



2024  
*Sustainability*  
Report

# CONTENTS

## Introduction

|                                      |    |
|--------------------------------------|----|
| About the Report                     | 04 |
| Message from the Management          | 05 |
| CCC Overview                         | 08 |
| Our Corporate Values                 | 09 |
| Our Milestones                       | 10 |
| Our Approach to Corporate Governance | 11 |
| Our Value Chain                      | 15 |
| Our Operations and Product Groups    | 16 |

## Our Priority: Sustainability

|                                                  |    |
|--------------------------------------------------|----|
| Our Sustainability Perspective                   | 20 |
| Our Sustainability Governance                    | 23 |
| Our Sustainability Focus Areas                   | 25 |
| Our Sustainability-based Risks and Opportunities | 28 |
| Our Effective Stakeholder Engagement             | 34 |
| Materiality Analysis                             | 35 |

## Working for the Future of the Environment

|                                |    |
|--------------------------------|----|
| Energy and Climate Management  | 37 |
| Water Management               | 42 |
| Packaging and Waste Management | 43 |

## Growing Stronger with Stakeholders

|                                    |    |
|------------------------------------|----|
| Workforce Management               | 46 |
| Our Career Management Practices    | 48 |
| Diversity, Equality, and Inclusion | 49 |
| Occupational Health and Safety     | 51 |

## Inspiring the Future

|                                          |    |
|------------------------------------------|----|
| R&D and Innovation                       | 55 |
| Digitalization                           | 56 |
| Data Security and Privacy                | 57 |
| Food Safety and Quality                  | 58 |
| Raw Material and Supply Chain Management | 60 |
| Our Operational Excellence Journey       | 62 |
| Product Labelling and Marketing          | 64 |
| Customer Satisfaction                    | 65 |

## Appendices

|                                        |    |
|----------------------------------------|----|
| Abbreviations                          | 67 |
| Glossary of Terms                      | 68 |
| Social Performance Indicators          | 69 |
| Environmental Performance Indicators   | 71 |
| GRI Content Index                      | 72 |
| SDG Index                              | 79 |
| GHG Verification Statement             | 80 |
| Water Footprint Verification Statement | 80 |

# INTRODUCTION

|                                             |           |
|---------------------------------------------|-----------|
| <i>About the Report</i>                     | <i>04</i> |
| <i>Message from the Management</i>          | <i>05</i> |
| <i>CCC Overview</i>                         | <i>08</i> |
| <i>Our Corporate Values</i>                 | <i>09</i> |
| <i>Our Milestones</i>                       | <i>10</i> |
| <i>Our Approach to Corporate Governance</i> | <i>11</i> |
| <i>Our Value Chain</i>                      | <i>15</i> |
| <i>Our Operations and Product Groups</i>    | <i>16</i> |

## ABOUT THE REPORT

*We are pleased to share our environmental, social, and governance initiatives with our valued stakeholders in our first sustainability report, which has been prepared in line with our responsibility to leave a healthier world for future generations.*

This report presents our organisation's strategic approach to sustainability and its operational practices that integrate environmental and social impacts, with a comprehensive and transparent perspective. The performance indicators, data, and best practices included in the report cover the period from January 1, 2024, to December 31, 2024. The organisation plans to publish sustainability reports annually in the following periods.

Prepared in accordance with the Global Reporting Initiative (GRI) Standards, this report presents all of our activities in a transparent, traceable, and comparable manner. All data covered in the report has been sourced from our production facility located in Ergene, Tekirdağ.

### Independent Assurance

During the reporting period, our Scope 1, 2, and 3 greenhouse gas emissions were calculated in accordance with the GHG Protocol methodology and underwent independent limited assurance processes under the ISO 14064 standard for the quantification and verification of greenhouse gas emissions. Our water use data were verified under the ISO 14046 Water Footprint Standard. As a result of these efforts, our company received an assurance statement issued by an independent organisation. The assurance statement is available in the [Appendices](#) section of this report.

Unless otherwise stated in this report, "our company," "Continental Confectionery Company," "CCC GIDA," and similar expressions refer to **Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş.** "Gumlink Confectionery Company," "Gumlink," and "GCC" refer to **Gumlink Confectionery Company A/S.**



For any questions, suggestions, or comments regarding this report, please contact us at [bilgi@continentalcc.com.tr](mailto:bilgi@continentalcc.com.tr).

We believe that feedback from our stakeholders will play a key role in enhancing our sustainability performance.

## MESSAGE FROM THE MANAGEMENT

Dear Stakeholders,

We at Continental Confectionery Company continue our journey, which began in 2009 in partnership with Yıldız Holding and Gumlink, with a holistic approach that considers our environmental, social and economic responsibilities as well as our mission of delivering high-quality products. We are working for the future of nature, we are strengthening ourselves with our stakeholders and, we are inspiring the future. We are proud to publicly disclose the innovative practices and tangible actions we have undertaken in these focus areas in our first sustainability report.

### Science-Based Action Against the Climate Crisis

As a food company in Türkiye with an SBTi (Science-Based Targets initiative) approved emission reduction target, we monitor our Scope 1, 2, and 3 emissions in line with our 2030 and 2050 targets, and we implement leading systems to reduce our carbon footprint across our operations and supply chain. As part of our energy efficiency projects, we have launched multiple initiatives, including the installation of a water-cooled centrifugal chiller system, transitioning to high-efficiency motor systems, converting to LED lighting, and implementing automation technologies. We shape our long-term energy strategy by conducting feasibility studies for renewable energy investments while procuring energy from renewable sources through I-REC energy certificates.

### Responsible Production and Certifications

We prioritise quality and food safety, and produce in line with international standards under BRC, IFS, and Halal certifications. Our production processes comply with integrated management systems such as ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 9001 Quality Management System, and ISO 45001 Occupational Health and Safety Standard. We also measure our water footprint and monitor water reuse and consumption using advanced technological systems.

### Circular Economy and Waste Management

Embracing a “Zero Waste” approach, we prioritise reuse over disposal. In line with our Zero Waste to Landfill certification, we separate waste at the source and collaborate with partners to increase recycling rates. In 2024, we redesigned our packaging materials and reduced plastic use by 180 tonnes. We use recyclable materials in our packaging and apply sustainable design principles. We prioritise local suppliers in our supply chain and support sustainable agriculture by using RSPO-certified palm oil.

### R&D and Innovation

At our R&D Centre, accredited by the Ministry of Industry and Technology, we integrate more than a century of experience from our Danish partner Gumlink into our innovation efforts. Over the past two years, we have quadrupled our R&D spending, exceeding 35 million TRY. These investments, driven by our innovation-led growth strategy, have significantly boosted our international sales, accelerated growth in global markets, and increased the contribution of new products to our total revenue tenfold compared to previous years.



Yahya Ülker

CCC Executive Board Member

## Digital Transformation and Artificial Intelligence

As we work toward building a sustainable future, digital transformation and artificial intelligence are among our organisation's top strategic priorities. We view our investments in this field as a way to enhance operational efficiency and as a long-term value creation tool that supports environmental sustainability and workforce development.

With the support of our ONE+ and AI teams, we have implemented AI-powered production planning that reduces cleaning and setup times during product transitions on production lines, increasing capacity and improving energy and water efficiency. Through our ODAK project, we offer digital training modules that enhance operators' knowledge and technical competencies. Our AI-based demand forecasting project, launched in 2023, analyses historical data to support more accurate and sustainable decision-making. We monitor our production processes digitally through IoT-based systems. Using our Ignition central facility management system, we track energy and water consumption in real time and support resource savings through data-driven solutions.

## A Corporate Culture That Values People

Our people are the cornerstone of our transformation journey. We believe every employee plays an active role in this journey, and we embrace an inclusive, fair, and participatory workplace culture.

We conduct regular social compliance audits in line with international standards. These audits ensure that our practices on key principles such as occupational health and safety, employee rights, working hours, fair compensation, and anti-discrimination are assessed by independent bodies.

We implement initiatives such as the "A Good Future for You" wellness programme, the "Make Happy, Be Happy Day" day, and employee recognition awards to enhance satisfaction and loyalty. We continue to support employee well-being through psychological self-care and work-life balance activities.



We believe that sustainable growth is not only about financial success but also depends on diversity, inclusivity, and equal opportunity within our workforce. The fact that women make up 38% of our workforce is a concrete reflection of our inclusive workplace culture. We are proud to be recognised as one of the top employers of women in Tekirdağ thanks to this approach. In the coming period, we will continue to provide equal opportunities, support talent, and foster an inspiring work environment.

## Collaboration and Success in Sustainability

We build strong partnerships with local and global stakeholders around sustainability. We go beyond customer expectations by developing business models that uphold environmental, social, and ethical responsibility. In 2024, this approach earned us the Best Supplier Award from our customer, reaffirming our commitment to quality and our supply chain strength at the international level. By exporting to 50 different countries, we are expanding our sustainable production vision on a global scale.

## Building the Future with Responsibility

Our first sustainability report is both a reflection of our past achievements and also a concrete expression of our commitments for the future. Moving forward, we will continue our efforts with all our stakeholders to build a more resilient, fair, and environmentally responsible food ecosystem. We extend our sincere gratitude to all our valued business partners, colleagues, suppliers, and customers who have contributed to bringing this vision to life.

Sincerely,

**Yahya Ülker**

CCC Executive Board Member

## CCC IN NUMBERS

Exports to  
**50**  
Countries

A Broad  
Portfolio of  
**Over 1,400  
Products**  
Across 16  
Categories

**33,422**  
**Hours of  
Training**  
Invested in  
People

**1,150**  
Members in  
Our Expert  
Team

**77,000  
tonnes**  
Annual  
Production  
Capacity

**180 Tonnes**  
of Reduction  
in Plastic  
Packaging

**57,000 m<sup>2</sup>**  
Integrated  
Production  
Area

**95%**  
Waste  
Recycling Rate

**14%**  
Renewable  
Energy Use

## CCC OVERVIEW

*With more than 1,400 products manufactured in Türkiye, we deliver happiness and trust to 50 countries.*

CCC was founded in 2009 as a 50–50 joint venture between Yıldız Holding and Gumlink Confectionery Company, one of Europe's leading chewing gum producers. The company operates as a privately held joint stock company.

In 2010, we launched our growth journey by establishing a modern production facility aligned with our vision of delivering high-quality and innovative products to global markets. Today, with operations in Türkiye, Denmark, and the United States, we have built a robust commercial presence spanning three continents.

We conduct our global sales and distribution activities through strategically structured subsidiaries and affiliates as outlined below. This structure, designed for regional expertise and operational efficiency, is summarised in the table below:

| Region                        | Operation Channels                                                                       |
|-------------------------------|------------------------------------------------------------------------------------------|
| Türkiye                       | Yıldız Holding affiliates                                                                |
| European Union                | Gumlink Confectionery Company (GCC), a Denmark-based wholly owned subsidiary of CCC GIDA |
| United States                 | Continental Confectionery Company US, a US-based wholly owned subsidiary of CCC          |
| Foreign Trade Capital Company | CCC Foreign Trade Company, a Türkiye-based wholly owned subsidiary of CCC                |



This structure enables CCC to manage its export operations directly within its own organisational framework through group companies located across various regions. In addition, the sales companies Horizon Hızlı Tüketim Ürünleri Üretim Pazarlama Satış ve Ticaret A.Ş. and Pasifik Tüketim Ürünleri Satış ve Ticaret A.Ş., both operating under Yıldız Holding, serve as strategic actors driving our regional sales strength in the domestic market.

At our production facility in Ergene, Tekirdağ, which spans 110,000 m<sup>2</sup> with 57,000 m<sup>2</sup> of indoor space, we have an annual production capacity of **24,000 tonnes of chewing gum and 53,000 tonnes of candy**. Our strong production infrastructure is supported by a highly capable team of 1,150 employees and an operations force that makes a difference through on-the-ground experience.

Our product portfolio includes sugar-free, sweetened, and sugared gums; compressed gum and mints; as well as soft and hard candy, jelly products, and dietary supplements. With over 1,400 different products, we offer high-quality products that appeal to a wide range of tastes and reach millions of consumers across various geographies.

We develop high-quality, innovative products for various market segments and continuously expand our product range by considering the taste preferences of different regions through our strong brands such as Ülker Yupo, Ülker Oneo, Ülker Kremini, Ülker Toffe, Ülker Bonbon, Ülker Yıldız, Ülker Everwell, Ülker Pastil, and Ülker Lokumcuk.

We design our corporate processes with an end-to-end integrated structure, uniting our strong production infrastructure, flexible supply chain management, market-driven product development capability, and reliable logistics system under one roof. With this structure, we deliver our products to 50 countries and continue our operations on a global scale with a strong and trusted approach built on quality, innovation, and sustainability.

## OUR CORPORATE VALUES

CCC GIDA | OUR GLOBAL ETHICAL VALUES AT YILDIZ HOLDING



### RECOGNISING THAT WE EXIST TO SERVE OUR CONSUMERS AND CUSTOMERS

We build customer partnerships that deliver unmatched opportunities for growth and success through world-class innovation, while offering products and services that create happy moments for our consumers every day of their lives.



