures to Multiple Packaging Designs**

In line with its sustainable product development goals, Super Film carries out product studies that will enable the lamination of different packaging structures with a packaging structure containing a single type of raw material. This approach, also referred to as mono-material packaging applications, enables the packaging to be recovered more easily after use and creates a more effective separation and cyclical reuse opportunity in the packaging recovery process. The company works on heat-resistant films, especially BOPP and BOPET, films with high barrier properties, and products with improved heat seal properties, and thus offers film structures with mono-PP or mono-PET properties as an alternative to the multi-material package structures used by its customers in the packaged structure.

- **Mono Structures for Lidding Applications**

Super Film offers top film alternatives suitable for single use or lamination

Environmentally Friendly Service

with high barrier properties and single structure suitable for different application areas for top lidding applications of products such as fresh fruits and vegetables and ready-to-eat foods.

- **Metal-Free Structures**

Although aluminum and metallized films are generally preferred as a barrier layer in laminated structures due to their low oxygen and low water vapor permeability, Super Film has developed special metal-free coated films with high barrier properties to offer packaging solutions suitable for recycled raw material structures with high transparency and is conducting R&D activities to offer new solutions in this field.

- **REUSE**

As part of its "Reuse" approach, Super Film has taken several important steps to maintain environmental sustainability. Through innovative technologies and solutions, the company has demonstrated its commitment to reducing the environmental impact of its products while delivering value to its customers. Here are some of the efforts towards these goals:

- **BOPET Packaging and Lidding Applications Containing Post-Consumer Recycled (PCR) Raw Material**

In order to reduce the environmental impact of standard plastic films, Super Film has completed studies on BOPET films containing post-consumer recycled (PCR) raw material. BOPET films produced from PCR raw material obtained by chemical recovery have similar optical and mechanical properties to standard BOPET films and can also be used in food applications. They can be produced in various thicknesses and PCR contents. The product group of our commercially produced PETCYCLE brand BOPET films containing 35% PCR is certified by an external testing

organization. In this way, the PCR content of the raw material and the PCR content of the finished product are certified by a third party and a verification study has been carried out that can be communicated to the end user.

In addition to BOPET packaging film, Super Film can also produce peelable BOPET films with PCR content in order to reduce carbon footprint and greenhouse gas emissions in top lidding applications. PCR-containing BOPET films produced using raw materials suitable for direct contact with food have been developed to have the same performance as standard BOPET film properties. Lidding films developed to have a minimum of 30% PCR content can be produced in different thicknesses and with PCR content. They are suitable for single use or laminated use. APET - CPET - RPET top lidding films, which are perfectly compatible with containers of different structures and properties, are used in the packaging of different food products such as ready meals or fresh fruits & vegetables.

- **BOPET Bottle Label Film and Pet Bottle Label Film Containing Post-Consumer Recycled (PCR) Raw Material**

In addition to the production of BOPP bottle label films with a significant market and consumption, Super Film has developed a BOPET-based bottle label film for PET bottle labels. Commercialized with PETLAIN BT 1011 MSL, the PET bottle label film has achieved label unit weight reduction. In addition, to reduce the environmental impact of the label film, BOPET bottle label film can also be produced with post-consumer recycled (PCR) raw materials. PETCYCLE BT 1011 PRS coded PET bottle label film consisting of recycled raw material processed by chemical depolymerization method is an alternative and environmentally friendly solution to BOPP label or fossil based BOPET label film.



People

The company attaches great importance to people-oriented social sustainability issues, as well as developing projects in compliance with the principles of human rights, employee health and safety, and business ethics while working with appropriate goals. Super Film aims to protect human rights and keep the health and safety of its employees at the highest level. With the principle of operating based on honesty, transparency, and justice; the company sets ethical rules and policies to prevent inappropriate behaviors such as corruption, bribery, and unfair competition. In its **Social Responsibility Policy and Ethical Principles Guide**, Super Film resolutely expresses its stance on relevant issues.



**With our human rights
principles, the goal is
SUPER FUTURE**

Compliance with Human Rights

Compliance with Human and Employee Rights is a very high priority for Super Film. Adopting an approach that is compatible with human rights, the company attaches great importance to employee rights and occupational health and safety issues in line with the principles of business ethics and **Social Responsibility Policy**. In this context, the company also works with external auditors and is subjected to Sedex (Supplier Ethical Data Exchange) social compliance audits on issues such as the safety of the working environment, labor rights, and working hours in order to measure and improve its compliance with ethical principles and social compliance performance. Super Film also conducts analyses to evaluate the environmental impact through various studies and improvement studies in this area and goes through compliance processes in standard working areas through collaborations, legal obligations, and memberships. As part of the company's sustainability strategy, these audits confirm the company's understanding of conducting business based on people-oriented and ethical values within a social and environmental framework while Super Film systematically implements corrective and preventive action practices based on the findings in the occupational health and safety sub-disciplines.

Super Film has put in place strong policies and procedures to prevent violations of human rights such as forced labor, use of child labor, discrimination, and harassment, which are material and important issues for Super Film. In its **Human Resources Policy**, it adopts the "principle of equality and diversity" in line with its ethical values and ensures that every employee is recruited, promoted, and evaluated in a fair and equal manner by conducting the selection and placement process, performance, and talent management process. The business targets (KPIs) set in the annual target table for the company are disseminated to employees

from top to bottom, starting with senior management. The purpose of using the performance evaluation system is to increase work efficiency and effectiveness in line with corporate goals. To identify the strengths and developmental aspects of employees, to ensure their development through feedback, to increase employee motivation and job satisfaction by providing a sense of participation in management, to ensure effective communication between managers and employees, to receive feedback from employees about their work and the way they comprehend their work; to obtain data that will help in making managerial decisions such as talent management, succession planning, promotion/assignment/transfer/rotation, development planning, wage management, bonus application, and termination of the employment contract are listed as the objectives of the performance evaluation system.

As an indicator of this principle of equality in the Board of Directors, which is the top management body of the company where strategic decisions are made and approved, in 2022, with the addition of 1 female employee at the senior management level, there has been an increase in the number of female employees in the senior management structure, which consists of a total of 5 employees, and there are 20% female employees in the Super Film Board of Directors. Sub-divisions of the relevant employee profile performance data can be found in the appendix. The company assesses all employees fairly, regardless of gender, for their remuneration package based on the job evaluation results for their respective job descriptions with an understanding of equal pay for equal work in its approach. As per the Social Responsibility policy, every employee is paid a minimum amount according to the legal conditions set by the Republic of Türkiye. When Article 39 of the Labor Law No. 4857 and the provisions of the regulation

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Super Film, attaches great importance to employee rights and occupational health and safety issues.



issued concerning this article, Article 49 of the Constitution on the right and duty to work, and Article 55 of the Constitution on ensuring fairness in wages are evaluated together, the company makes a wage assessment based on the minimum wage, which is determined, secured, and protected following the principles of social justice and fairness regarding public order, the minimum wage that should be paid to employees and a remuneration understanding that tries to minimize employee victimization. For newly recruited blue-collar employees, a remuneration policy that is at least 25% higher than the standard minimum wage is applied based on the minimum wage benchmark analysis. For existing employees, the welfare level is adjusted according to the minimum wage increment applied during the year.

At Super Film, standards have been set for each task by the results of the job evaluation. Wage evaluations, seniority period, and the wage scale applied according to the task performed are used in the light of potential and performance. In the wage evaluation study by independent organizations, job evaluation is carried out and the title and grade of the employees are determined by the study presented with the market and sector report. **Salary evaluation** is reviewed annually with the method of creating a wage scale after job evaluation studies. In this way, task and role-based work is adopted rather than person-based work.

The company regularly conducts audits to protect and secure the rights of its employees and takes any violations seriously.

Super Film meticulously carries out its activities while respecting the local community, adapting to local values, and considering social impacts. It also assesses its impact on society. The company respects the culture and traditions of the local community and seeks to minimize negative social impacts while enhancing positive social impacts by contributing to the work of the Sani Konukoğlu Foundation, which carries out important social work with the support of its affiliate Sanko Holding and the Sanko Group.

Super Film works with subcontractors who come in to do a specific job, for service or material supply. **According to the rights granted to subcontracted workers** on a voluntary basis, subcontracted workers also have the right to benefit from packages such as cafeteria and food aid used by employees within the company. The fact that subcontractors have these supports has a positive impact on occupational health and work efficiency. The company respects the fundamental human rights of not only its own employees but also of subcontracted workers who create added value for the company without discrimination and acts with a sense of social responsibility in adherence to its ethical values as stated in its social responsibility policy.

We accept interns from high schools, vocational colleges, and universities in every period in accordance with the standards set for the recruitment of interns. We consider it a social responsibility to include these people in the selection and placement process for the positions they can work in the organization after their internship. Additionally, they are subject to many fringe benefits provided to the employee during the internship period.

All the authorized personnel employed by the company for employee safety are employees of the **security company**. After the necessary tests and inventories, they participate in technical, personal, and professional



development training both at the time of recruitment and afterward, as needed. In addition to employee safety, the company takes the necessary precautions for **public health and safety** and cares to keep hygiene and safety standards high in the working environment while strictly adhering to the principle of not working in hazardous places under the age of 18 and prioritizing the safety of youth employment.

The company conducts comprehensive health and safety risk assessments for employee health and safety. Our company provides a **risk assessment map** as part of our Occupational Health and Safety (OHS) program to systematically monitor potential impacts on employee health and safety that may occur during their operational duties. As stated in the social responsibility policy, the provision of protective equipment to all employees within the context of OHS and compliance with legal health and safety regulations show the value the company attaches to people. Super Film also carries out various activities to ensure compliance with human rights.