### DELIVERING HIGH-PERFORMANCE LEADERSHIP WIDELY ACKNOWLEDGED BY SOCIETIES

We recognise that sustainable and responsible growth is critically important, and we continuously invest in talent to ensure every colleague around the world has the opportunity to reach their full potential.



### INCLUSION AND DIVERSITY DEFINE WHO WE ARE

We believe in the power of diversity and the richness it creates, and we endeavour to create an environment where each colleague feels welcome and happy every day.



### ETHICS AND TRANSPARENCY ARE THE BACKBONE OF OUR EXISTENCE

Building trust and acting with integrity are non-negotiable for us. We uphold environmental, social and governance goals that are sustainable, good for the planet and for all our stakeholders, and we always comply with the letter and spirit of the law in all countries where we operate.

## OUR MILESTONES

*The foundations of CCC were laid by Yıldız Holding and Gumlink, a Denmark-based company with over 100 years of experience in chewing gum production.*

### YILDIZ HOLDING

Founded in 1944 in Istanbul as a biscuit producer, Yıldız Holding has grown to become one of Türkiye's largest food and retail groups, with more than 300 brands, 45 production facilities, and 82,000 employees across five continents.

[Click here to learn more about Yıldız Holding.](#)



### GUMLINK

Gumlink is a well-established company that carries the legacy of DANDY, one of Europe's leading chewing gum manufacturers. After the global success of its iconic brands such as STIMOROL®, V6®, and Dirol®, the company shifted its focus to private label production following the transfer of these brands to Cadbury Schweppes in 2002.

[Click here to learn more about Gumlink.](#)



**2009**

Gumlink and Yıldız Holding joined forces to establish Continental Confectionery Company under a 50-50 partnership structure. This collaboration brought together Europe's strongest expertise in chewing gum and candy. With the knowledge, production capacity, and financial strength gained from this union, CCC set out with the vision of becoming a long-term industry player.

2009



**2010**

With the start of operations at its state-of-the-art production facility in Türkiye, the company entered the global market and initiated a growth journey centred on R&D, customer satisfaction, and environmental responsibility.

2010



**2014**

In line with increasing production capacity and operational requirements, the candy plant in Istanbul was relocated to the integrated production facility in Ergene/ Tekirdağ.

2014



**TODAY**

CCC has become one of the world's leading private-label gum and candy producers thanks to its innovation capability, flexible production model, and trust-based relationships with its international business partners.

TODAY

## OUR APPROACH TO CORPORATE GOVERNANCE

We believe that sustainable success is rooted in a transparent, fair, accountable, and responsible approach to governance. At CCC, we fully comply with corporate governance principles and conduct our activities in line with ethical values and legal responsibilities. This approach secures today's business results while strengthening tomorrow's corporate reputation.

Our management structure is based on clearly defined roles and shared responsibilities at all levels, from strategic decision-making to operational execution. Members of the Board of Directors are elected at the General Assembly and serve a three-year term. Our Board of Directors is the highest decision-making body that sets our company's long-term objectives. The management team operating under the Board is responsible for effectively implementing these objectives. Our team of experts carries out decision-making and implementation processes with strong cohesion, regularly monitoring and enhancing company performance.

To ensure a solid foundation, we maintain our corporate governance system in full alignment with the governance principles set by Yıldız Holding. We embrace Yıldız Holding's policies on ethics, information security, environmental responsibility, human rights, and fair competition as an integral part of our way of doing business. This approach defines a shared framework of responsibility for our internal operations as well as for our employees and stakeholders. These principles serve as a guiding framework for us in key areas such as decision-making, risk management, and sustainable growth.

We believe our approach to corporate governance has not only a structural but also a cultural dimension. Our principle of **"Make Happy, Be Happy"** lies at the heart of this culture.

This value fosters an ethical, compassionate, and inclusive approach across all areas, including customer satisfaction, employee engagement, supplier relations, and social contribution, and adds a human dimension to our corporate structure, allowing us to cultivate a management environment rooted in trust.

Within this cultural and structural integrity, we view our governance system as one that continuously evolves and transforms. We closely monitor changes in economic, environmental, and social dynamics and regularly review our policies and practices. Updates based on transparency and effectiveness ensure regulatory compliance, strengthen trust-based stakeholder relationships, and make sustainable growth an integral part of our corporate culture.

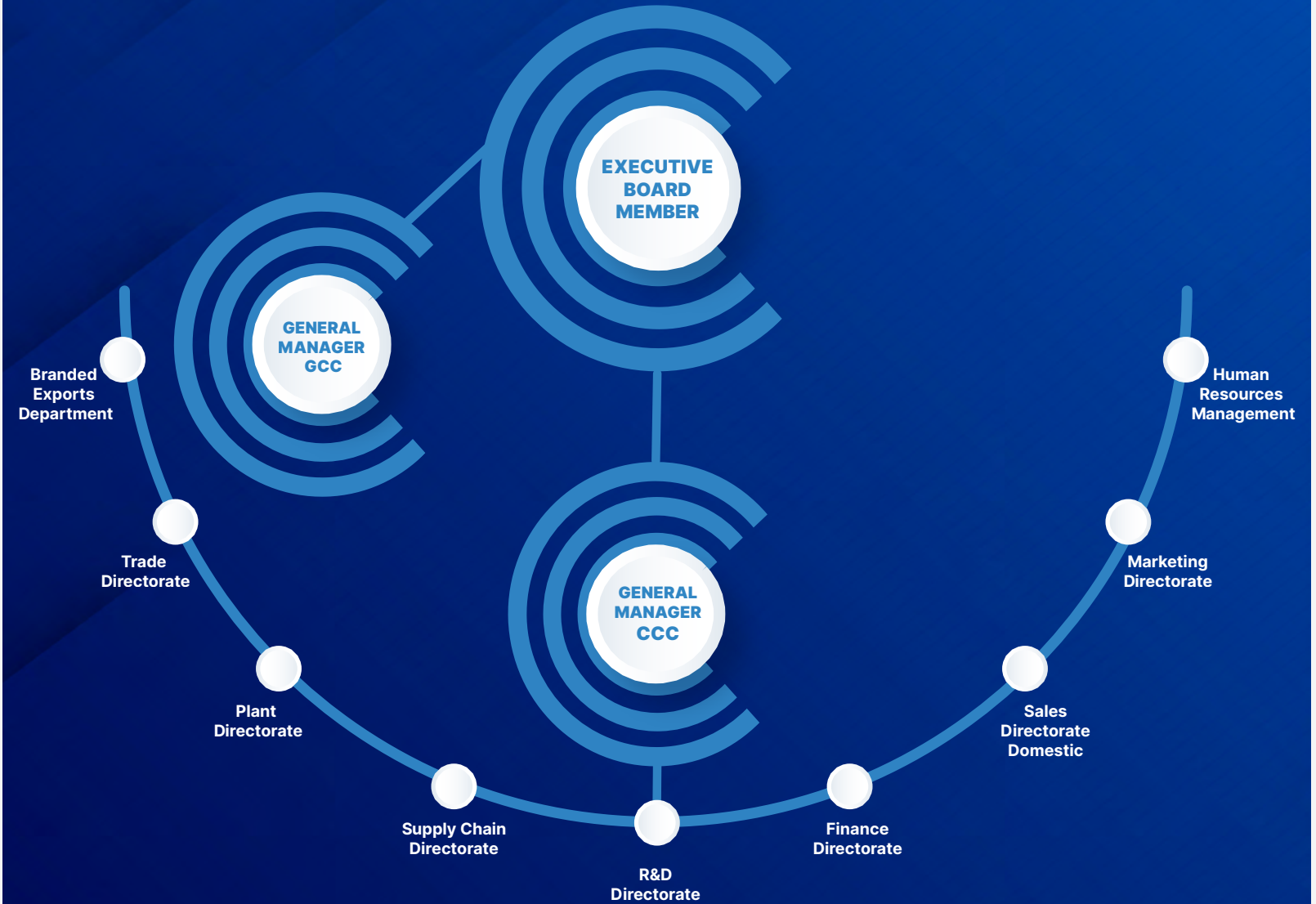


## BOARD MEMBERS

| Name                   | Role                   |
|------------------------|------------------------|
| Mehmet TÜTÜNCÜ         | President              |
| Steen BAGGER SORENSEN  | Vice President         |
| Yahya ÜLKER            | Executive Board Member |
| Mete BUYURGAN          | Member                 |
| Fahrettin Günalp ERTİK | Member                 |
| Soren BIRN             | Member                 |



## ORGANISATIONAL CHART



## GOVERNANCE AND ETHICS

As a company operating on a global scale, we are committed to upholding ethical values and maintaining a fair, honest, and responsible corporate stance.

In this context, all our activities are carried out in line with the rules defined in the [Yıldız Holding Code of Ethics, Working Principles, and Disciplinary Regulations](#). 

We shape our operations in accordance with the ethical and legal expectations of both national and international business communities. We see transparent and timely communication with regulatory bodies as part of our responsibility and design our business processes to comply with both applicable regulations and ethical standards. Through our ethics-focused training and awareness mechanisms, we aim to proactively prevent potential risks.

Accordingly, our business ethics practices are shaped by a strong commitment to combating bribery and corruption. Our company clearly defines all potential direct or indirect misconduct under its current Business Ethics Policy and Compliance Principles, evaluates such actions within the framework of ethical principles, and applies appropriate sanctions. To prevent conflicts of interest and ensure that our business relationships remain aligned with ethical standards, we encourage our employees to act with transparency and professionalism in their interactions with customers and suppliers.

### A Fair, Safe and Human Rights-Compliant Working Environment

Our commitment to ethical principles also shapes the fair and human rights-respecting working environment we create for our employees. In this context, all personnel employed at CCC are provided with written behavioural guidelines and comprehensive briefings before starting their roles. It is critical to the sustainability of our shared culture that every employee internalises the values of honesty, transparency, trust, and mutual respect.

Our company regards the prevention of child labour as an essential condition of respecting human rights. All employment processes within our company are carried out in accordance with national legislation and international standards, based on the principle of age-appropriate employment. Our human resources policies are structured to prevent any violations in recruitment processes and are supported by control and documented verification mechanisms. A robust framework has been established to prevent child labour, and all necessary precautions are proactively implemented to ensure full compliance with this principle. All our employment policies are designed to ensure a fair, respectful, and inclusive workplace where employees feel safe both physically and psychologically.

To report violations of ethical principles:

[etik.bildirim@yildizholding.com.tr](mailto:etik.bildirim@yildizholding.com.tr) 

### An Ethical Approach to Environment and Safety

Our ethical principles serve as a guide in fulfilling our environmental responsibilities. Preventing air, water, and soil pollution, reducing waste, and using natural resources efficiently are among the key goals of our environmental management practices. We aim to minimise our environmental impact through sustainable production processes and prioritise environmentally conscious practices in every area where we operate.

In the area of safety, our policies are structured to ensure the protection of both our employees and our products. CCC implements mechanisms to prevent any unlawful activity that could endanger personnel or food safety, and these mechanisms are regularly reviewed and updated against potential risks.



### Strengthening the Ethical Culture

Training, information-sharing, and secure reporting mechanisms are in place to help embed an ethical culture across the organisation. Within this framework, programmes were delivered to employees and members of the governance body, and in 2024, a total of 1,250 hours of Anti-Corruption Training were conducted to foster lasting ethical awareness.

In addition to training, mechanisms have been established to ensure employees can report concerns safely, supporting the continuity of ethical culture. Employees may contact their direct supervisor, the relevant HR manager, or the Yıldız Holding Ethics Committee directly in case of an ethical breach or if they require guidance on an ethical matter.

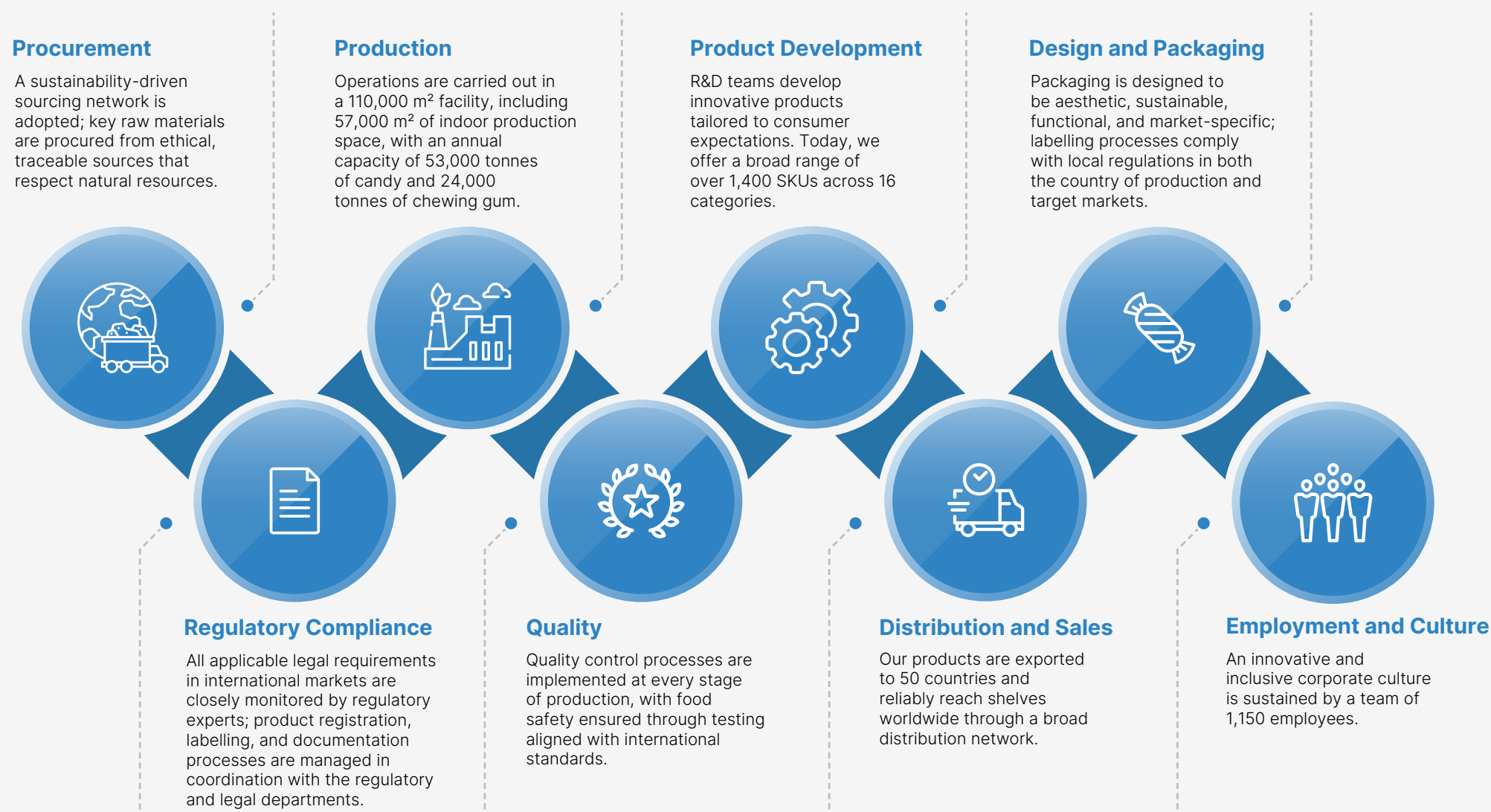
We operate a transparent reporting process to ensure compliance with ethical principles and to allow our employees to express any concerns in a safe environment. All reports are handled confidentially, and the identity of the reporting party is protected with utmost care. The Ethics Committee consults relevant support departments (Legal, Audit, HR, etc.) when necessary. Every stage of the process is documented in writing, and the information and documents gathered are reviewed strictly within the scope of the report and finalised accordingly.

Continental Confectionery Company is committed to protecting the rights of employees who report to the Ethics Committee. No employee shall be subjected to retaliation for making a report, and any attempt to do so will be met with prompt disciplinary action.

## OUR VALUE CHAIN

At CCC, we combine our expertise in every stage of production with global market experience to deliver high-quality chewing gum and candy products to consumers around the world.

Our production activities are managed through a high-capacity, sustainable value chain that extends from raw material sourcing to shelf-ready finished products. Below is a summary of the key stages that make up this system, along with their descriptions:



## OUR OPERATIONS AND PRODUCT GROUPS

At CCC, we operate in the chewing gum and candy sector with a **consumer-responsive, innovative, and sustainable** approach. In our modern production facilities, we develop a diverse product portfolio tailored to varied consumer profiles and create value in both local and global markets.

From production and product development to packaging and distribution, our processes are grounded in the principles of quality, flexibility, functionality, and environmental responsibility. This approach strengthens our position in domestic and international markets and forms the foundation of our export strategies.

Our export operations are carried out using region-specific, customised strategies.

In the European market, we have a high export volume, particularly in the gum segment; our branded products developed specifically for this region reach a wide consumer base.

In the Americas, our jelly product line stands out and enjoys strong demand.

With its ability to deliver market-specific solutions, CCC effectively and sustainably meets global consumer expectations.

### CANDY



#### JELLIES:

We develop jelly products in various formats, including sugared, sugar free, filled and with functional ingredients.



#### LOLLIPOPS:

We offer products that cater to different taste preferences, featuring a wide flavour spectrum and naturally derived colourants.



#### SOFT CANDY:

Produced in filled, strip metre and roll metre formats; varieties include sugar-coated and glazed-coated options.



#### HARD CANDY:

Includes bonbon-style treats and hard sweets with functional content such as vitamins or herbal extracts; manufactured by deposit moulding and extrusion methods.



#### GUMMY CANDY:

Available in coated, filled and non-filled formats; made with natural flavours and fruit extracts.



#### DRAGÉES:

Colourful and playful dragées offering variety, especially aimed at children.



## CHEWING GUMS



### **DRAGÉE GUMS:**

Offered in various sizes, shapes and colours; enriched with functional components like vitamins and calcium and multi-flavour combinations.



### **STICK GUMS:**

Uncoated, delivering high flavour intensity and long-lasting taste effect.



### **MINI STICK GUMS:**

Single or double-layered, soft-textured products with a variety of taste profiles.



### **BUBBLE SWEET GUMS:**

Available as mini gums, mega dragées, strips and singles; specifically designed for children and youth.



### **FILLED GUMS:**

Offer surprise and flavour together with genuine liquid or powdered flavoured fillings.



### **COMPRESSED GUMS AND TABLETS:**

Designed for functional applications, with rapid dissolution features; aesthetic and innovative products.

Our products are aligned with functional food trends and supported by packaging and ingredient innovations. Thanks to our strong R&D infrastructure, our portfolio is constantly refreshed, and solutions are developed with a focus on consumer health, satisfaction and environmental sustainability.



**Discover Our  
Product and  
Brand Portfolio**



## OUR BRANDS



# OUR PRIORITY: SUSTAINABILITY

|                                                         |           |
|---------------------------------------------------------|-----------|
| <i>Our Sustainability Perspective</i>                   | <i>20</i> |
| <i>Our Sustainability Governance</i>                    | <i>23</i> |
| <i>Our Sustainability Focus Areas</i>                   | <i>25</i> |
| <i>Our Sustainability-based Risks and Opportunities</i> | <i>28</i> |
| <i>Our Effective Stakeholder Engagement</i>             | <i>34</i> |
| <i>Materiality Analysis</i>                             | <i>35</i> |

## OUR SUSTAINABILITY PERSPECTIVE

### YILDIZ HOLDING SUSTAINABILITY STRATEGY



#### **WE ARE WORKING FOR THE FUTURE OF NATURE**

We are minimizing the environmental impact caused by our company operations to fight against the climate crisis, and enabling the renewal of natural resources throughout the entire value chain.



#### **WE ARE STRENGTHENING OURSELVES WITH OUR STAKEHOLDERS**

We provide supportive, transformative and empowering contributions for companies to invest in stakeholder welfare-oriented, future-oriented and healthy-lifestyle prioritizing business models throughout their value chains.



#### **WE ARE INSPIRING THE FUTURE**

We strive to offer our customers alternatives with responsible and innovative business models and products, to inspire them to take action, and to make positive transformation possible through our products.



We place the **“This is Our World”** approach at the heart of our work, continuing our journey as a pioneering company that is recognised by our stakeholders for our commitment to sustainability and high performance.

In every area of activity, we focus on transforming our business models, product portfolio and operational processes by considering our environmental and social impacts. We place food safety, consumer health, and quality assurance at the core of our sustainability journey; we embrace continuous improvement, use natural resources efficiently, plan actions to reduce our carbon emissions, and strive to integrate circular-economy principles across our entire chain, from production to sourcing.

We implement our sustainability approach internally with the same care and responsibility. In this context, we prioritise occupational health and safety, employee well-being, equal opportunity and inclusivity with a human-centred approach, and we focus on creating social value by building strong ties with society. We adhere to ethical principles across our supply chain, promote fair working conditions and support projects that contribute to local development.

We structure our sustainability management in line with corporate governance principles and shape our decision-making mechanisms according to the principles of transparency, accountability and participation. Through our Sustainability Committee and ESG focus groups, we work diligently to spread sustainability awareness across the company, manage our strategic goals, performance indicators and risk management systems.

With the publication of our first Sustainability Report this year, we share our progress and future goals transparently with our stakeholders, contributing to the construction of a shared future.



In line with our commitment to combating climate change, our net-zero emissions targets—set using 2022 as the base year—have been officially approved by the Science Based Targets initiative (SBTi). By 2030, we aim to achieve an absolute reduction of 42% in our Scope 1 and 2 emissions, and a 51.6% reduction in Scope 3 emissions intensity. By 2050, we aim to achieve net zero across our entire value chain.

Every step we take towards these targets not only advances our internal sustainability practices but also reinforces our determination to be a responsible stakeholder contributing to global climate goals.

As we move forward, we act on science-driven data, anticipate risks through data-focused analyses, and develop early-stage preventive measures. We are embedding strategic priorities such as improving energy efficiency, transitioning to renewable sources, adopting low-carbon logistics, and advancing circular production into the core of our corporate culture.



## OUR CERTIFICATIONS

National and international certifications are among the most important elements reinforcing our sustainability approach. These certificates demonstrate that our business processes are conducted in line with principles of quality, safety, and responsibility; they also ease access to global markets, reduce risks, and enhance stakeholder trust. Our management model is built on a standards-based, traceable, and auditable structure across all processes.



## SOCIAL COMPLIANCE AND HUMAN RIGHTS

We are members of amfori BSCI (Business Social Compliance Initiative) and implement WCA (Workplace Conditions Assessment) practices to manage social and environmental responsibilities in our supply chain. These systems provide an auditable framework in areas such as respect for human rights, fair working conditions, occupational health and safety, wages and social benefits, non-discrimination, and environmental management. We ensure a safe and ethical environment for our employees through the ISO 45001 Occupational Health and Safety Standard.



## MANAGEMENT SYSTEMS

At the core of our corporate structure lies the ISO 9001 Quality Management System. This standard serves as the foundation for enhancing customer satisfaction, continuously improving processes, and ensuring sustainability in product and service quality. With the ISO 27001 Information Security Management System, we protect information security and data integrity in digital environments.



## FOOD SAFETY CERTIFICATIONS

We implement International Featured Standards (IFS) and British Retail Consortium (BRC) Global Standards to ensure quality across our production and logistics processes. These standards ensure that our products are manufactured in compliance with regulations and customer expectations, in a safe and traceable manner. We also closely monitor the global food security agenda by considering the priorities set by the Committee on World Food Security (CFS). Our HALAL certification confirms that our production processes comply with cultural sensitivities and ethical values.



## ENVIRONMENT AND RESOURCE MANAGEMENT

To protect natural resources and address climate change, we implement ISO 14001 Environmental Management, ISO 50001 Energy Management, ISO 14046 Water Footprint, and ISO 14064 Greenhouse Gas Emissions Quantification and Verification standards. In addition, our Roundtable on Sustainable Palm Oil (RSPO) certification demonstrates our commitment to sustainable sourcing for critical raw materials like palm oil, supporting biodiversity protection and preventing deforestation.

Our certifications demonstrate that our operations are monitored and audited against international standards across areas such as food safety, social compliance, information security, and environmental management. Guided by our “This is Our World” approach, we integrate these standards under a unified sustainability strategy that directs us toward our long-term goals.



## OUR SUSTAINABILITY GOVERNANCE



As we adapt to the evolving dynamics of the world, we are designing a governance model that fulfils our environmental and social responsibilities. With this approach, we have established a strong governance structure at the corporate level to reduce our environmental impacts, increase our societal contribution, and make our business processes more ethical and resilient.

**At CCC, sustainability governance is embraced at the highest level and integrated into strategic decision-making processes.** All work, including the sustainability report, is first reviewed by the General Manager and then submitted for approval by the Executive Member. This approach ensures that sustainability activities are addressed alongside operational processes as part of the overall corporate strategy. Our Board of Directors has delegated sustainability responsibilities to the Executive Member, while the Sustainability Committee, established under senior management leadership, plays a

guiding role in defining strategies, embedding them organisation-wide, and tracking performance. The Sustainability Committee consists of up to 9 members, selected by the Board of Directors from internal staff. The General Manager leads the meetings and ensures that the committee's work is carried out regularly. The roles and operating procedures of the Committee are defined in the CCC Sustainability Committee Duties and Working Principles.

The Sustainability Committee sets its agenda in line with the company's priorities. Meetings led by the Committee Chair are held at least four times a year to implement decisions and address any challenges in collaboration with relevant departments. Additional meetings are held as needed. In each meeting, focus groups operating in environmental, social, and governance areas present updates and recommendations.

Topics such as climate change, social impacts, environmental risks, and the supply chain are monitored regularly, with all processes conducted in line with relevant legislation and international standards. The Committee evaluates the content of the sustainability report and shares the results with relevant stakeholders. The Environmental Responsibility, Social Responsibility, and Customer Engagement focus groups continue their work with representatives from different departments, supporting the practical implementation of targets and identification of areas for improvement.