The company maintains **transparent** and **fair** labor relations with its internal and external stakeholders. Together with the union, the company elected four member representatives, one of whom is the chief representative. Three employee representatives and four union representatives represent a total of 618 employees. Out of these, 486 employees are subject to collective labor agreements. To support its employees to protect their union rights and to have the opportunity to negotiate their working conditions, it attaches importance to hearing the voices of employees and representing them through democratically elected employee representatives.

During the recruitment process at Super Film, **Human Resources (HR)** explains the corporate structure and rules to the employees through the **orientation** presentation while the employees are informed about the framework of honesty, trust, compliance with the law, and cases requiring sanctions according to the framework of social ethics and **disciplinary procedure** and related sanctions before they take part in any of the operational and administrative business processes. The workplace disciplinary regulation is a document that expresses the company's stance against all unethical human rights issues, including information security breach issues, to prevent and deter harassment, discrimination, and any related situations in the workplace. The email etik@superfilm.com is used as a hotline for detected cases of discrimination and/or harassment. The email is also shared with the public in the ethical principles guide.

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Super Film, conducts comprehensive health and safety risk assessments for employee health and safety.

Employee Satisfaction and Development

Super Film attaches importance to the rights and satisfaction of its employees and aims to create sustainable human resources by planning and supporting the development of its employees. The company adopts a fair and supportive approach to working conditions and engages in various activities to meet the needs of employees through wages and benefits. The Human Resources Manager, who reports to Senior Management, and the relevant managers implement the **Career Instruction** under the responsibility of the employees who are candidates for career planning. All career planning activities carried out by the Human Resources Department are communicated to candidates through individual development plans. This instruction, which is a dynamic system, is constantly kept up to date. To protect the rights of employees and increase their welfare, the company implements practices such as flexible fringe benefits, full salary, private health insurance, complementary health insurance, food, service and food aid packages, and bonuses in various periods. Employees are paid bonuses twice a year on religious holidays. Annual performance bonuses are paid

based on the performance evaluation system. Flexible fringe benefit packages are defined for white-collar employees and various food, or other packages, are provided for blue-collar employees at certain periods during the year. The Sani Konukoğlu Foundation's scholarship program for university students gives priority to the children of employees. Social assistance and gifts are provided to employees who get married, have children, or marry off their children.

In terms of leaves, the company is sensitive to the needs of its employees in terms of parental leave following the legislation and the union agreement. In 2022, 5% of all employees used their maternity leave and continued to work after their return. The company acts with the awareness that family structure is a factor that increases employee satisfaction and loyalty to maintain the work-life balance of employees.

To improve the skills of **all employees in career management** and to advance their careers in line with their plans, Super Film plans potential

measurement and evaluation processes with independent consultancy companies and creates a career development plan by determining the roadmap for employees. In the recruitment process, the company has adopted the principle of hiring qualified employees by using assessment tools such as technical and corporate suitability interviews, personality inventories, general aptitude tests, and English tests. At the same time, **during the recruitment process**, while the job description and general qualifications are specified on appropriate job search portals, issues such as gender, religion, language, and race, which are protected within the framework of fundamental human rights, are not included in advertisements and interviews. As of 2022, the company has a total of 618 employees and the nature of being a manufacturing sector means that more than 50% of the employees employed in its facilities are blue-collar workers. The satisfaction and safety of both white-collar and blue-collar employees are among the company's priorities. The company, which has been on a growth path by increasing the number of employees since 2020, aims to increase the number of female employees in the employee demographic structure to make its growth sustainable. It includes employees from all groups without discrimination, and with a total of 18 employees with disabilities, it acts with the approach of diversity and inclusion and the value of people in its production.

In 2022, with an increase from 2021, there is a ratio of approximately 24% white-collar and 26% blue-collar young employees under 30. Super Film, which has a significant position in the employment of young people in its region through its social projects, also employs graduates of vocational high schools and vocational colleges at an increasing rate, thus confirming the need for trained technical staff and the continuity of human capital by contributing to the development of young people.



The **HR Orientation presentation** informs employees about the company's social, economic, and environmental activities, definitions regarding working hours and overtime policy, wage policy, leave policy, right to shuttle service, hours of food rights including shift workers, shuttle service, and food facilities, as well as social aid payments such as birth, death, and marriage, and details of various fringe benefits such as food aid packages and bonuses in different periods. As for blue-collar employees, within the framework of union rights, the types and number of leaves determined by the union are applied to all employees. In addition, all employees are provided with family complementary/private health insurance, while family members receive a 25% discount. At Sani Konukoğlu Hospital, one of the region's leading health institutions established by Sanko Holding as part of its social responsibility project, employees and their families are entitled to a 30% discount on all services, and a 25% scholarship is provided for their children's education at Sanko Private Schools. In the event of any illness, the method to be followed by employees in case of any illness and the procedures for hospitalization, when necessary, other than the company infirmary, are also shared with employees during recruitment.

Super Film, as a Sanko Holding, can access announcements about the company, meeting notes, emergency numbers and service routes, tracking of training defined for employees, and useful links for employee development through the **Sanko Imece Portal**. In 2022, all employees were provided with a total of 3652 hours of career training, including nearly 1500 training contents, through the Sanko Development Academy Portal. Additionally, e-books and resources are available for use within the portal.

Super Film encourages continuous learning and development by acting in accordance with its principles. The training needs of employees are planned based on the performance evaluation conducted annually by team managers. Employee development progress is evaluated on a technical/competency basis during the **performance evaluation** process according to the training results if there is an exam, otherwise according to the added value output of the training received during the year. The Success Factors-HR UP ERP application enables employees to receive target and competency-based performance evaluations annually, as well as interim evaluations and feedback three times a year. The application also helps to identify development areas and plan accordingly. In the first stage, key objectives are set, and a performance measurement system is developed to address these objectives. In the second stage, the performance system is implemented, and data is collected and processed for regular measurements. In the final stage, the measurement results are reviewed, and feedback is provided at least three times to determine the effectiveness of the activities carried out and to see exactly where the strategy stands. Employees are evaluated by independent consultants for their competency reports, and training and career planning are carried out for their development and strengths. In cooperation with consulting firms for career management development, the company also uses the competency assessment process, which is one of the tools used in career planning for white-collar employees. As a result of the evaluations made, potential manager candidates are planned for the appropriate training program and the process is followed up.

The performance of the Board level and Board members, as well as that of all employees, is evaluated at least once a year, based on their activities and the work of their members, the effectiveness of these activities, and the structure and competence of the Board of Directors. In addition, the Board of Directors, as a **senior governance body**, reviews the work of Super Film executives and the effectiveness of that work at least once a year.

Sanko Group's employee development and training program has been increasing since 2020. In 2022, the company offered personal development, energy management system awareness, home energy efficiency, sustainable procurement, business ethics, and competition training to all employees. The training was made available through the Sanko Development Portal on an online platform. The energy management system awareness training offered to employees covers why we should manage energy, Türkiye's and the world's energy imports, and the principles of Super Film's energy policy. Home energy efficiency training was also accompanied by awareness-raising presentations to ensure that employees adopt sustainable energy practices in their daily routines. 2022 was a productive year for the company in terms of training, with a focus on sustainability in addition to its existing training programs. The total training cost has increased since 2021 and is an indication of the company's support for employee development and the budget allocated. Relevant training data can be found in the performance data in the appendix.

A training program has been organized for the entire Board of Directors and senior executives of Super Film, which has high importance as a decision-making body in strategic decisions, to provide a basis for raising awareness on sustainability in 2023 and to take decisive steps, pointing out to the history of the concept of sustainability, the medium and long term projection of climate change and climate crisis, and explaining the United Nations Sustainable Development Goals, which have been determined as a guide for capacity building for a sustainable company, and compliance issues.

In addition, face-to-face options are also utilized within the company under necessary conditions and according to the content of the training. In addition to the training programs included in **the training procedure**, training programs can also be organized under the responsibility and according to the needs of the departments within the company. Annual training plans are prepared after the HR determines the training needs and the budget is approved by the senior management. For 2023, the company included programs such as OHS basic training, effective communication and employee development, and technical training in its annual plan and added **the annual training plan** to its activities to be implemented.

To ensure the development of its employees and thus sustainable growth in the company, Super Film attaches importance to **employee satisfaction** and participation and acts with the awareness that it is even more essential. The company involves employees proactively to develop new services, listen to their ideas, enhance business processes, eliminate mistakes and deficiencies in line with their opinions and suggestions, and foster an employee-senior management relationship to enable participation in management decisions, striving for continuous improvement. In this respect, the company implements the **Suggestion Evaluation Procedure**,

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Super Film; offered personal development trainings to all employees through the Sanko Development Portal.

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involving employees in the process and directing it accordingly. To measure employee satisfaction and receive feedback, the company conducts satisfaction surveys to obtain employees' opinions and feedback and takes necessary measures to improve the workplace experience. The company monitors employee performance through performance evaluation and feedback processes and analyzes the results of **employee satisfaction surveys** to provide input for continuous development.

In 2020 and 2021, the company conducted an employee satisfaction survey with a participation rate of around 70% for both blue-collar and white-collar employees in the following subcategories: general satisfaction, corporate values, manager approach, work performed and its content, career opportunities, training systems and social activities, company and employee relations, and physical services.