### SUSTAINABILITY COMMITTEE

EXECUTIVE  
BOARD MEMBER  
GENERAL MANAGER  
AND DIRECTORS



#### ENVIRONMENTAL FOCUS GROUP

##### ✦ Plant Director

- Maintenance & Project Manager
- Procurement Manager
- Logistic Manager
- Operational Excellence & Sustainability Manager
- NPI Project Manager



#### SOCIAL RESPONSIBILITY FOCUS GROUP

##### ✦ HR Manager

- Supply Chain Director
- Financial Affairs Director
- HSE Executive
- Plant Manager
- Procurement Manager
- Planning Manager



#### CUSTOMER ENGAGEMENT FOCUS GROUP

##### ✦ R&D Director

- Private Label Sales Manager
- Brand Managers (Candy & OTC)
- Senior Brand Manager (Gum)
- Marketing Director
- Quality Assurance Manager

## AREAS OF RESPONSIBILITY FOR THE SUSTAINABILITY COMMITTEE'S FOCUS GROUPS

| Focus Group                                                                                                                | Material Topic                           | Duties and Monitoring Principles                                                                                                                                                              |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Environmental Focus Group</b>         | Energy and Climate Management            | Measuring energy consumption and greenhouse gas emissions (Scope 1-2-3), setting reduction targets, and planning and implementing renewable energy projects.                                  |
|                                                                                                                            | Water Management                         | Monitoring water consumption, increasing recovery rates, conducting water risk analyses, and tracking reduction projects.                                                                     |
|                                                                                                                            | Packaging and Waste Management           | Tracking the rate of sustainable materials in packaging, setting targets for recycling and waste reduction, and preparing annual waste performance reports.                                   |
|  <b>Social Responsibility Focus Group</b> | Raw Material and Supply Chain Management | Monitoring the rate of supplier compliance with social and environmental audits, identifying high-risk suppliers, and implementing action plans.                                              |
|                                                                                                                            | Workforce Management                     | Conducting employee satisfaction and loyalty surveys, implementing development programmes, and monitoring fair remuneration systems.                                                          |
|                                                                                                                            | Diversity, Equality, and Inclusion       | Tracking metrics such as the percentage of women in management and employment rates of persons with disabilities, implementing equal opportunity policies, and conducting awareness training. |
|                                                                                                                            | Employee Health and Safety               | Tracking OHS KPIs such as accident frequency and severity, conducting safety training, and performing regular site inspections.                                                               |
|  <b>Customer Engagement Focus Group</b> | Governance and Ethics                    | Monitoring ethics reporting mechanisms, documenting ethics violations, and evaluating transparency and accountability performance within governance principles.                               |
|                                                                                                                            | Food Safety and Quality                  | Monitoring product quality complaints, tracking internal and external audit outcomes, and developing traceability systems.                                                                    |
|                                                                                                                            | Product Labelling and Marketing          | Verifying the accuracy of packaging and nutritional information, monitoring regulatory compliance, and auditing marketing materials for ethical standards.                                    |
|                                                                                                                            | R&D and Innovation                       | Promoting sustainable product and process innovations, tracking innovation projects with KPIs, and reporting annual innovation performance indicators.                                        |
|                                                                                                                            | Customer Satisfaction                    | Measuring the effectiveness of feedback systems, tracking KPIs for complaint resolution time, and evaluating customer satisfaction survey results.                                            |

## OUR SUSTAINABILITY FOCUS AREAS

### Our Focus

#### Working for the Future of the Environment



The future of nature is enabled by a production model that uses energy efficiently, shifts to renewable sources, protects water and feeds waste back into the circular economy. With this mindset we embrace our environmental responsibility and adopt a growth path aligned with nature under a net zero vision.

### Our Roadmap

We increase energy efficiency and transition to renewable sources.

We monitor our emissions and reduce our carbon footprint.

We are reducing plastic consumption in packaging and producing recyclable solutions.

We adopt the “Zero Waste” approach by segregating waste at the source.

We evaluate applications to reduce our water use, and to recover and reuse water.

### Our Objectives

Achieve a 30 % share of electricity procured from renewable sources by 2025.

By 2030, achieve a 42 % reduction in Scope 1 and 2 emissions, and a 51.6 % reduction per production tonne in Scope 3 emissions.

Attain Net Zero emissions across our value chain by 2050.

Reduce plastic usage in packaging and increase the proportion of recyclable and compostable materials.

### Our Material Topics

#### Energy and Climate Management

#### Packaging and Waste Management

#### Water Management

### Our Supported SDGs



## Our Focus

### Growing Stronger with Stakeholders

At the heart of our success lies a workforce management approach that centres on people, and is fair, inclusive and safe. We safeguard our employees' well-being, development and equal opportunities; and we embed diversity, human rights, occupational health and safety, and quality as integral parts of our corporate culture.

## Our Roadmap

We increase women's participation in the workforce and apply the principle of "equal pay for equal work."

We embed a culture of occupational health and safety in all business processes.

We provide equal rights and a safe working environment for our employees.

We support their development through training, mentoring and career programmes.

We ensure trade-union rights and social dialogue.

We comply with international standards in quality and food safety.

## Our Objectives

Increase diversity in management levels by 2030 and strengthen women's representation.

Embed a culture of occupational health and safety across all business areas.

Ensure equal rights and a safe working environment for our employees.

Support employee development programmes.

Continue to enhance and expand employee social benefits.

Maintain compliance with current international Quality and Food Safety standards.

## Our Material Topics

Diversity, Equality and Inclusion

Occupational Health and Safety

Workforce Management

Food Safety and Quality

## Our Supported SDGs



## Our Focus

### Inspiring the Future



An inspiring future is possible through a business model that is rooted in ethical values, innovation, digitalization and instils confidence in its stakeholders. With this approach, we continuously evolve our corporate culture and focus on applications that will transform the future.

## Our Roadmap

We develop responsible and transparent business models.

Through R&D, digitalization and artificial intelligence investments, we design sustainable products and processes.

We build trust through operational excellence and a customer-focused approach.

We establish a strong supply chain with domestic and sustainable raw materials.

## Our Objectives

Achieve performance above sector benchmark scores in social compliance audits.

Continue to increase investments in R&D and innovation.

Raise the maturity level of Operational Excellence by 2028.

Manage a sustainable and resilient supply chain.

## Our Material Topics

Governance and Ethics

R&D and Innovation

Product Labelling and Marketing

Customer Satisfaction

Raw Material and Supply Chain Management

## Our Supported SDGs



# OUR SUSTAINABILITY-BASED RISKS AND OPPORTUNITIES

This analysis has been carried out by Continental Confectionery Company to identify, assess and prioritise sustainability impacts, risks and opportunities according to levels of materiality.

The study is structured based on EFRAG Implementation Guidance 1 (IG 1) and the GRI 3: 2021 Material Topics standard.

The methodology is grounded in an impact-based materiality approach, first evaluating the environmental and social effects created by CCC's value chain, identifying the resulting financial risks and opportunities, and finally determining the key sustainability topics to be reported by addressing both dimensions together.



## Phase 1

### Determining the Company Context

*The analysis process began with a holistic evaluation of CCC's operating environment and strategic structure. In this scope:*

- The business model of CCC, its strategic priorities, its financial impact structure, the products and services it offers and the geographic regions in which it operates have been analysed.
- The full value chain (supply, operations, distribution) has been mapped, and the company's impact areas have been defined by evaluating business relationships.
- The legal and regulatory framework to which the company is subject, sectoral sustainability trends, and the competitive environment have been considered.
- All stakeholders directly or indirectly affected have been identified, and existing stakeholder engagement has been analysed.

This context assessment has provided a critical foundation for defining the scope of the sustainability analysis, for understanding the company's potential environmental and societal impacts, and for establishing a basis for the prioritisation criteria.



## Phase 2

### Identification of Impacts, Risks and Opportunities

#### Screening of Sustainability Topics and Creating an Impact Inventory

First, a comprehensive screening was carried out based on the list of sustainability topics set out in ESRS 1 AR16 ; the list was extended by adding sustainability topics specific to CCC's sector. Each topic has been assessed according to its potential to create direct or indirect impacts at different stages of the company's value chain (suppliers, its own operations, distribution and post sales).

In total, 40 sustainability impacts have been identified:



**20**  
Environmental



**20**  
Social

Of these 40 impacts, 9 have been defined as "material impacts" following the materiality assessment (5 environmental, 4 social). The impacts have been classified according to the following types:

- ➖ Current Negative Impact
- ➕ Current Positive Impact
- ➖ Potential Negative Impact
- ➕ Potential Positive Impact

In this context, the classification of the scope, direction, and type of the sustainability impacts identified is detailed in the impact table below:

| ESG Title                                                                                               | Subtopic                                                  | Type               | Description                                                                                                                                                                                                                                                                                                                                           | Value Chain Stage |
|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <br><b>Environment</b> | Use of Renewable Energy                                   | Current & Negative | A large portion of the energy used in our production processes is still sourced from fossil fuel-based sources, which creates an adverse effect on our Scope 1 and Scope 2 emissions. To reduce this effect, we have procured I-RECs (Renewable Energy Certificate) to cover 14% of our energy emissions as of 2024, and we aim to reach 30% by 2025. | Direct Operations |
|                                                                                                         | Carbon Management in the Supply Chain                     | Current & Positive | In line with our sustainable procurement approach, we share emission reduction targets with certain suppliers and prioritise long term collaborations with business partners that comply with sustainability criteria.                                                                                                                                | Upstream          |
|                                                                                                         | Science-based Emission Targets                            | Current & Positive | Under our climate change efforts, we have implemented our emission reduction commitments approved by the Science Based Targets initiative (SBTi). We regularly track our emissions and share them with our stakeholders in accordance with transparent reporting principles, thereby sustaining our proactive management approach.                    | Direct Operations |
|                                                                                                         | High Water Consumption in the Supply Chain                | Current & Negative | High water consumption can occur in the production of certain raw materials, notably crystal sugar. In this context, by scaling up sustainable agricultural practices with our suppliers, we aim to reduce environmental impacts arising from water consumption.                                                                                      | Upstream          |
|                                                                                                         | Environmental Impact of Packaging Waste after Product Use | Current & Negative | We are aware of the environmental impacts that packaging of our products may generate after consumption. Projects to reduce plastic usage are being developed, and research and design work is being undertaken on paper based alternative packaging materials.                                                                                       | Downstream        |

In this context, the classification of the scope, direction, and type of the sustainability impacts identified is detailed in the impact table below:

| ESG Title                                                                                          | Subtopic                                          | Type                 | Description                                                                                                                                                                                                                                                                                                                                                                                        | Value Chain Stage |
|----------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| <br><b>Social</b> | Quality Management Systems                        | Current & Positive   | We hold internationally recognised food safety certifications such as BRC and IFS alongside the ISO 9001 Quality Management System. We also support food safety through halal and vegan product group certifications. Under our Quality and Food Safety Policy, we systematically conduct our quality assurance processes, thereby protecting consumer health and enhancing customer satisfaction. | Downstream        |
|                                                                                                    | Consumer Awareness and Labelling Transparency     | Current & Positive   | On our product packaging, we clearly include nutritional elements, allergen contents and health claims for specific product groups. Through our labelling practices we support consumers in making informed choices, while also strengthening our reputation as a trusted brand.                                                                                                                   | Upstream          |
|                                                                                                    | Safety of Subcontracted Workers                   | Potential & Negative | Occupational incidents or OHS violations that may occur among our subcontractors can create operational and reputational risk for our company, even indirectly. In this context, we monitor subcontractors' OHS documentation and training validity through the VisitPro system, and performance tracking is regularly conducted via surveys.                                                      | Upstream          |
|                                                                                                    | Social Compliance Performance in the Supply Chain | Current & Positive   | Thanks to the social compliance processes we implement with our suppliers, our performance in respect of human rights, fair working conditions and ethical business practices is strong. In this regard, the successful scores obtained from BSCI audits demonstrate that social responsibility principles are embraced and effectively applied across our supply chain.                           | Upstream          |

#### Identification of Risks and Opportunities Derived from Impacts

Based on the impact inventory, the potential financial effects that each impact could pose for CCC have been analysed. In line with this analysis, a total of 48 risks and opportunities have been defined:

- 25 risks (5 of which are material),
- 23 opportunities (8 of which are material).

These risks and opportunities have been structured considering the nature of the related impacts, the temporal likelihood of occurrence (short: 0–2 years, medium: 2–5 years, long: 5+ years) and the company's goals.

*Note: Risks and opportunities were not defined directly; first an impact inventory was established, then only the issues that could financially derive from those impacts were assessed.*

## Phase 3

### Assessment and Prioritisation of Impacts, Risks and Opportunities

#### Severity-based Evaluation of Impacts

*The materiality of each impact has been determined using severity and (for potential impacts) probability criteria.*

- **Scale:** The magnitude of the impact (for example: how a human rights violation affects basic living conditions or the volume of emissions in an environmental context).
- **Scope:** The breadth of the impact (for example: how many people are affected or what geographic area is covered).
- **Remediability:** The extent to which the impact can be reversed (how much damage can be restored; the resources and effort needed for improvement).

These three criteria were scored on a scale of 1-4 (0 was not used). If the average score was  $\geq 3$ , the impact was deemed "material."



### EVALUATION OF RISKS AND OPPORTUNITIES

For each risk and opportunity derived from impacts, the probability of occurrence and potential financial severity were evaluated together. Probability was also scored between 1 and 5, based on historical data, industry trends and contextual analysis.

This evaluation also covers the approach under European Sustainability Reporting Standards – Application Requirement 15 (ESRS 1 AR15), which recognises that both quantifiable and non-quantifiable, but financially significant, risks may be qualitatively material.

### CONSOLIDATION OF MATERIAL SUSTAINABILITY TOPICS

Impact materiality and financial materiality scores were combined; topics that have both a high impact on the environment/society and are financially significant for CCC were defined as "material sustainability topics."

A topic may be considered material from only the impact perspective, only the financial perspective, or from both at once. However, in most cases, these two dimensions overlap; significant impacts are expected to lead to significant financial outcomes.



## RISKS AND OPPORTUNITIES

The detailed list of risks and opportunities deemed priority as a result of the impact and financial materiality assessment is shown in the analysis table below:

| ESG Title                                                                                             | Subtopic                                                     | Type        | Description                                                                                                                                                                                                                                                                                     | Value Chain Stage              |
|-------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
|  <b>Environment</b> | Increase in Energy Costs                                     | Risk        | Fluctuations in the energy markets and price increases in Türkiye are exerting pressure on our operating expenses. Therefore, we intend to accelerate our energy efficiency investments to maintain our competitive strength and minimise the impact of cost increases.                         | Direct Operations              |
|                                                                                                       | Carbon Taxes and Regulation                                  | Risk        | Within the framework of the European Green Deal and similar carbon regulations, we anticipate that high carbon emissions may lead to cost increases in our export processes. Accordingly, we continue to strengthen our emission reduction strategies and prepare to align with export markets. | Direct Operations              |
|                                                                                                       | Operational Impact of Water Scarcity                         | Risk        | Water stress in the Ergene Basin (Tekirdağ) poses a risk for our production processes. We are developing alternative sources and efficient water use solutions to counter possible droughts, groundwater depletion or regulatory limitations on water allocation.                               | Direct Operations              |
|                                                                                                       | Use of Non Recyclable Packaging                              | Risk        | An increase in packaging volume over time may raise raw material costs and reduce logistics efficiency. We recognise that this could raise production costs and exert pressure on our product pricing.                                                                                          | Upstream and Direct Operations |
|                                                                                                       | SBTi and ESG Visibility                                      | Opportunity | Thanks to our science-based targets and sustainability-oriented business model, we aim to enhance our attractiveness among customers that prioritise ESG, especially in European markets, and strengthen our company reputation.                                                                | Upstream and Direct Operations |
|                                                                                                       | Water Recovery and Reuse                                     | Opportunity | We aim to reduce water consumption by prioritising water recovery and reuse applications in our production processes.                                                                                                                                                                           | Direct Operations              |
|                                                                                                       | Cost Savings from Sustainable Packaging Design               | Opportunity | In our packaging designs we prioritise simplification and use of recycled content to reduce raw material consumption. Through this approach we aim to lower cost per package and enhance our profitability.                                                                                     | Upstream and Direct Operations |
|                                                                                                       | Reputation Enhancement through Recycling Compliant Packaging | Opportunity | By increasing the use of packaging compatible with recycling systems, we aim to both deepen consumer confidence and make our environmental responsibility more visible. We support our company reputation through environmental labelling on our packaging.                                     | Downstream                     |

The detailed list of risks and opportunities deemed priority as a result of the impact and financial materiality assessment is shown in the analysis table below:

| ESG Title                                                                                           | Subtopic                                                | Type        | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Value Chain Stage              |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <br><b>Social</b> | Demographic Change and Talent Gap                       | Risk        | Changes in the population structure and declining interest in the manufacturing sector may make access to skilled labour more difficult in the long term. In particular, low participation of women and young talents in the sector may narrow our talent pool and limit our innovation and productivity capacity. To manage this risk, we participate in projects supporting women's employment, we create opportunities for women workers under the TISK programme, and we reach out to young talents through career development programmes, recruitment initiatives and career fairs to strengthen our future human resources. | Direct Operations              |
|                                                                                                     | Leadership in Trust in the Sector                       | Opportunity | With our quality and food safety systems and robust production infrastructure, we are advancing with the ambition to become a "leader in trust" within the sector in the long term. With this trust-based approach we aim both to boost customer loyalty and develop new collaborations in export markets as a reliable supplier.                                                                                                                                                                                                                                                                                                 | Direct Operations              |
|                                                                                                     | Innovation and Traceability                             | Opportunity | We conduct traceability testing through our ERP (SAP) infrastructure, and we recognise that this digital framework can be enhanced with blockchain solutions, smart packaging and advanced quality control systems. Through these investments, we plan to increase customer satisfaction by making food safety more transparent and strengthen our brand reputation and market position.                                                                                                                                                                                                                                          | Upstream and Direct Operations |
|                                                                                                     | Quality Certification and Training                      | Opportunity | By holding international certifications such as BRC (including FSMA module) and IFS, we conduct our operations in compliance with global standards. In the coming period, we aim to extend these standards across our entire supply chain and systematise food safety training for our employees. This enables us to increase our internal audit capacity and raise our competitiveness in international markets.                                                                                                                                                                                                                 | Upstream and Direct Operations |
|                                                                                                     | Leadership in Occupational Safety through Certification | Opportunity | At our facility we have the potential to roll out internationally-recognised occupational health and safety management systems (e.g., ISO 45001). In addition to the ISO 45001 standard, our high level of compliance in the BSCI system and strong performance in WCA audits position us clearly above industry average. By certifying this strong performance, we aim to become a preferred business partner among global stakeholders and customers. Accordingly, we gain the opportunity to develop new collaborations and secure long term customer loyalty.                                                                 | Direct Operations              |

## OUR EFFECTIVE STAKEHOLDER ENGAGEMENT

We adopt a participatory governance approach that considers expectations and views in our interactions with a wide stakeholder spectrum, including employees, customers, business partners, investors, public institutions, civil society, and academia. We listen to our stakeholders through surveys, feedback channels, regular meetings, collaborations, and field observations, and shape our activities in line with the insights we obtain.

The multi-faceted communication we establish with our stakeholders guides us at every stage, from identifying our sustainability priorities to the implementation processes. Through this interaction, we continuously evaluate and develop our corporate practices from different perspectives. Our methods for communication and engagement with stakeholders are summarised in the table below:

STAKEHOLDER ENGAGEMENT TABLE

| Key Stakeholder Group              | Communication Method                                                        | Frequency of Communication  |
|------------------------------------|-----------------------------------------------------------------------------|-----------------------------|
| Yıldız Holding                     | Meetings, Email, Telephone, etc.                                            | Continuous                  |
| Employees                          | Email, Mass SMS, Notices, Meetings, Surveys, Telephone, etc.                | Continuous                  |
| Customers and Consumers            | Website, Customer Service, Email, Telephone, Social Media Platforms, Events | Continuous                  |
| Suppliers and Business Partners    | Email, Telephone, Website, Visits, Audits, Surveys                          | Continuous                  |
| Retail and Distribution Channels   | Email, Telephone, ERP System, etc.                                          | Continuous                  |
| Investors and Shareholders         | Meetings, Email, Telephone                                                  | At least once a year        |
| Regulatory and Supervisory Bodies  | -                                                                           | -                           |
| NGOs and Local Communities         | Email, Telephone, etc.                                                      | At least three times a year |
| Academic and Research Institutions | Email, Telephone, Training, Conferences, Events                             | At least twice a year       |
| Media and Press Organisations      | Press Releases, Social Media                                                | At least once a year        |



## MATERIALITY ANALYSIS

We carried out a materiality analysis based on environmental, social and governance dimensions to strengthen our sustainability strategy. With this analysis, we sought to identify those topics that have a high impact on our company and are seen as important by our stakeholders. Our analysis was initiated under the **GRI standards<sup>3</sup>** and supported by international frameworks such as the **Sustainability Accounting Standards Board (SASB)<sup>4</sup>**, **Morgan Stanley Capital International (MSCI)<sup>5</sup>** and **London Stock Exchange Group – Environmental, Social and Governance (LSEG ESG)<sup>6</sup>**. In our desk-based work, sectoral trends and best practices were analysed comparatively, and material topics suitable for our scope of activities were identified.

The stakeholder engagement process then added depth to the identified material topics. A comprehensive survey was conducted involving our employees, Yildiz Holding, the CCC Board, customers, suppliers, investors and research institutions. Accordingly, external stakeholder views have been included in the analysis process alongside internal assessments. Based on the findings, topics were classified as “**very high priority**” and “**high priority**”; areas such as energy and climate management, food safety and quality, water management, packaging and waste management and occupational health and safety were identified as “very high priority”. This work contributes to the development of our sustainability strategy by focusing on material topics and aligning with stakeholder expectations.

### OUR MATERIAL TOPICS

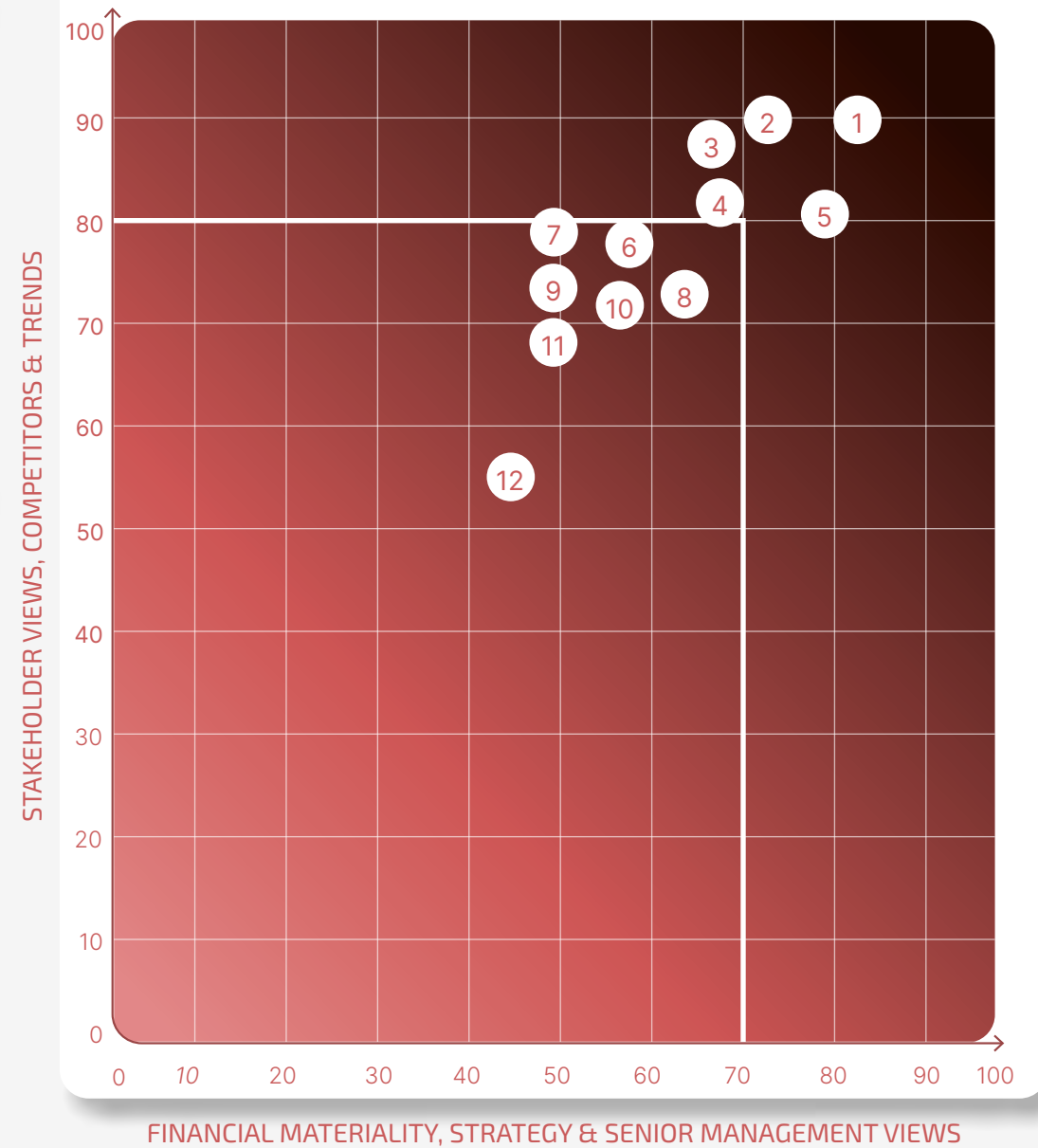
VERY HIGH PRIORITY

- 1 Energy and Climate Management
- 2 Food Safety and Quality
- 3 Water Management
- 4 Packaging and Waste Management
- 5 Occupational Health and Safety

HIGH PRIORITY

- 6 Customer Satisfaction
- 7 Product Labelling and Marketing
- 8 Raw Material and Supply Chain Management
- 9 Governance and Ethics
- 10 Workforce Management
- 11 Diversity, Equity and Inclusion
- 12 R&D and Innovation

### MATERIALITY MATRIX



# WORKING FOR THE FUTURE OF THE ENVIRONMENT

|                                      |    |
|--------------------------------------|----|
| <i>Energy and Climate Management</i> | 37 |
|--------------------------------------|----|

|                         |    |
|-------------------------|----|
| <i>Water Management</i> | 42 |
|-------------------------|----|

|                                           |    |
|-------------------------------------------|----|
| <i>Packaging and Waste<br/>Management</i> | 43 |
|-------------------------------------------|----|

## ENERGY AND CLIMATE MANAGEMENT

In every product that accompanies life's happy moments, we care about not only flavour but also our responsibility towards nature, the climate and the future.