Employee Engagement surveys were conducted in 2022, and according to the engagement model; agility, leadership that engages, talent focus, and work/life balance were evaluated within the context of core elements and working life experience processes. Based on the assessment results, Super Film has a ratio of 70% and aims to further increase this ratio through optimization efforts in employee engagement with small improvements in HR practices. In this context, "Welcome to Sanko Meetings" were held in 2022 with the participation of the Board of Directors and Senior Management for newly recruited employees to meet those who joined the Sanko Holding family and to strengthen employee loyalty. In this way, the interaction and communication of employees are reinforced as part of the compliance with the holding to which the company is affiliated.

In addition to surveys, turnover rates are another indicator of employee satisfaction and engagement. In 2022, the number of employees who left their job was 36, which is a decrease from 2021. The majority of this rate consists of young employees under 30. Being aware of this matter, Super Film gathers the general opinions and evaluations of the departing employee about the company through the **Exit Interview Questionnaire**. Also, the company evaluates the employee's relationship with his/her manager, teamwork in the work environment, career and personal development support, and job description while working for the company. It has been determined that the reasons for the high turnover rate in the young employee group compared to other age groups include employees taking a break from business life due to academic studies and career change preferences. Accordingly, Super Film attaches importance to employee satisfaction surveys and exit interview survey data for the analysis of employee loyalty and shares this information with senior management.





Occupational Health and Safety

The employees are the most important stakeholder group that will enable Super Film to conduct its operations in a sustainable manner. Super Film performs production activities with a continuous process and considers the health and safety of its employees as the top priority of the company's management, strategies, and practices.

Occupational Health and Safety (OHS) practices were among the highest priority issues in the stakeholder materiality analysis. The importance and care Super Film attaches to OHS practices protect the health and safety of its employees. The company assumes an ethical responsibility and ensures the welfare of its employees.

Super Film explains its understanding of occupational health and safety in its **Social Responsibility Policy** by including general occupational health and safety principles and procedures that it applies to all employees. In addition, contact numbers are available on the website, and external reports can be submitted via the website isg.superfilm.com. In 2022 and before, there were no external notifications regarding the issue.

The company ensures and controls the implementation of actions and audits especially for OHS risks, the supply and application of personal protective equipment to employees and, if deemed necessary, to subcontracted workers without discrimination, equipment maintenance, regular health checks of employees, audiometry and pulmonary function test. The company certifies its approach to employee health and safety with the **ISO45001 Occupational Health and Safety Management System Certificate**, which applies to all employees in all its facilities.

Being aware of the importance of OHS for a flexible packaging production company, Super Film adopts the principle of keeping working conditions healthy and safe, eliminating hazards, and reducing risks following OHS

requirements in its Integrated Management Systems Policy. At the same time, it has determined the relevant guidelines on how these activities should be carried out with the **OHS and Environmental Activities Instruction**. In the OHS activities, there are also details on the classification of the relevant personal protective equipment, their supply to all employees, and how often the specified equipment should be replaced. In addition to regular health check-ups, the company ensures that employees have access to medical and health services, with a doctor and a health worker already in place and responsible for checking emergency first aid boxes on a regular basis. **Private health insurance** is available to all employees and is renewed annually.

The company's **OHS Board** convenes regularly once every two months and convenes on the same day in unusual circumstances, such as cases that may jeopardize employee safety or severe work accidents. The OHS Board effectively carries out occupational health and safety activities and has included these responsibilities in the implementation area in all of its facilities. **The Occupational Health and Safety Board** consists of employees and managers who will carry out activities such as communication methods of the people in the environment in case of an accident and nonconformity, who will be notified first, reinforcing **communication** between departments and employees on OHS, and improving cooperation. The OHS Board reports the outputs of the Board's work by checking the adequacy of the measures taken for hazards in the event of a natural disaster at the workplace, preparing an annual report on the OHS situation, and evaluating the work during the year. The OHS Board also prepares the OHS training plan and finally submits it to the employer for approval. As part of the OHS training program, board members are informed about the duties and powers of the Board, OHS legislation, basic principles of occupational hygiene, emergency measures, risk assessments, and occupational accidents. In 2022, all employees received 12205 hours of Occupational Health and Safety training.

The personnel on the company's **emergency team list** and possible rescue operations during an emergency have been identified, and employee safety is ensured in the event of a possible crisis or natural disaster by teams responsible for extinguishing protection, first aid, energy resources, and rescue missions. In this way, a continuous structure is established at Super Film with task groups such as the OHS Board and emergency team, and current occupational health and safety practices are monitored, action is taken, and reported when necessary. The OHS Board includes the employer's representative, OHS specialist, process managers, occupational physician, personnel officer, employee union representative, and other personnel when necessary. The duties and authorities of the OHS Board include assisting inspectors in on-site inspections during occupational health and safety audits, monitoring the applicability of programs, conducting necessary research and investigation in case of occupational accidents or occupational diseases, and providing feedback. In 2022, **72 site inspections** were carried out consistently as in the last two years and previous years.

In 2022, **OHS training** on the legal consequences of occupational accidents and occupational diseases, legal rights and responsibilities of employees, principles of disease prevention and application of prevention techniques, biological and psychosocial risk factors, safety and health signs, and the use of safe equipment were completed for a total of 12205 hours, 2.3 times more than in 2020, to train all relevant employees on health and safety risks, good working practices, and to reinforce their knowledge on health and safety issues.

In addition, OHS activities that are regularly carried out as specified in the instructions include training to be provided by an OHS specialist, field audits, awareness-raising activities, OHS Board meetings, risk analyses after occupational accidents, and health screenings. All employees are held responsible for all processes in these instructions. Additionally, employees have been made to embrace this responsibility as a principle to ensure their safety. The control of behaviors **in compliance with legal regulations** regarding occupational health and safety is ensured and recorded directly by the process responsible or management systems manager, OHS specialist and IMS specialist. It is systematically checked that they are acting in accordance with the principle of compliance.

The OHS policies and practices of Super Film not only comply with the legal standards but also create a safe and healthy working environment for employees and increase their happiness and satisfaction. As a result, the company is able to protect and develop its human capital as well as being in an advantageous position to attract and retain qualified employees.

Occupational health and safety risks are identified through hazardous environment measurements, employee notifications, audits, and field inspections. In addition, Super Film, which manages **the OHS risk analysis table and mapping** with the Environment and OHS Risk Assessment/ Environmental Aspects Procedure created with Fine Kinney Risk Assessment methodology, has also taken into consideration groups requiring special policies such as pregnant and breastfeeding women,

interns, hard of hearing, and low vision employees while classifying these risks. It includes preventive action practices indicating the type of hazard: physical, chemical, psychosocial, and biological. Especially with the inclusion of psychosocial hazards, it shows that the risks are not only caused by chemical and physical factors in manufacturing lines, but also the impact of the human factor, which has a very high level of importance, on the risks, shows that OHS risks are scored in a comprehensive approach.

As a procedural approach to anticipate health and safety risks related to changes in operations as well as existing risks, monthly risk management and risk progress reports are submitted to the Corporate Risk Management team by risk management officers in the OHS unit as in every department. In addition, by reviewing the risk management framework to ensure its development and alignment with the company's strategies, and by following the path of submitting changes that require the approval of the **Risk and Audit Committee** and the Board of Directors, the risks posed by operational changes contribute to the corporate governance structure.

As a proactive measure to minimize risks, we strive to prevent occupational accidents by implementing precautionary activities to take action especially based on the high-level risks in the risk analysis tables. **Personal protective equipment (PPE)** is provided to employees who are exposed to health and safety hazards, and as given in the relevant instructions, it is provided to employees in the relevant department according to the general rules on the use of PPE, the presence of warning signs, and the classification of the protectors. The choice of PPE must be compatible with the work performed, and the use of PPE is mandatory for all employees. In 2022, there were 19 occupational accidents resulting in lost work time, and 38 work accidents in total. The company, which acts responsibly to reduce work accidents and ultimately to prevent any work accidents, organizes investigation forms after a possible work accident and follows the improvements that can be made by opening a DF about the accident. Starting from collective protection measures with various engineering approaches, a working methodology is followed toward personal protective measures that are relevant to the risk. After the accident, in the process of returning to work, it is ensured that a recurring accident is prevented by providing post-accident return training specific to the accident the employee has had. Preventing occupational accidents and providing healthy working environments increases the motivation and productivity of employees and ensures the continuity of the workforce.

By identifying and managing risks, potential disruptions in Super Film's business processes and extra costs that may arise are reduced and production continuity is ensured. The primary importance given to risk management and related employee health and safety gives Super Film corporate acceptance and shared values. This way of doing business gives confidence to customers and strengthens relations with suppliers and business partners.

Hence, the emphasis Super Film attaches to OHS is a critical factor in terms of social sustainability. While effective implementation of occupational health and safety practices enables the company to fulfill its responsibilities towards its employees and all business partners, it also contributes to continuous development and competitive advantage.

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Super Film
in 2022, 72 site
inspections were
carried out.”

Consumer Health and Product Safety

Super Film operates in the flexible packaging sector with the food sector as its main market. As it manufactures products that come into direct contact with food, the company operates in a sector that has a direct impact on human health. This product group is highly regulated and controlled in Türkiye and around the world. As one of the leading manufacturers in the food packaging sector for years, Super Film in its **Integrated Management Systems (IMS)** policy, commits to providing the necessary resources to ensure the theoretical, practical, and physical conditions required for management systems and product safety, and to prioritizing customer health and safety.