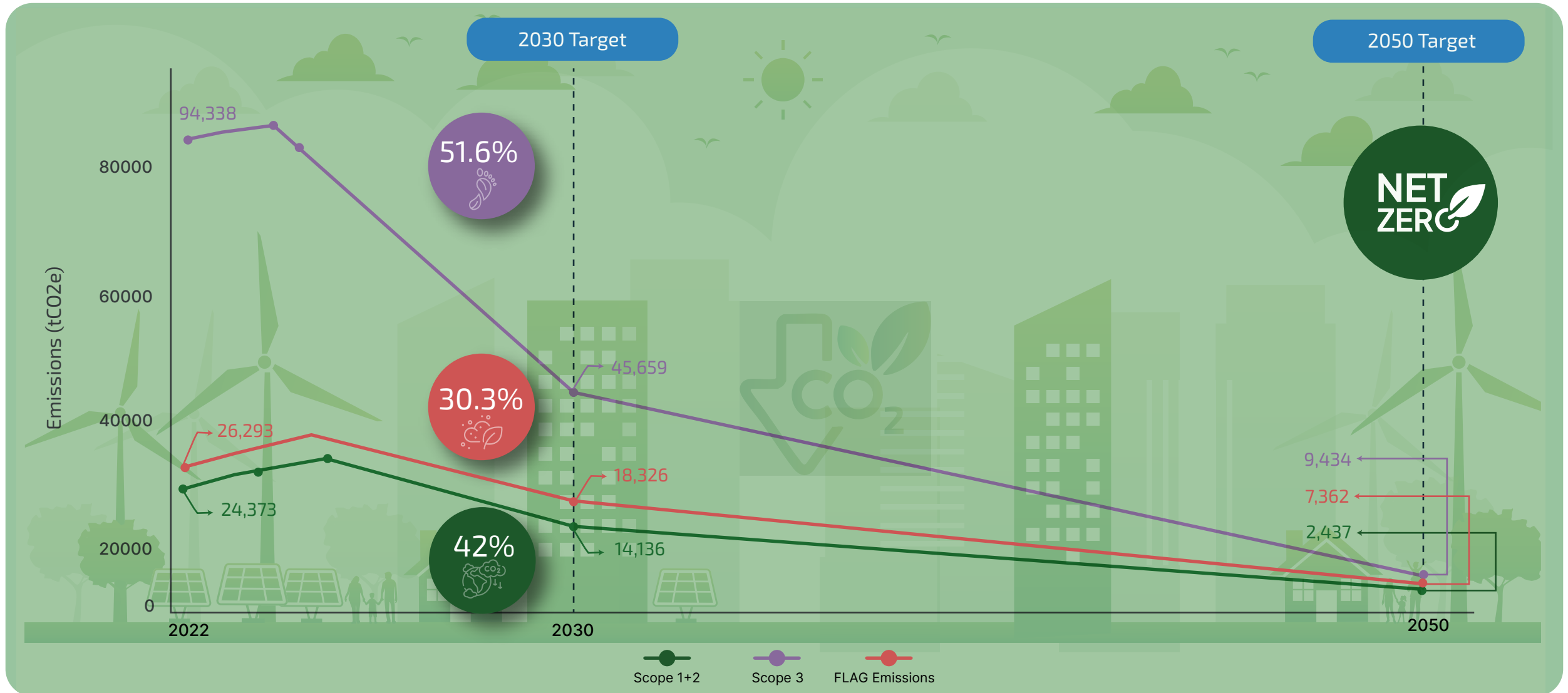
As CCC, we know that the sustainability of these moments is directly linked to how we manage the energy we use in production, how much we reduce our emissions, and with how much determination we address the climate crisis. As the impacts of climate change on food safety, raw material supply and production continuity increase, we aim to go beyond adaptation and create transformation. By moving towards renewable sources, our priorities in this area include reducing our environmental impacts and creating economic growth opportunities.

Throughout this process, we operate in full compliance with current environmental legislation and maintain the same determination with the responsibility of having received no environmental penalties during the 2024 reporting year.



## SCIENCE-BASED TARGETS AND NET ZERO COMMITMENT

As CCC, in recognition of our responsibility in the fight against climate change, we have formally committed to our net-zero targets through the Science Based Targets initiative (SBTi), based on the 2022 baseline year. To this end, we aim to achieve net-zero greenhouse gas emissions across our value chain by 2050. We have set our greenhouse gas reduction targets in line with SBTi criteria, which aim to limit global temperature increase to 1.5 °C.



Our science-based targets provide us with a clear and reliable roadmap in the fight against climate change. In line with our commitments to reduce Scope 1, 2, and 3 emissions, we are advancing with a fully comprehensive strategy, including energy efficiency and sustainable procurement practices, deforestation prevention, and data-driven management approaches.

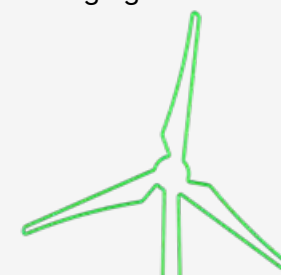
## Our Energy Policy

We minimise our energy consumption to reduce our environmental impacts, and we adopt this transformation process as a shared responsibility among all our employees, from senior management to our production site colleagues. To ensure full alignment with our corporate strategy, our Energy Policy is built on a dynamic, measurable and continuously evolving system that aims to shape both today and the future.



### In this scope:

- We maintain an Energy Management System that is regularly reviewed, assessed and continuously improved by our senior management.
- We carry out all our energy-related activities in full compliance with the legal and other requirements relevant to our company.
- To achieve our efficiency targets, we raise energy awareness and sensitivity among all our employees through the training we provide.
- We analyse consumption data by ensuring the efficient use of energy and information resources, systematically identifying reduction opportunities.
- We measure our energy performance in line with the defined aims and targets, report the results regularly, and continuously improve.
- We secure the human, technological, and financial resources necessary to reach our targets and receive support from our supplier and contractor partners.
- We procure energy-efficient products and services, and we bolster our global competitiveness through designs that support performance improvement.
- We implement our policy in accordance with our purpose and strategic orientation, in a way that meets the needs of our internal and external customers.
- We support the use of renewable and alternative energy sources and promote a sustainable production infrastructure moving away from fossil fuels.
- With this approach, we contribute to sustainable development, and we regularly update and review our energy policy in a way that can adapt to changing conditions.



Our Energy Policy serves as a strategic compass that improves our environmental performance, is supported by our employees' awareness, and is guided by managerial determination.

With this policy we view energy as a pathway to sustainable success, environmental alignment and the fight against climate change; we transform all our business processes in this direction.



## Renewable Energy and Efficiency Practices

We prioritise investments in renewable energy to diversify our energy sources. As of 2024, 14% of our energy consumption is sourced from renewable sources, and this is certified by purchases of International Renewable Energy Certificates (I-RECs). Simultaneously, feasibility studies are ongoing for investments based on sources such as solar and wind energy, and the required infrastructure preparations are being maintained. Accordingly, we aim to increase the share of low-carbon sources in our energy consumption to reduce our environmental impacts and strengthen our sustainable production philosophy.

Alongside these steps towards renewable energy, improving efficiency in our existing energy usage also ranks among our primary objectives.



Our energy efficiency practices include:

- With the water-cooled centrifugal chiller project planned for deployment in 2025, we aim to achieve additional energy efficiency across the facility.
- Through the oxygen trim application, we have increased natural gas combustion efficiency. This system keeps the fuel-air mixture in boilers at optimal stability, controls stack gas emissions and reduces energy losses in the combustion process.
- Waste heat recovery is achieved through economiser and recuperator systems, delivering approximately a 2% saving in natural gas consumption.
- The transition to IE4 class high-efficiency motors is being implemented on our production lines.
- LED conversions in lighting systems have been completed covering 90% of our candy plant in 2024, with an expected 2% reduction in electricity consumption to be realised in 2025.
- Energy feasibility initiatives are applied as a priority evaluation criterion in new projects; in all equipment selections high efficiency class is preferred.
- With the new air handling unit commissioned in the coating process at the candy plant, processing time has been shortened and electricity consumption reduced.

## Monitoring Energy Performance and Organisational Transformation

To ensure the longevity of our energy efficiency targets, we evaluate process monitoring, technological infrastructure, and employee participation as an integrated whole. Currently, we monitor our energy consumption via traditional meters; however, with the automated data collection and analytics system planned for mid-2025, we aim to bring this process into a much more effective, comprehensive and real-time structure.

We place great emphasis on the active participation of our employees to achieve corporate-level ownership of this transformation. We organise on-the-job training to promote energy awareness and achieve our efficiency targets together, regularly informing our colleagues about energy use, efficiency principles and opportunities for individual contribution. In addition, under the Energy Manager training we conduct to increase employee competency in energy efficiency, two more managers completed this course in 2024, bringing us to a total of five qualified staff.

Our training is not limited to technical knowledge; we aim to make energy efficiency a natural part of our daily work. Accordingly, we transform our sensitivity to energy into an integral part of our company culture through a collective responsibility mindset, enhanced by individual awareness. This cultural approach constitutes one of our strongest pillars for sustainable success in energy management.



## EMISSIONS MANAGEMENT

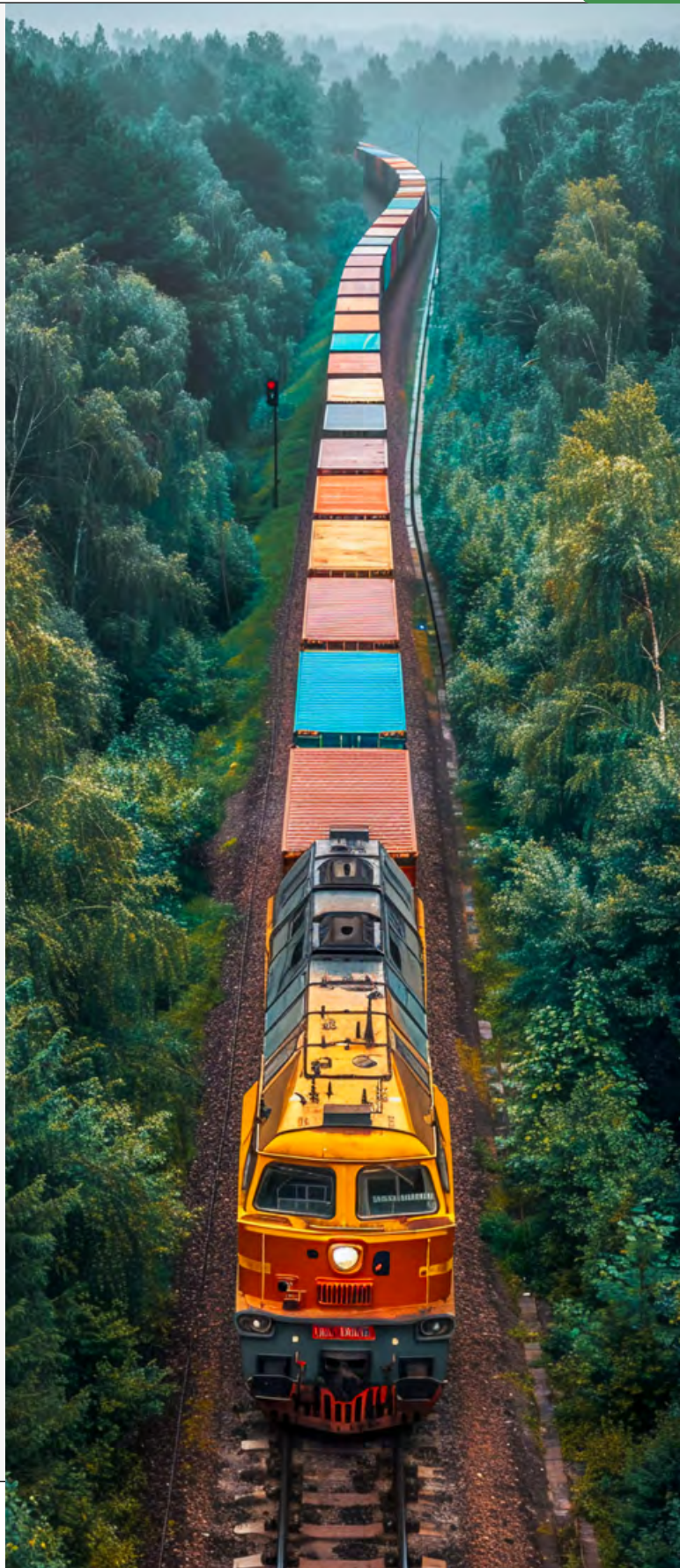
### Emission Management and Carbon Footprint Monitoring

Climate change stands before us as not only an environmental issue but also one of the greatest global threats in terms of economic and societal sustainability. With the awareness of this global responsibility, we support our emission management practices with steps aimed at reducing our carbon footprint.