We comply with current legal regulations and prepare safety data sheets (SDS) for all our products. These sheets show the potential effects of our products on users based on their use and contents. In addition, product declarations of conformity are regularly prepared by the Food Safety and Regulation Unit to comply with food regulations and to protect **consumer health**. Declarations of conformity are prepared by considering the legislation of many different regions and countries, especially the EU (EFSA), the USA (FDA), and Türkiye. These declarations of conformity are constantly updated with new regulations. Declarations of conformity are verified through declarations received from suppliers as well as regular external analyses. Migration and heavy metal tests are the main external analyses and tests.

Product safety has been guaranteed since 2008 in accordance with the BRC standard rules with the BRC/GS Packaging Materials Certificate for the production facility as a requirement of optimum safety and product traceability, national or international food regulation, and reliable controls and standards. Legal compliance and consumer health protection obligations has been certified with AA Grade as a result of the audit conducted by BRCGS Packaging Materials according to the 6th version as part of product safety, product quality, and compliance with operational criteria.

A collective structure such as **Product Safety Team** to ensure the establishment, implementation, and maintenance of the Product Safety Management System and to carry out activities on its performance and improvement; TQM unit for the analysis of the identification of chemical, physical, radiological, and all other hazards, especially microbiological hazards, verification, audit and review of HARM; quality development unit for determining critical limits for raw materials; film production process management such as identification of physical and chemical hazard sources and protection of their functions; Pest control officer for pest and rodent control and auxiliary enterprises for resources used in the processes was established within the framework of these units. Findings and results are also processed in internal audits and risk assessments regarding product safety. Products are periodically reviewed through HACCP Plans implemented to assess and document risks related to customer health and safety. Super Film has not observed any risk that would affect customer health as a result of the risk analysis so far. The product safety team is designed in a flexible structure that can be expanded with the personnel of other units (such as marketing, purchasing, planning, and maintenance) in some studies and stages when needed. The product safety team actively works to meet sustainability goals and achieve long-term success in sustainability efforts within the context of consumer health and safety, environmental impact reduction, legal compliance, and quality performance.

Incident management is ensured to cover the actions to be taken due to product safety and the products and procedures planned for recall. At this point, the evaluation of this process and products is carried out with the steps determined in the HACCP System Verification Evaluation form.

Super Film, which attaches importance to compliance with global norms and takes all necessary measures to ensure the health and safety of the end-user, strives to create products that comply with the responsible consumer understanding by considering the ecological balance in these efforts.



As a field of use of its products, food packaging is a critical application area such as preserving the freshness and nutritional quality of the packaged product and ensuring its shelf life. Therefore, flexible packaging products have a direct impact on human health. In addition to protecting the shelf life, food packaging also prevents food waste by extending the shelf life of the product and thus contributes to the prevention of food-related economic and environmental loss. As a global company with the mission of protecting human health by preserving product shelf life and food quality, Super Film produces high-quality flexible packaging to protect consumer health throughout the value chain, starting from product raw material procurement up to research and development, sales and marketing.

Customer Satisfaction

With the importance it attaches to customer satisfaction, Super Film is able to establish long-term business relationships, determine pricing strategies by considering company profitability, gain customer loyalty by being faithful to its contracts, and provide fast and reliable service through inventory management.

Super Film's customer portfolio consists of 85% of printing companies while the remaining consists of wholesalers and consumers who are end-users. Contract and spot sales are available. Since 2018, the company has kept 90% of its customers in the system, attaching importance to establishing long-term relationships in terms of the continuity of commercial relations. At this point, it designs its price strategies by taking into account its long-term relationships and carries out sales and after-sales customer satisfaction processes within the consistency of its promises by adhering to carefully made contracts. It successfully carries out profitability and sales increasing activities in line with customer & market demands and customer-specific production with its new products developed by taking into account customer demands.

Efforts to increase customer satisfaction include increasing the level of quality through regular quality meetings, informing customers about new films and new developments through regular meetings, and developing projects and products together as a result of these shares. To increase the quality of service to customers, the company continuously carries out activities such as creating plans in line with customer expectations, improving on-time delivery rates, and increasing the speed of technical service response.

As a result, the outputs related to the company's customer satisfaction performance have increased since 2020, considering the customer satisfaction rates. Customer satisfaction, which was measured as 4.26 on average on a 5-point scale with its approach to its customers and its attitude toward business processes in the crisis agenda that the world went through with the pandemic period in 2020, was measured as 4.18 the following year and 4.44 in 2022. Customer satisfaction rates have increased by approximately 4.5% in the last two years.

Service performance in product development activities is an indicator that directly affects customer satisfaction. Projects initiated by customer requests undergo end-to-end monitoring, particularly by the R&D and Business Development units. These projects are optimized and commercialized with customer feedback in pilot and industrial production processes.

Management of potential customer complaints and customer response time are among Super Film's primary performance criteria. Following the feedback received from the customer, the complaint evaluation process is initiated as specified in the customer complaint evaluation flowchart and is meticulously examined and responded to by the relevant units. When necessary, an evaluation is made through on-site visits and concluded quickly. The approach to customer complaints is to systematically evaluate the complaint within the framework of the **Customer Complaint Procedure** and respond to it in accordance with the **Customer Relations Management Procedure**.



In the solution proposal process, the company considers factors such as the company's control mechanism, customer satisfaction, and consumer health and safety. We inform the stakeholder, who filed a complaint, through the most appropriate communication channel and clearly explain the proposed solution, why this solution is proposed, and the other options available to the stakeholder.

If the solution proposal presented as a result of the interview with the stakeholder is accepted by the stakeholder, the proposal is put into action. If the proposed solution is not accepted by the stakeholder, the relevant unit collects additional information on why the stakeholder does not accept this solution proposal and, if appropriate, revises the solution proposal and presents it to the stakeholder again. If the revised solution proposal is also not accepted by the stakeholder, the stakeholder is informed about the legal and administrative channels that the stakeholder can apply by explaining why this solution proposal is not accepted.

In case an agreement is achieved on the relevant solution proposal, the relevant unit activates the relevant solution proposal in coordination with the Risk and Control Unit. In cases where more than one stakeholder is involved, decisions are sought as a result of joint cooperation with stakeholders. Complaints and notifications of a high level of importance are strictly submitted to the Board of Directors through the Risk and Audit Committee. The Committee regularly reviews compliance with these policies and procedures and submits its recommendations for changes to the Board of Directors for approval.

Regular briefings, technical meetings, and R&D meetings are organized for customers to ensure that they have the best experience in using the products. The company shares its sustainability efforts with customers, which are very important in terms of new products and industry continuity. Super Film incorporates its evaluation of stakeholder feedback received through complaint mechanisms in its sustainability report.

Social Welfare

Social responsibility activities comprise projects that create social impact to meet the needs of society and to increase the level of welfare. Sustainability, on the other hand, is based on the principle of meeting today's needs by considering tomorrow's needs. These activities also increase the motivation and loyalty of employees within the company. Sanko Holding Group companies hold an annual ceremony where employees who have served for 10-15-20-25-30-35 years are appreciated and awarded with "Valuable Years Plaques" to acknowledge their dedication and contribution to the organization. We believe that employees are happier at work and their sense of loyalty is strengthened when they see that the company acts in compliance with its social values and produces useful outputs that impact society. To comply with dynamically changing market conditions and to preserve its competitive edge, Super Film regards social projects as a strategically important part of its operations.

Since 1989, in partnership with the Sani Konukoğlu Foundation, which adopts the "Sharing is Happiness" life philosophy, the company has been providing supportive projects and assistance in the fields of education, health, and culture on behalf of social welfare. As has been the case for more than 30 years, in 2022, scholarships were provided to the children of employees studying at university throughout their educational life. The applications of Sani Konukoğlu Foundation scholarship recipients are submitted via ik@superfilm.com. Accessibility of university long- or short-term internship programs, training students in the regular annual internship program with vocational high schools and vocational colleges and supporting education by prioritizing them in recruitment processes are among the company's top priorities. In 2022, Super Film provided scholarships to 1489 young people, supporting higher education and boosting social solidarity. As evidenced by the comments received from scholarship recipients, this is a driving force in the dreams of the supported students to build a bright future. The Foundation also provides health assistance. Those who apply to the Foundation and are deemed eligible are provided with various health aids such as purchasing equipment and covering treatment costs.

In the case of Super Film, in 2022, there were internal and stakeholder activities such as a Welcome to Summer Dinner, a bowling tournament, a table tennis tournament, and blood donation to the Turkish Red Crescent. Moreover, sapling donations have been made on International Women's Day and various special days. Gender studies are also conducted regarding women's employment. Additionally, Super Film contributes to gender equality by setting its targets in line with the annual increase in the ratio of female employees.

Besides its employees, Super Film also considers subcontractor employees, interns, and trainees as part of the company. Therefore, the company maintains its understanding of being a company that attaches importance to social sustainability by periodically providing various fringe benefits to employees. Social problems such as food insecurity can lead to social unrest and disruption of social balance. Taking action to improve such issues is essential to ensure the stability and sustainability of society.