We do not restrict our emissions to our own operations alone; we address them through a holistic approach that also covers indirect emissions from our supply chain. Through this approach, we assess our environmental impacts from a broader perspective and develop strategies not only to analyse the current state but also to address the future. The carbon footprint calculations we carry out annually are based on the 2022 baseline year and an internationally recognised methodology. Our calculations, made in accordance with the Greenhouse Gas (GHG) Protocol, are supported by emission factors from international sources such as the Intergovernmental Panel on Climate Change (IPCC), the UK Department for Environment, Food & Rural Affairs (DEFRA), and Ecoinvent.

The accuracy of our data and the reliability of our calculation methods are assured through independent verification processes, carried out specifically within the framework of ISO 14064 (Standard for the Quantification and Verification of Greenhouse Gas Emissions). ISO 14064 is an internationally accepted standard for the measurement, reporting and verification of greenhouse gas emissions, ensuring that our emission data are managed in accordance with the principles of transparency, comparability and traceability.

[Click here for our GHG Verification Statement.](#)



In addition to our carbon footprint calculations, we track our emissions management by measuring stack gas emissions every two years. In accordance with local legislation, our stack gas emission measurements conducted at 58 locations in 2023 remained below the limit values stipulated in the regulation.

[You can access the relevant measurement results via our performance indicators.](#)



### Logistics and Transport Related Emissions Management

Logistics operations play a significant role in our efforts to reduce greenhouse gas emissions. By using intermodal and rail transport more effectively instead of road haulage, we have achieved substantial emission savings.

#### According to our 2024 calculations:

- Our intermodal shipments resulted in **154,496 kg CO<sub>2</sub>** emissions.
- Thanks to the mixed logistics model, we avoided **764,424 kg CO<sub>2</sub>** emissions that would have occurred through road transport alone, achieving a **carbon emission saving of 609,928 kg CO<sub>2</sub>**.

While maintaining our net zero journey in line with our science-based targets, we are combating climate change and strengthening our sustainable growth model through efficiency projects, renewable energy investments and logistics transformation steps.

## WATER MANAGEMENT

The increasing pressure on water resources at a global scale is a critical issue for food safety and production continuity. With this awareness, we are restructuring our production processes to use water as efficiently as possible and aim to reduce the pressure on natural resources at every step.

Primarily, we focus on optimising the volume of water used in our processes, preventing wastewater generation at its source and ensuring that any resulting wastewater is treated in a way that does not harm the environment. Within our existing infrastructure, we undertake continuous improvement efforts aimed at increasing recovery and reuse opportunities. Our fundamental goal in our water management practices is to use water efficiently and minimise the environmental impacts resulting from our operations.



Regarding the sustainability of our water resources, we reference the World Resources Institute (WRI)<sup>10</sup> Water Stress Map data and regularly monitor the water stress level of the region where our facility is located. We carry out all these practices with an environmental management approach that is traceable, auditable and continuously evolving, based on ISO 14001 Environmental Management System principles in addition to meeting our legal obligations. We define indicators aimed at reducing the volume of water used in our processes; our performance is reviewed annually, and areas for improvement are identified.

We shape our on-site practices accordingly and strengthen our water management efforts

with investments that focus on measurable outcomes. In this context, within our digital central facility management project, we are integrating water meters into selected facilities to increase the traceability of water and energy consumption. In areas with high water usage, we replace manual taps with sensor-based systems and add aerators to taps, achieving up to 50% water savings in those zones.

Additionally, as part of Energy Management, the new air handling unit investment commissioned in the coating process of our candy plant has significantly shortened processing time and has realised a meaningful reduction in both electricity and water usage.

CCC Water Stress Distribution



## Water Footprint

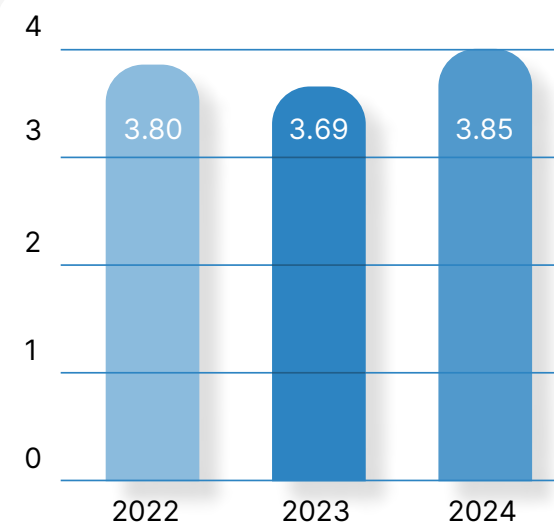
We track our water footprint annually and monitor our environmental impact using data grounded in transparent foundations. As a result of these policies, we successfully completed the ISO 14046 Water Footprint verification process in 2024.

For detailed information and verification results, you can view our [Water Footprint Verification Statement](#).



Our water consumption performance per unit of production over the past three years is presented in the chart below:

Water Consumption per Unit of Production (m<sup>3</sup>/tonne)



With every step we take in water management, we act on our commitment to protect this vital resource; we monitor it with data driven approaches, improve through enhancements, and strive to pass water on safely to future generations.

## PACKAGING AND WASTE MANAGEMENT

### WASTE MANAGEMENT



Waste arises inevitably in every production process. When this waste is not managed effectively, it becomes an environmental burden; when handled properly, it can become a reusable resource. The focus of our waste management strategy is to reduce waste volumes, increase recovery rates and integrate circular practices into our production processes.

We optimise our packaging designs without sacrificing functionality, thereby using less material. These efforts, combined with our integrated waste management practices, are directly reflected in our recycling rate.

Our recycled waste rate, which was 93% in 2023, increased to 94.7% by the end of 2024 and was certified by an independent body in the Zero Waste to Landfill audit.

To achieve lasting success in waste management, we continuously improve our processes with a “Zero Waste” approach. We increase employee awareness and separate waste at the source. Correct separation at source prevents the loss of recyclable materials and raises our recovery rate. Supported by regular data analysis, this process clarifies improvement areas; thus, our environmental burden is reduced, and production capacity is secured.

We embed circular solutions into our system to prevent waste from going to landfill. As part of our industrial symbiosis applications, we redirect starch waste from production to other facilities for use in animal feed. Through this approach, we turn a byproduct that would go to disposal into a value-creating input, make our waste management more effective, and contribute to a circular economy.



### Packaging Management

We evaluate packaging across its entire life cycle, from design to production, usage, and recycling. The choices we make in material selection, process design, and recovery steps are aligned with our sustainability goals; as a result, we achieve measurable and lasting outcomes.

Among our practices are:

- Increasing the use rate of recyclable materials,
- Preferring single-layer materials instead of composite structures,
- Facilitating recycling processes by keeping waste within the system.

### Technological Transformation Steps in Production Infrastructure

All these applications necessitate a comprehensive restructuring covering infrastructure, production systems and budget priorities. The adaptation of new packaging materials to production lines requires technical changes and process-based investments. Therefore, the transition process initially creates high costs, but the investments made are regarded as structural gains that will deliver efficiency increases in the long term. Thanks to phased transition plans and targeted technology investments implemented on our production lines, we maintain this process in a manageable and controlled manner.

### Packaging Approach Aligned with Consumer Expectations

Technical and structural transformation also occurs in the stages where the product reaches the consumer, as well as in production processes. Our sustainable packaging solutions have become a factor that directly shapes consumer preferences while reducing environmental impact. Today, packaging choices are shaped by aesthetic, functional and environmental criteria; this trend allows the solutions we develop to bring a more conscious and responsible dimension to the relationship with consumers.

### Sustainability in Packaging

In line with these principles, following technical improvements to the grammage of our plastic packaging in 2024, we used 15% less plastic than the previous year and achieved a total plastic saving of 180 tonnes.

Drawing on global packaging regulations and sectoral innovations, we redesign our packaging to be lighter, simpler and more circular. Every gram of plastic reduced minimises our trace on nature.

## OUR PACKAGING REDUCTION PROJECTS



### LESS PLASTIC, MORE NATURE

*We reduce plastic consumption at the source.*

By reducing packaging weight, we directly reduce raw plastic<sup>11</sup> use without affecting product performance. This enables us to reduce both resource use and our carbon footprint.



### NEW ERA IN PACKAGING: MONO MATERIAL

*Recycling begins with design.*

With material compatibility, each package can become a new resource. We shift our packaging formats to mono material constructions, thereby aligning with recycling processes.

In our bottle packaging groups, work continues to convert both the body and cap fully to polyethylene<sup>12</sup> (PE) material. Once completed, the packs will become recyclable.



### EFFICIENT USE OF PACKAGING SIZES

*The same level of protection can be achieved with less material.*

We optimise packaging dimensions according to product requirements to reduce unnecessary material use. This way we reduce packaging material consumption and increase logistical efficiency in transport and storage.



### TRANSITION TO PAPER: TRANSFORMATION WITH ALTERNATIVE MATERIALS

*A new era in packaging design with renewable materials.*

To reduce plastic use and become more aligned with the biological cycle, we turn to alternative materials like paper.

We conduct line trials for paper-based alternatives instead of plastic packaging groups.



### LABEL TO INFORM

*Packaging does not just carry the product; it delivers a direct message to the consumer*

We use special recycling labels on our recyclable packaging for customers who request them. Additionally, we continue working to add guiding labels such as "Recycle Me / Please Recycle Me" to raise consumer awareness. This approach aims to make sustainable product communication more visible and effective.



### A CLEANER FUTURE WITH PVC-FREE PACKAGING

*We remove non-recyclable structures from the system.*

We have completely removed plastics such as PVC<sup>13</sup> that are harmful to the environment and non-recyclable from our packaging. Thus, we have minimised environmental risks in our packaging portfolio.



### RECOVER, REUSE: CIRCULAR PLASTIC

*We prefer circular solutions instead of raw materials.*

By increasing the use of recycled plastic in our packaging, we reduce new plastic production and contribute to the reuse of existing plastics.

Accordingly, we become part of a system that uses resources more efficiently and reduces environmental impacts



### COMPOSTABLE PACKAGING: NATURE FRIENDLY DESIGNS

*The packaging of the future should be in harmony with nature.*

Together with our suppliers, we continue our R&D to develop fully bio-based and compostable packaging. This new generation solution aims to protect food safety while directly contributing to the post-use biological cycle.



# GROWING STRONGER WITH STAKEHOLDERS

|                                           |    |
|-------------------------------------------|----|
| <i>Workforce Management</i>               | 46 |
| <i>Our Career Management Practices</i>    | 48 |
| <i>Diversity, Equality, and Inclusion</i> | 49 |
| <i>Occupational Health and Safety</i>     | 51 |

## WORKFORCE MANAGEMENT

As CCC, we believe that the foundation of our sustainable success lies in a people-centred, inclusive, and fair workforce management approach.

With our expanding organisational structure and now 1,150 permanent staff working in the company, all employees work full-time and enjoy the same rights. Among our fundamental responsibilities are offering equal rights to all staff across this large structure, ensuring a healthy and safe working environment, and securing working conditions that uphold human dignity.

We conduct all our human resources processes in alignment with national legislation, international labour standards, and ethical principles. We respect our employees' trade union rights and view freedom of association as an integral part of our corporate culture. We ensure that our staff have the right to join unions, be represented, and participate voluntarily in union activities. To understand closely the expectations and needs of our blue-collar employees, we work regularly with the union; through joint meetings and activities, we create an environment that supports strong social dialogue.

### Remuneration Policy and Fringe Benefits

We determine pay, fringe benefits and working conditions under the collective bargaining agreement signed with Öz Gıda Labour Union, which includes our blue-collar workforce. Transparency underpins our remuneration policy; wages are never set below the statutory minimum under any circumstances. Overtime practices are voluntary, and all payments and deductions are clearly stated on payslips.

Our performance appraisal process is conducted once a year in collaboration with managers, and as a result, a performance-based bonus scheme is implemented.

As one of the core elements of human rights compliance, our priority is to evaluate each employee's contribution fairly and respond with appropriate pay policies.

Social rights that support employee welfare also constitute an important component of our workforce policy. In this respect, we offer supplementary health insurance to all our permanent employees. This provision aims to meet their health needs in working life while also providing comprehensive protection in their social lives. Additionally, we offer childcare support, parental leave options, and flexible working models as key fringe benefits to support our employees' familial responsibilities.