To provide an opportunity for young people to be trained in the sector and to help them determine their career path, a presentation of the company and job opportunities was made to young talents at METU Interview Days, one of the events organized in 2022. As part of ITU Future Engineers organizations, Super Film met with students at the Future Engineers Summit event as the Silver Sponsor of the Chemical Engineers Summit. With 'Discover the Sectors,' a series of discussions have been organized, bringing together professionals in the academic, engineering, and technology fields, along with sector experts and academia, to emphasize both the future of industries and the power of innovation. These gatherings have provided an opportunity for future engineers to engage with employers, facilitating the enrichment of their engineering perspectives. As a company located in Gaziantep, we have taken on a supportive role in the advancement of local communities. One such initiative is the Silk Road Career Fair, where financial institutions and stakeholders from various sectors also participate. This event aims to contribute to the development of local communities and provide a platform for interaction.

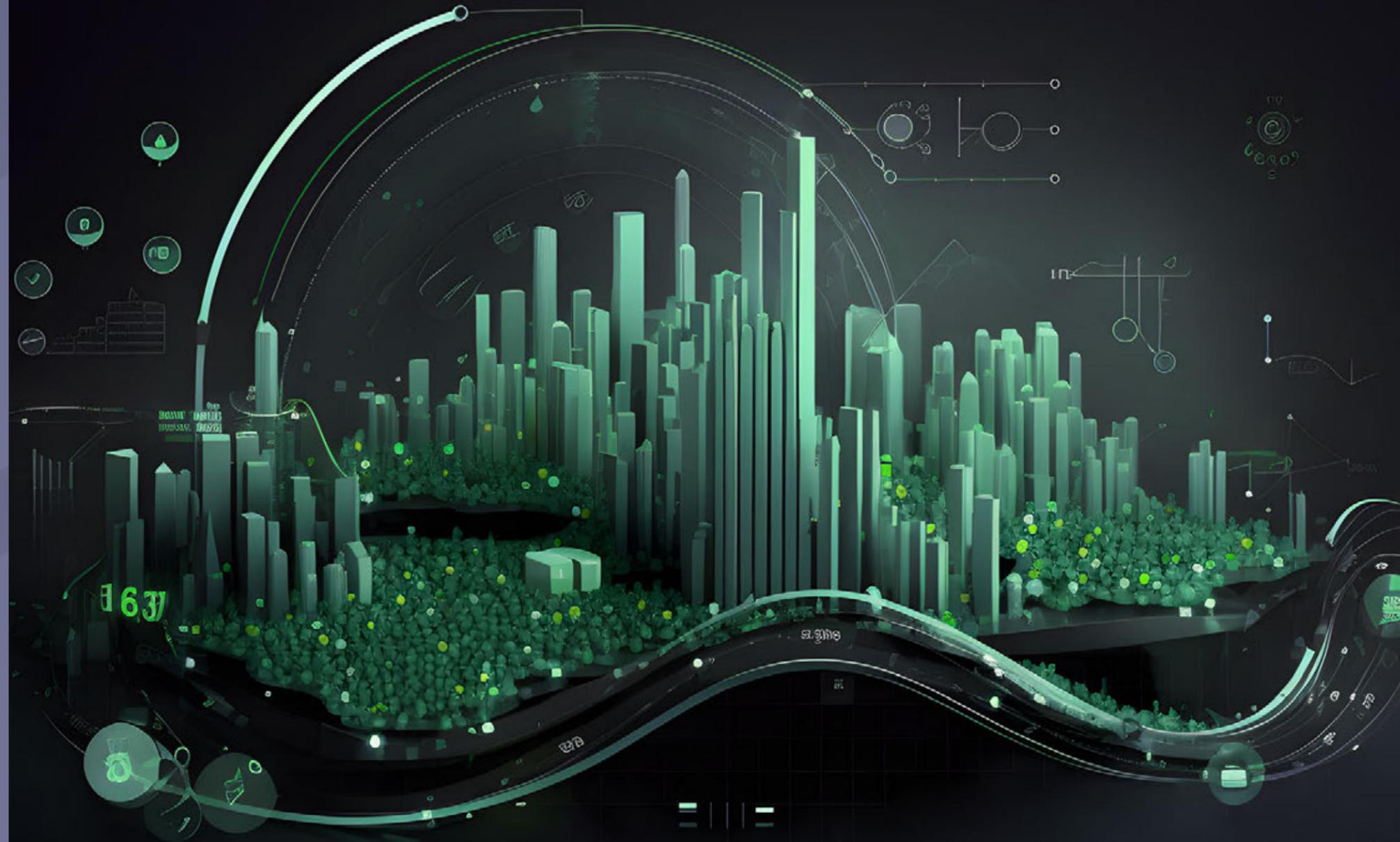
To support employees and their families, the company distributes provisions; provides accommodation and shower facilities in the factory for employees who cannot safely stay at home; pays earthquake relief for all employees, interns, and trainees; establishes a special student club for employees' children; and supports students during their preparation period with the "SebitVCloud application" for employees' exam preparation group students.

During the 2023 earthquake, appropriate planning and support processes were structured for the needs of all employees affected by the earthquake. In addition, three online psychological support seminars were organized through a system in which employees were able to participate.

In addition to the support provided by the needs, Super Film's involvement in social aids such as psychological support and educational scholarships shows its responsibilities to society. "Sanko Disaster Response Teams" has been established in order to raise social awareness in disaster processes. To make employees and stakeholders feel that we stand by them under all circumstances, the company shows sensitivity to the needs of society while also concerning and prioritizing activities that will keep the welfare of society at a high level.

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In 2022 Sani Konukoğlu Foundation supports higher education by providing scholarships to 1489 young individuals without any expectation of repayment.



Performance Indicators

Economic Performance Indicators

Data for 2020, 2021 and 2022 and the data determined during the preparation of the report the 2023 targets are shown in the performance indicators & targets table below.

ECONOMIC KEY PERFORMANCE INDICATORS & TARGETS				
R&D	2020	2021	2022	2023 Target
R&D Expenditures (TL)	3.090.171	4.189.383	10.448.710	20.519.000
Number of R&D Employees	21	21	23	24
Patent Applications (unit)	1	2	3	-
Number of R&D Projects	13	14	13	12
Environmental R&D Expenditures (TL)	950.822	897.725	2.411.241	3.419.807
Training Expenditures	2020	2021	2022	2023 Target
Total Training Cost (TL)	214.315	172.821	194.903	-

Social Performance Indicators

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Employee Health and Safety	2020	2021	2022	2023 Target
OHS Management System - Ratio of Certified Facilities	100%	100%	100%	-
OHS Management System - Percentage of Employees Covered	100%	100%	100%	-
Percentage of Employees Represented in OHS Committees	100%	100%	100%	-
Number of OHS field inspections	72	72	72	-
Occupational Health and Safety Management - Number of Lost Time Incidents	2020	2021	2022	2023 Target
Female	0	0	0	-
Male	21	15	19	-
Blue-collar	21	15	19	-
White-collar	0	0	0	-

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Occupational Health and Safety Management - Number of Lost Time Incidents	2020	2021	2022	2023 Target
18 to 30 years old	12	8	11	-
31 to 44 years old	7	6	6	-
45 to 59 years old	2	1	2	-
Full Time	20	14	19	-
Temporary	1	1	0	-
All Employees	21	15	19	-
Occupational Health and Safety Management - Lost Time Incident Frequency Rate All Employees	2020	2021	2022	2023 Target
	15	12,2	15,02	-
Occupational Health and Safety Management - Number of Lost Workdays	2020	2021	2022	2023 Target
Female	0	0	0	-
Male	274	258	321	-
Blue-collar	274	258	321	-
White-collar	0	0	0	-
18 to 30 years old	181	180	149	-
31 to 44 years old	79	60	152	-
45 to 59 years old	14	18	20	-
Full Time	268	252	321	-
Temporary	6	6	0	-
All Employees	274	258	321	-
Occupational Health and Safety Management - Lost Time Incident Severity Rate All Employees	2020	2021	2022	2023 Target
	246	203	253,7	-

Social Performance Indicators

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Occupational Health and Safety Management - Number of Recordable Incidents	2020	2021	2022	2023 Target
Female	0	0	0	-
Male	44	31	38	-
Blue-collar	44	30	38	-
White-collar	0	1	0	-
18 to 30 years old	21	19	22	-
31 to 44 years old	20	10	12	-
45 to 59 years old	3	2	4	-
Full Time	44	29	35	-
Temporary	0	2	3	-
All Employees	44	31	38	-
OHS training hours provided - All Employees	5528	8181	12205	-
Number of employees trained on health and safety issues	578	588	618	100%
Number of physiological and psychological incidents resulting from company operations	0	0	0	0
Percentage of all operational facilities with employee health and safety risk assessments	100%	100%	100%	100%
Percentage of total workforce in all positions represented in formal co-management - worker health and safety committees	100%	100%	100%	100%
Percentage of total workforce covered by formal collective agreements on working conditions in all locations	0	0	78%	100% of blue-collar employees

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Occupational Health and Safety Management - Number of Recordable Incidents	2020	2021	2022	2023 Target
Percentage of the total workforce in all positions covered by formally elected employee representatives	0	0	%1	-
Percentage of total workforce in all locations that undergo regular performance and career development assessments	578	588	618	100% of the number of employees
Percentage of total workforce receiving career or skill-related training across all locations	35	38	40	> year 2022
Percentage of total workforce trained on diversity, discrimination, and/or harassment	0	0	0	100
Percentage of all operating facilities that have been subjected to human rights reviews or human rights impact assessments	100	100	100	100
Lost time injury (LTI) frequency rate for direct labor	15	12	15	14,7
Lost-time injury (LTI) severity rate for direct labor	246	203	254	234,3
Working Conditions	2020	2021	2022	2023 Target
Number of employees covered by health services	578	588	618	100% of the number of employees
Participation rate in employee satisfaction surveys	72%	75%	71%	>year 2022
Sharing information about wages and social benefits provided to employees	-	-	-	-

Social Performance Indicators

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Social Dialog	2020	2021	2022	2023 Target
Public disclosure of social dialog mechanisms such as the number of employees covered by collective agreements	0	0	0	-
Number of employees covered by employee representatives	455	463	484	100% of blue-collar employees
Career Management and Training	2020	2021	2022	2023 Target
Total hours of training - by gender and employment type				-
Number of Female Employees Trained	26	27	32	-
Total Hours of Training Provided to Female Employees	546	621	800	-
Number of Male Employees Trained	552	561	586	-
Total Hours of Training Provided to Male Employees	11592	12903	14650	-
White-collar	123	125	134	-
Blue-collar	455	463	484	-
Average hours of training provided to each employee	19,6	21,9	25	-
Hours of Training Provided for Personal Development of Employees	3468	3528	3652	-
Total number of employees who received Performance and Career Development Assessments during the Reporting Period	578	588	618	>year 2022
Number of skills training courses provided	20	21	22	> year 2022
Number of employees with a personal development plan	123	125	134	> year 2022
Percentage of employees leaving the company and involuntary turnover	3,2%	7,8%	6,1%	-

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Career Management and Training	2020	2021	2022	2023 Target
Number of internal hiring, job transfers, departmental changes, etc.	41	62	83	-
Child Labor, Forced Labor, and Human Trafficking (if applicable)	2020	2021	2022	2023 Target
Number of reported incidents of child labor and forced labor	0	0	0	0
Number of annual inspections of factories on child labor and forced labor	1	2	2	2
Disclosure of findings on child labor, forced labor, or compulsory labor in the company's operations	1	1	1	1
Diversity, Equity, and Inclusion				
Employees - By gender	2020	2021	2022	2023 Target
Female	123	125	134	-
Male	455	463	484	-
Employees - By Employment Type	2020	2021	2022	2023 Target
White-collar	123	125	134	-
Blue-collar	455	463	484	-
Employees - By Category	2020	2021	2022	2023 Target
Female - Office Worker	21	22	25	-
Male - Office Worker	53	55	53	-
Female - Field Worker	5	5	7	-
Male - Field Worker	499	506	533	-

Social Performance Indicators

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Employees - by age group and employment type	2020	2021	2022	2023 Target
Number of White-collar 30 years of age or younger	26	26	32	-
Number of White-collar aged 31 to 50	82	78	80	-
Number of White-collar aged 50 and over	15	20	22	-
Number of Blue-collar 30 years of age or younger	105	106	126	-
Number of Blue-collar aged 31 to 50	332	340	335	-
Number of Blue-collar aged 50 and over	18	18	23	-
Employees - by age group and employment type	2020	2021	2022	2023 Target
30 and under White-collar Ratio	21,14%	20,80%	23,88%	-
31 to 50 Years of Age White-collar Ratio	66,67%	62,40%	59,70%	-
50 and over White-collar Ratio	12,20%	16,00%	16,42%	-
30 or younger Blue-collar Rate	23,08%	22,89%	26,03%	-
31-50 Age Blue-collar Ratio	72,97%	73,43%	69,21%	-
50 and over Blue-collar Ratio	3,96%	3,89%	4,75%	-
Our Employees - By Education Level	2020	2021	2022	2023 Target
Primary education	190	184	173	-
High School	251	263	290	-
Vocational College	37	39	43	-
University and Higher Education	99	101	112	-
Number of disabled employees	2020	2021	2022	2023 Target
Number of White-collar Employees with Disabilities	1	1	1	-
Number of Blue-collar Employees with Disabilities	16	17	17	-

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Parental leave - by gender	2020	2021	2022	2023 Target
Number of female employees entitled to parental leave	1	2	1	-
Number of male employees entitled to parental leave	40	45	30	-
Number of female employees on parental leave	1	2	1	-
Number of male employees on parental leave	40	45	30	-
Number of female employees returning from parental leave	1	2	1	-
Number of male employees returning from parental leave	40	45	30	-
Number of women still working in the company 12 months after returning from parental leave	1	2	1	-
Number of men still working in the company 12 months after returning from parental leave	40	45	30	-
Management Structure- By Gender and Age Groups	2020	2021	2022	2023 Target
Number of Women	0	0	1	-
Number of Men	3	4	4	-
Age 30 and under	0	0	0	-
31 to 50 years old	1	1	2	-
50 years and over	2	3	3	-
Citizen of the Republic of Türkiye	3	4	5	-
Employee Turnover	2020	2021	2022	2023 Target
Turnover -Female	1	1	1	-

Social Performance Indicators

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Employee Turnover	2020	2021	2022	2023 Target
New employee -Female	2	4	9	-
Turnover -Male	18	44	35	-
Involuntary turnover - Male	1	3	2	-
New employee-Male	39	55	72	-
Turnover - 30 years old and under	10	22	18	-
Involuntary turnover -30 years old and under	0	2	1	-
New employee - 30 years old and under	34	53	73	-
Turnover - 31 to 50 years old	7	19	15	-
Involuntary turnover - 31 to 50 years old	1	1	1	-
New employee - 31 to 50 years old	7	5	8	-
Turnover - 50 years old and above	2	4	3	-
New employee - 50 years old and above	0	1	0	-
Turnover - Citizen of the Republic of Türkiye	19	45	36	-
New employee - Citizen of the Republic of Türkiye	41	59	81	-
Number of incidents of preventing discrimination and physical, psychological and verbal harassment in the workplace and/ or incidents of reported discrimination or harassment	0	0	0	0
Number of employees trained on discrimination or harassment	0	0	0	0
Percentage of workers from minority groups and/or vulnerable workers employed in relation to the entire organization	0	0	0	0

SOCIAL KEY PERFORMANCE INDICATORS & TARGETS				
Employee Turnover	2020	2021	2022	2023 Target
Percentage of employees from minority groups and/ or vulnerable employees in senior management positions (excluding the Board of Directors)	0	0	0	0
Percentage of women employed compared to the entire organization	4%	4%	5%	-
Percentage of women in senior management positions (excluding the Board of Directors)	15%	18%	19%	-
Percentage of women on the organization's Board of Directors	0%	0%	20%	-
Average unadjusted gender wage gap	0	0	0	-
Business Ethics	2020	2021	2022	2023 Target
Percentage of workforce trained on business ethics	0	0	0	100%
Percentage of employees trained on competition in sales and purchasing departments	0	0	100%	100%
Number of reports on ethics procedure	0	0	0	0
Number of confirmed cases of corruption	0	0	0	0
Number of confirmed information security incidents	0	0	0	0
Percentage of operating facilities with internal audits/risk assessments related to business ethics issues	0	0	100%	100%
Percentage of all operating facilities with a certified anti-corruption management system	0	100%	100%	100%
Percentage of all transmissions with an information security system certified by ISO27000	0	0	100%	100%

Environmental Performance Indicators

ENVIRONMENTAL KEY PERFORMANCE INDICATORS & TARGETS				
General Environmental Issues	2020	2021	2022	2023 Target
Percentage of total workforce trained (internally or externally) on environmental matters across all locations	50	55	62	
Percentage of all operational facilities with environmental risk assessment	100	100	100	
Percentage of operating facilities certified according to ISO 14001 (%)	100	100	100	
Energy Consumption and Greenhouse Gas Emissions	2020	2021	2022	2023 Target
Direct total energy consumption, kWh (Heating, Natural Gas + Coal)	54.193.485	61.837.207	61.841.181	
Natural gas consumption, kWh	1.820.898	2.699.895	3.545.216	
Coal consumption, kWh	52.372.587	59.137.312	58.295.965	
Indirect total energy consumption, kWh (Electricity)	103.891.392	111.299.920	104.652.817	
Total energy consumption, kWh	158.084.877	173.060.450	166.493.998	
Total renewable energy consumption, kWh (Consumption of renewable energy from a supplier under a private agreement or from own generation on site)	-	-	8.050.641	
Amount of reduction in energy consumption achieved as a direct result of conservation and efficiency initiatives, kWh	377.441	1.514.244	1.082.728	
Electricity Consumption per Employee (GJ/Employee)	647	681	610	
Electricity Consumption per Area (GJ/m2)	1,81	1,94	1,83	
Natural Gas Consumption per Area (GJ/m2)	0,03	0,05	0,06	

ENVIRONMENTAL KEY PERFORMANCE INDICATORS & TARGETS				
Energy Consumption and Greenhouse Gas Emissions	2020	2021	2022	2023 Target
Total Scope 1 GHG emissions (Metric tons CO ₂ e)	16.253	19.725	In the Calculation Process	
Total Scope 2 GHG emissions (Metric tons CO ₂ e)	48.253	48.745	In the Calculation Process	
Total gross Scope 3 GHG emissions	-	444.498	In the Calculation Process	
Total gross greenhouse gas emissions in the first stages of the Scope 3 production chain (Upstream)	-	388.501	In the Calculation Process	
Total gross greenhouse gas emissions at the final stages of the Scope 3 production chain (Downstream)	-	55.997	In the Calculation Process	
Absolute scope 1 mitigation percentage	%35	%21	In the Calculation Process	
Absolute scope 2 mitigation percentage	%3	%1	In the Calculation Process	
Absolute scope 3 mitigation percentage	-	-	In the Calculation Process	
Percentage of intensity reduction	%61	%63	In the Calculation Process	
Air Emissions	2020	2021	2022	2023 Target
SOx emissions	-	5,28	-	
NOx emissions	-	0,116	-	
VOC emissions	-	0,0021	-	
PM emissions	-	0	-	
Water	2020	2021	2022	2023 Target
Total water consumption, Megaliter	226.000	249.934	254.170	
Total weight of environmental pollutants emitted into water	-	-	6.394	

Environmental Performance Indicators

ENVIRONMENTAL KEY PERFORMANCE INDICATORS & TARGETS				
Waste	2020	2021	2022	2023 Target
Total weight of hazardous waste in tons	186.626	803.582	206.519	
Total weight of non-hazardous waste in tons	9.220.845	9.231.565	9.999.070	
Weight of total waste in tons	9.407.471	10.035.147	10.205.589	
Total weight of recovered waste	9.407.471	10.035.147	10.205.589	
Total number of significant incidental waste spills recorded	0	0	0	
Customer Health and Safety	2020	2021	2022	2023 Target
Number of customer health and safety incidents	0	0	0	0
Percentage of recyclable products	98,8%	99,2%	98%	
Percentage of total shipment weight of products received back from customers	0,78%	0,65%	0,53%	

Other Performance Indicators

OTHER KEY PERFORMANCE INDICATORS & TARGETS				
Sustainable Procurement	2020	2021	2022	2023 Target
Percentage of suppliers that have signed the sustainable supplier code of conduct	-	-	82%	85%
Percentage of suppliers with contracts that include provisions on environmental, labor, and human rights requirements	-	-	0	-
Percentage of suppliers that have undergone sustainability assessment through a survey	-	50%	90%	100%

OTHER KEY PERFORMANCE INDICATORS & TARGETS				
Sustainable Procurement	2020	2021	2022	2023 Target
Percentage of suppliers that have undergone on-site sustainability audits	-	-	-	15%
Percentage of procurement employees trained on sustainable procurement	-	-	75%	85%



ESG Goals

ESG	RELEVANT DEPARTMENT	RELEVANT SDG	TARGET DISCLOSURE	PERFORMANCE INDICATOR	METRIC	2020	2021	2022	BASE YEAR	TARGET YEAR	TARGET
ENVIRONMENTAL	BD		Reducing Carbon Emissions	Reduction of Scope 1 and Scope 2 Carbon Emissions by Base Year (TonCO2eq)	%	64.506,1	68.470,7		2020	2030	%30
						-	-%17 *				
ENVIRONMENTAL	MAINTENANCE & ENERGY		Reducing Energy Consumption	Reduction of Unit Energy Intensity in the Production Process by Base Year (Kwh/Kg)	%	991	1023	1006	2020	2030	%8
						-	-%3	-%2			
ENVIRONMENTAL	SALES	 	Increasing the Use of Sustainable Raw Materials	Increasing the Ratio of Sustainable Raw Materials Purchased in all Raw Material Purchases	%	%0,01	%0,01	%0,27	2020	2030	%25
SOCIAL	HR	 	Women's Employment	Ratio of Female Personnel Employed	%	%4,5	%4,59	%5,18	2022	2030	%10
SOCIAL	HR		Increasing Staff Training	Annual Training Duration per Personnel	hour			23,64	2022	2030	40
SOCIAL	QMS		Eliminating Work Incidents	Number of Fatal or High Severity Accidents (Limb Loss or Suspension of Production Activities for at least 2 Months)	unit	-	-		2022	2030	0
GOVERNANCE	COMPLIANCE		Business Ethics Notice Reviews	Percentage of Investigations Related to Reported Business Ethics Issues Completed within 30 Days	%	-	%100	%100	2021	2025	%100
GOVERNANCE	COMPLIANCE		Compliance Policies and Training	Percentage of Completion of Policies and Training under Compliance Program	%			%50	2022	2025	%100
GOVERNANCE	BD		Sustainability Reporting	Reporting Super Film's Sustainability Performance to Stakeholders at International Standards	unit			1	2022	2030	8



GRI Content Index

GRI Content Index		
Notice of use	As part of the Content Index - Essentials Service, GRI Services examined whether the GRI content index is clearly presented and complies with the standards. It was verified whether the references of disclosures 2-1 to 2-5, 3-1 and 3-2 are compatible with the relevant sections of the report. Super Film reported its second sustainability report for the period January 1, 2022 - December 31, 2022 in accordance with GRI Standards. The service was provided through the Turkish version of the report.	
GRI 1 Used	GRI 1: Foundation 2021	

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2 -1 Organizational details	About the Report, Super Film's Profile	8-9, 20
	2 -2 Entities included in the organization's sustainability reporting	About the Report	8
	2 -3 Reporting period, frequency and contact point	About the Report	8-9
	2 -4 Restatements of information	This report is Super Film's first sustainability report written in accordance with the GRI standard.	
	2 -5 External assurance	No external assurance was obtained for this report.	
	2 -6 Activities, value chain, and other business relationships	About the Report, Target Sectors and Targeted Product Typologies / Types	8, 21
	2 -7 Employees	Employee Satisfaction and Development	116-117
	2 -8 Workers who are not employees	Compliance with Human Rights, Occupational Health and Safety, Social Welfare	114, 122, 131
	2 -9 Governance structure and composition	Corporate Governance, Process Management	22-23, 51-53

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2 -10 Nomination and selection of the highest governance body	Process Management	54
	2 -11 Chair of the highest governance body	Process Management	54
	2 -12 Role of the highest governance body in overseeing the management of impacts	Process Management	51-55
	2 -13 Delegation of responsibility for managing impacts	Process Management	51-53
	2 -14 Role of the highest governance body in sustainability reporting	Corporate Governance, Sustainability Committee	22-23, 26
	2 -15 Conflicts of interest	Process Management, Business Ethics	51, 82-83
	2 -16 Communication of critical concerns	Process Management, Sustainability Governance, Sustainability Risk and Opportunity Analysis	26, 51, 56, 34-39
	2 -17 Collective knowledge of the highest governance body	Process Management	51-52
	2 -18 Evaluation of the performance of the highest governance body	Process Management	54
	2 -19 Remuneration policies	Process Management, Business Ethics	51, 84
	2 -20 Process to determine remuneration	Process Management, Compliance with Human Rights	51, 113-114
	2 -21 Annual total compensation ratio	Not disclosed for confidentiality reasons.	
	2 -22 Statement on sustainable development strategy	Letters from the General Manager and Group Leader	10-12

GRI Content Index

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2 -23 Policy commitments	Process Management, Business Ethics	56-57, 82-84
	2 -24 Embedding policy commitments	Process Management	50-51, 58
	2 -25 Processes to remediate negative impacts	Sustainability Strategy, Sustainability Governance, Compliance with Human Rights	24, 26-27, 112-113
	2 -26 Mechanisms for seeking advice and raising concerns	Business Ethics, Employee Satisfaction and Development, Customer Satisfaction	82-84, 117, 128,129
	2-27 Compliance with laws and regulations	Sustainability Principles, Information Security, Business Ethics, Compliance with Human Rights, Consumer Health and Product Safety	27-29, 68-69, 83, 113, 127
	2 -28 Membership associations	Memberships	23
	2 -29 Approach to stakeholder engagement	Stakeholder Engagement and Materiality Analysis	40-47
	2 -30 Collective bargaining agreements	Compliance with Human Rights, Employee Satisfaction and Development	113, 116
Material Topics			
GRI 3: Material Topics 2021	3 -1 Process to determine material topics	Stakeholder Engagement and Materiality Analysis	40-47
	3 -2 List of material topics	Stakeholder Engagement and Materiality Analysis	45-46
Economic Performance [Risk Management]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Sustainability Risk and Opportunity Analysis	34-39
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Risk and Opportunity Analysis	34-39

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Market Presence [Compliance with National and International Legislation]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Compliance with Human Rights	112-114
GRI 202: Market Presence 2016	202 -1 Ratios of standard entry level wage by gender compared to local minimum wage	Compliance with Human Rights	114
Indirect Economic Impacts [Circular Economy]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Investments	16
GRI 203: Indirect Economic Impacts 2016	203 -1 Infrastructure investments and services supported	Investments	16
Procurement Practices [Sustainable Supply Chain]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Supply Chain Management	77-80
GRI 204: Procurement Practices 2016	204 -1 Proportion of spending on local suppliers	Supply Chain Management	77-80
Anti-corruption [Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Ethics, People	82-85, 110
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics	82-85
	205-2 Communication and training about anti-corruption policies and procedures	People, Business Ethics	82-85, 110
	205-3 Confirmed incidents of corruption and actions taken	There were no legal proceedings during the reporting year.	
Anti-competitive Behavior [Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Ethics, People	82-85, 110
GRI 206: Anti-competitive Behavior 2016	206 -1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics, People	82-85, 110

GRI Content Index

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Materials [Sustainable Raw Materials, Circular Economy, Product Design, and Life Cycle Management]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Environmentally Friendly Service	103-109
GRI 301: Materials 2016	301 -1 Materials used by weight or volume	Environmental Performance Indicators	146
	301 -2 Recycled input materials used	Environmentally Friendly Service, Environmental Performance Indicators	103-109, 146
	301 -3 Reclaimed products and their packaging materials	Environmentally Friendly Service, Environmental Performance Indicators	103-109, 146
Energy [Energy Management]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Energy Management	90-95
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators	144
	302 -2 Energy consumption outside of the organization	Environmental Performance Indicators	144
	302-3 Energy intensity	Environmental Performance Indicators	144
	302-4 Reduction of energy consumption	Energy Management, Environmental Performance Indicators	92-95, 144
	302 -5 Reductions in energy requirements of products and services	Energy Management, Environmental Performance Indicators	92-95, 144
Water and Effluents [Water and Wastewater Management]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Water and Effluents	100-102
GRI 303: Water and Effluents 2018	303 -1 Interactions with water as a shared resource	Water and Effluents	100-102
	303-2 Management of water discharge-related impacts	Water and Effluents	100-102

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Water and Effluents [Water and Wastewater Management]			
	303 -5 Water consumption	Environmental Performance Indicators	145
Emissions [Greenhouse Gas Emissions and climate Compliance]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Emission Control	94-97
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance Indicators	145
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Performance Indicators	145
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Performance Indicators	145
	305-5 Reduction of GHG emissions	Emission Control, Environmental Performance Indicators	96-97, 145, 148
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental Performance Indicators	145
Waste [Recycling and Zero Waste Management]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Waste Management and Minimization	98-100
GRI 306: Waste 2020	306 -1 Waste generation and significant waste-related impacts	Waste Management and Minimization	98-100
	306 -2 Management of significant waste-related impacts	Waste Management and Minimization	98-100
	306 -3 Waste generated	Environmental Performance Indicators	146
	306-4 Waste diverted from disposal	Waste Management and Minimization, Environmental Performance Indicators	98-100, 146
	306-5 Waste directed to disposal	Waste Management and Minimization	98-100

GRI Content Index

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Supplier Environmental Assessment [Risk Management, Sustainable Supply Chain]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Supply Chain Management	77-78
GRI 308: Supplier Environmental Assessment 2016	308 -1 New suppliers that were screened using environmental criteria	Other Performance Indicators	146
Employment [Compliance with Human and Employee Rights, Employee Loyalty]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Compliance with Human Rights, Employee Satisfaction and Development, Social Welfare	112-115, 116-120, 130-131
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Satisfaction and Development	120
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Satisfaction and Development, Social Welfare	118, 130-131
	401 -3 Parental leave	Employee Satisfaction and Development	118
Work force/Management Relations [Transparency]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Model	48
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not disclosed for confidentiality reasons.	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Occupational Health and Safety	122-125
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	122
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	124-125
	403 -3 Occupational health services	Occupational Health and Safety	124-125

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Occupational Health and Safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	123-124
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	124
	403-6 Promotion of worker health	Occupational Health and Safety	123-124
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	123-125
	403 -8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	122
	403-9 Work-related injuries	Occupational Health and Safety	123-125
	403-10 Work-related ill health	Occupational Health and Safety	124
Education and Instruction [Employee Training and Talent Management Employee Loyalty]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Employee Satisfaction and Development	116-119
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Satisfaction and Development	118
	404 -2 Programs for upgrading employee skills and transition assistance programs	Employee Satisfaction and Development	118-119
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators	138

GRI Content Index

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Diversity and Equal Opportunity [Diversity and Inclusion, Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Ethics, Employee Satisfaction and Development	82-86, 117
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Compliance with Human Rights	112-113
	405 -2 Ratio of basic salary and remuneration of women to men	Not disclosed for confidentiality reasons.	
Non-discrimination [Diversity and Inclusion, Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Ethics, Compliance with Human Rights, Employee Satisfaction and Development	82-85 ,112-113, 116-118
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics	84-85
Freedom of Association and Collective Bargaining [Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Business Ethics	82-85
GRI 407: Freedom of Association and Collective Bargaining 2016	407 -1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Management, Compliance with Human Rights, Employee Satisfaction and Development	78, 114-115
Child Labor [Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Sustainability Principles, Compliance with Human Rights	28-29, 115
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain Management, Compliance with Human Rights	78-79, 115

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Forced or Compulsory Labor [Business Ethics]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Sustainability Principles, Compliance with Human Rights	28-29, 115
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Management, Compliance with Human Rights	78-79, 115
Security Practices [Occupational Health and Safety]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Compliance with Human Rights	114-115
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Compliance with Human Rights	114-115
Rights of Indigenous Peoples [Communication with Local Communities Social Responsibility Projects]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Social Welfare	130-131
GRI 411: Rights of Indigenous Peoples 2016	411 -1 Incidents of violations involving rights of indigenous peoples	There were no incidents of violations involving the rights of indigenous peoples during the reporting year.	
Local Communities [Communication with Local Communities Social Responsibility Projects]			
GRI 3: Öncelikli Konular 2021	3 -3 Management of material topics	Social Welfare	130-131
GRI 413: Local Communities 2016	413 -1 Operations with local community engagement, impact assessments, and development programs	Social Welfare	130-131
	413 -2 Operations with significant actual and potential negative impacts on local communities	Social Welfare	130-131

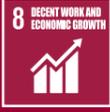
GRI Content Index

GRI STANDARD	DISCLOSURE	TITLE	PAGE NUMBER
Supplier Social Assessment [Risk Management, Sustainable Supply Chain]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Supply Chain Management	78-80
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Other Performance Indicators	146
Customer Health and Safety [Product Safety Practices, Compliance with National and International Legislation, Responsible Production]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Process Management, Consumer Health and Product Safety	56-59, 126-127
GRI 416: Customer Health and Safety 2016	416 -1 Assessment of the health and safety impacts of product and service categories	Consumer Health and Product Safety	126-127
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumer Health and Product Safety	127
Customer Privacy [Information Security, Customer Satisfaction]			
GRI 3: Material Topics 2021	3 -3 Management of material topics	Information Security, Sustainability Principles, Business Ethics	28-29, 68-69, 82
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security, Customer Satisfaction	68-69, 128-129

Sustainable Development Goals (SDG) Index

SUSTAINABLE DEVELOPMENT GOAL	TITLE	PAGE NUMBER
	Consumer Health and Product Safety	126-127
	Social Welfare	130-131
	Process Management	51-62
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Occupational Health and Safety	124-126
	Consumer Health and Product Safety	126-128
	Social Welfare	130-131
	Process Management	51-62
	Energy Management	90-94
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Social Welfare	130-131
	Corporate Governance	22-23
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Social Welfare	130-131
	Business Ethics	82-86
	Waste Management and Minimization	98-100
	Environmentally Friendly Service	103
	Water and Effluents	100-102

Sustainable Development Goals (SDG) Index

SUSTAINABLE DEVELOPMENT GOAL	TITLE	PAGE NUMBER
	Investments	16
	Energy Management	90-94
	Emission Control	94-97
	Corporate Governance	22
	Sustainability Governance	26
	Sustainability Committee	26
	Stakeholder Engagement and Materiality Analysis	40-48
	Business Model	48-51
	Process Management	51-59
	Supply Chain Management	77-82
	Environmentally Friendly Service	103-105
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Occupational Health and Safety	124-126
	Consumer Health and Product Safety	126-128
	Social Welfare	130-131
	Digitalization	62-64
	Network Security	65-68
Business Ethics	82-86	
	Investments	16
	Stakeholder Engagement and Materiality Analysis	40-48
	Business Model	48-51

SUSTAINABLE DEVELOPMENT GOAL	TITLE	PAGE NUMBER
	Process Management	51-59
	Supply Chain Management	77-82
	Energy Management	90-94
	Emission Control	94-98
	Waste Management and Minimization	98-100
	Environmentally Friendly Service	103-105
	Customer Satisfaction	128-130
	Social Welfare	130-131
	Digitalization	62-64
	Information Security	68
	Innovation	69-77
	Process Management	51-59
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Occupational Health and Safety	124-126
	Business Ethics	82-86
	Supply Chain Management	77-82
	Employee Satisfaction and Development	116-124
	Social Welfare	130-131
	Investments	16
	Process Management	51-62
	Supply Chain Management	77-82

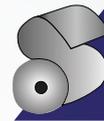
Sustainable Development Goals (SDG) Index

SUSTAINABLE DEVELOPMENT GOAL	TITLE	PAGE NUMBER
	Energy Management	90-94
	Emission Control	94-98
	Waste Management and Minimization	98-100
	Water and Effluents	100-102
	Environmentally Friendly Service	103-105
	Compliance with Human Rights	112-116
	Occupational Health and Safety	124-126
	Customer Satisfaction	128-130
	Digitalization	62-64
	Network Security	65-67
Innovation	69-77	
	Investments	16
	Process Management	51-62
	Supply Chain Management	77-81
	Energy Management	90-94
	Emission Control	94-97
	Waste Management and Minimization	98-100
	Water and Effluents	100-102
	Environmentally Friendly Service	103-105
	Network Security	65-67
	Innovation	69-77

SUSTAINABLE DEVELOPMENT GOAL	TITLE	PAGE NUMBER
	Water and Effluents	100-103
	Environmentally Friendly Service	103-105
	Environmentally Friendly Service	103-105
	Corporate Governance	22
	Stakeholder Engagement and Materiality Analysis	40-48
	Process Management	51-60
	Customer Satisfaction	128-130
	Information Security	68
	Business Ethics	82-86
	Corporate Governance	22
	Sustainability Committee	26
	Memberships	23
	Stakeholder Engagement and Materiality Analysis	40-48
	Process Management	51-60
	Supply Chain Management	77-78
	Energy Management	90-94
	Compliance with Human Rights	112-116
	Employee Satisfaction and Development	116-124
	Customer Satisfaction	128-130
	Digital Transformation Journey	64
	Network Security	65-68
	Innovation	69



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