### Career Development and Management

We support the development of our workforce through career management processes and integrate our employees' experiences and feedback into our decision-making mechanisms. Through regularly conducted employee satisfaction surveys, department-based one-to-one meetings and monthly meetings, we listen to our employees' suggestions and complaints and apply this data directly to improve our work processes.

As a reflection of our continuous improvement approach, we run structured training programmes for all employees.

Our total training hours, which were 18,002 in 2023, nearly doubled to 33,422 in 2024. The average training hours per employee rose from 16.24 to 29.06 over the same period.

On our corporate training platform, mandatory courses specifically designed for blue and white-collar employees are tracked individually by the training foreman and completion processes are monitored regularly. Master trainer training programmes planned to enhance knowledge and experience sharing have been successfully completed, and through these programmes on the job learning processes have been strengthened.

Our training activities include in-house expertise and collaborations with external education institutions, designing special programmes in fields such as technical skills, regulatory awareness, occupational health and safety, ethical principles and personal development. Accordingly, we support the development of our employees.



## DIALOGUE WITH OUR EMPLOYEES



### Buddy System

We introduced the Buddy System to facilitate the adaptation of new employees, built on a structure in which experienced colleagues volunteer as guides. As of 2024, 38 buddies who have completed their training have contributed to faster integration of new employees into both our work processes and corporate culture.



### A Good Future for You

Under the “**A Good Future for You**” theme, we organised 14 different events throughout 2024 to support our employees’ individual and social well-being. Through psychological self-care series, “Ask the Expert” sessions and interactive workshops, we not only enhance individual well-being but also strengthen internal communication and a sense of belonging.



## OUR CAREER MANAGEMENT PRACTICES



### Leadership Success Model

In 2024, we conducted our Talent Management Process within CCC under standards that define the competencies every employee must have as a leader. This model comprised of "Set the Agenda," "Do What's Right," and "Progress Together," forming the foundation of our performance and talent management processes. Our employees' exhibited behaviours and competencies are regularly evaluated in line with this model.



### Young Talents

The importance of young talent is great, both to secure companies' future success and to increase innovation capacity. As CCC, we view recruiting young talent to our business as a critical investment for both our current and future strategic goals. In this regard, we engage with undergraduate and postgraduate students at the 12th Bizz@Kampüs competition.

In the competition, sponsored by a different brand each year, students develop innovative product ideas and communication strategies. This process opens our company's doors to young talent and offers them a project experience that will form an important part of their academic life. As CCC, we aim to unlock young talent's potential and support the leaders of tomorrow through such programmes.



### Commercial Talent Recruitment Programme

The "Commercial Talent" programme we run to recruit young talent is an intensive 15-month process. Participants gain experience across a broad spectrum of commercial functions, from traditional and modern channel sales to marketing strategies, commercial marketing activities, sales operations and business development. The programme is supported by mentorship sessions and specialised training, and at the end participants take up roles in various departments. As CCC, we aim to continue supporting young talent's career development and the principles of diversity and inclusion in the years ahead.



### Digital Mentorship Programme

At CCC, as part of our culture of continuous learning, our digital mentorship programme combines mentorship and guidance processes with digital trends. The programme strengthens interaction between employees at different levels and contributes to the personal development journeys of mentors and mentees. Our mentors develop leadership, guiding and coordination competencies while supporting the mentees' skills in receiving feedback and coping with diverse situations.



### Digital Reverse Mentoring Programme

Launched in 2023 to enhance intergenerational knowledge sharing and communication, the Digital Reverse Mentoring Programme enables CCC employees and managers to rapidly implement their development plans. The programme includes educational modules and aims to support employees' career and personal development, promote a culture of learning from one another, bridge intergenerational communication gaps, and swiftly integrate fresh perspectives.

## DIVERSITY, EQUALITY, AND INCLUSION

We believe that the richness and diversity arising from differences strengthen our corporate culture. Aware of our responsibilities as a company operating on a global scale, we are committed to ensuring equal employment conditions and fair support for career development, regardless of **gender, age, ethnic background, belief, or disability**.

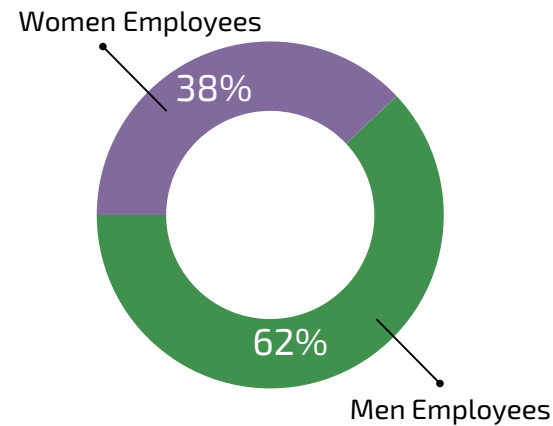
In line with our objective to increase women's employment, we actively implement the principle of equal pay for equal work across all employee groups.

All our human resources practices, from recruitment to promotion mechanisms, are designed with zero tolerance for all forms of discrimination. This approach is secured under the Code of Conduct policy currently in effect at our company.

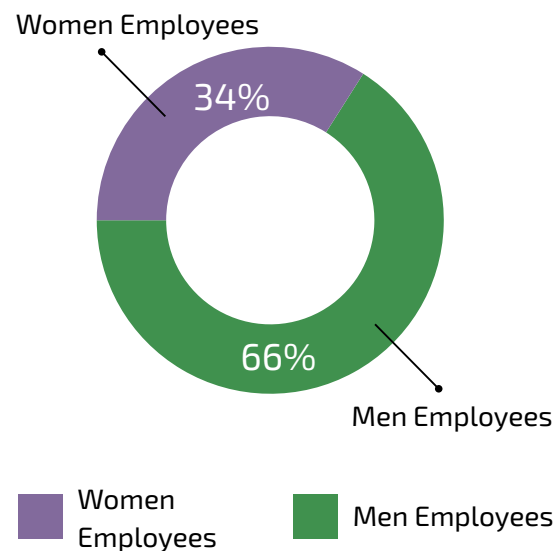
Our company's commitment to diversity and inclusion was **recognised by the Social Security Institution in 2021. Our company received certificates of appreciation for being the top employer of women, people with disabilities, and insured employees in Tekirdağ.** This achievement reflects our human resources policies and contributes to the strengthening of our corporate culture and our sustainable growth.

By embedding our robust governance structure into our corporate culture, we reinforce our approach to equality in operational processes. We reject gender-based job distinctions and provide equal and fair opportunities in recruitment, promotion, benefits, development opportunities, and workload.

### Rate of Blue-Collar Employees in 2024



### Rate of White-Collar Employees in 2024



To support employees returning from maternity leave, we participate in the **"Mom Mentoring"** programme initiated by Yıldız Holding in 2022; we provide a platform where experienced working mothers and new mothers can share experiences, offer support, and inspire one another.

With all these practices, we aim to foster an inclusive work culture where diversity is valued, equal opportunities are permanently guaranteed, and every individual can fully realise their potential.

#### Our Equal Opportunity Practices in the Workplace

In line with our human resources policies, we implement our equal opportunity approach through the management approach adopted across the company, and we support this vision with practical and accessible mechanisms for all our team members and stakeholders. In this regard, we have prepared the **"Communication Guide for Equal Opportunity,"** which aims to identify biases in communication and strengthen an equality-based approach. This guide is available on the Yıldız Holding website and includes sample phrases, tips on using equitable language, and various resources supporting both individual and institutional development.

Since its establishment in 2021, the Yıldız Holding Women's Platform has been actively focused on increasing women's participation in the workforce, supporting equal opportunity, and structuring career development through training, mentoring and leadership programmes.

**As an active member of this platform, we at Continental Confectionery Company adopt and implement its manifesto's principles throughout our company to support women's empowerment and equal opportunity.**

To support women in the workforce, we joined the "Model Development Project for Women's Empowerment in the Manufacturing Sector," coordinated by Turkish Employment Agency (İŞKUR) and supported by the European Union and the Republic of Türkiye's Ministry of Industry and Technology.

Additionally, under the Positive Discrimination Project for Women's Employment (KİPAP) conducted in cooperation with İŞKUR, 12 women employees under the age of 35, who had received vocational training but had not joined the workforce in the last month, have been integrated into our production processes.

Through these initiatives, we aim to ensure the empowerment of women in working life and the permanent embedding of equal opportunity within our corporate culture, thereby becoming a fundamental driver of our sustainable growth and societal progress.



## OCCUPATIONAL HEALTH AND SAFETY

At CCC, we believe that preserving and enhancing the quality of life of our employees is a critical element of our sustainable success. With our **Occupational Health and Safety (OHS) policy**, shaped by this belief, we aim for all our team members to **work in a safe and healthy environment**. We develop proactive approaches to prevent occupational accidents and work-related illnesses before they occur, placing the physical and mental integrity of our employees at the core of our corporate responsibility.

We structure our OHS processes in line with **ISO 45001:2018 Occupational Health and Safety Management System Standard**. Our OHS policy is implemented within a framework that covers all stakeholders, from offices to field operations, contractors to visitors. **The VisitPro system has been introduced to ensure OHS compliance of external supplier, subcontractor and subcontractor employer personnel operating in the plant.** Through this system, the OHS documentation and training of individuals and teams are monitored via the platform; work permit processes are also tracked digitally via the VisitPro application. This application ensures that from the moment subcontractors and visitors enter the plant, compliance with safety procedures and rules is guaranteed.

This systematic approach is firmly committed to **regulatory compliance and ethical standards**. In our OHS processes, we ensure **full compliance with the national regulations and international standards** listed below:

- Law No. 6331 on Occupational Health and Safety
- All relevant regulations concerning workplace buildings and annexes, work equipment, PPE, work hygiene, building fire protection, emergencies and training
- Integrated management system: ISO 45001:2018 & ISO 14001:2015
- Sector-specific technical safety standards (TS EN ISO standards, ILO conventions)

All these legal and technical requirements are periodically reviewed and communicated clearly with our employees.



## OHS Management System and Employee Awareness



We strengthen OHS decision-making processes with participative and representative structures. In this context, our OHS Committee—established in line with our hazard classification—meets every quarter and includes active participation of the trade union and employee representatives. Thus, both strategic decisions and daily practices are shaped by a pluralistic structure. At monthly industrial relations meetings, employees from different departments, union representatives, the branch president and department managers convene to discuss safety issues and make decisions regarding processes.

The daily sequence of meetings we conduct to monitor field operations is one of the most active elements of OHS communication. During T3 meetings held every morning, notifications received directly from field personnel are recorded; in the subsequent T4 meeting, these details are communicated to senior management, enabling swift activation of the requisite decision-making mechanisms. This structure is an effective tool in making safety management a live-monitored priority.

All these governance mechanisms are complemented by our belief that a safe work culture must be supported by a robust information infrastructure. Accordingly, job-specific procedures and instructions for our employees are periodically reviewed and shared with our field teams. In particular, through our “pre-shift OHS training” conducted at the start of each shift, we reinforce core safety rules on site and keep awareness levels alive.

In addition, all OHS content is available at any time via our digital training channel; in on-the-job and refresher training, we use interactive models developed based on experiential learning.

Our OHS training duration, which reached 3,800 hours in 2023, increased to 8,452 hours in 2024, representing significant progress in both scope and depth.

This 120% increase compared to the previous year stands as a clear indicator of our commitment to improving the knowledge level and safety awareness of our employees.

## Our Multi-Layered OHS Risk Management Practices

Our OHS data are systematically collected using multifaceted tools, such as internal audits, external observations, employee surveys, accident root cause analyses and risk assessment reports. The methodology implemented includes comprehensive data collection tools such as periodic field observations, employee feedback and incident analyses, thereby building a robust knowledge infrastructure supported by both quantitative and qualitative data. In addition, analyses are performed under the headings LTAR (Lost Time Accident Rate), TAR (Total Accident Rate) and ASR (Accident Severity Rate) to cover all accidents, monitoring incidents with and without lost days in detail; as a result, **there have been no occupational diseases or fatal accidents. Over the past five years, a 40% reduction in the lost-day accident rate has been recorded; this reduction demonstrates the direct impact of early detection of field risks and preventive measures.**

Root cause analysis processes are activated for evaluating occupational accidents and near-miss incidents. These analyses, supported by observations conducted on site, are detailed using the “5 Whys?” approach, with the systemic, behavioural and environmental factors underlying each incident examined thoroughly. With this method, beyond the apparent causes, we also address the underlying persistent factors; to prevent recurrence, we define corrective and preventive actions for the relevant individuals via the WBMS (Workplace Information Management System) and implement the actions effectively.





We apply a task-based risk analysis approach to occupational health and safety, reviewing our operations—such as production, maintenance and cleaning—step by step, and evaluating both routine and non-routine activities in depth. As of 2024, under this approach, a total of 423 activity-specific risk assessments have been completed, and the risks associated with each work step have been analysed. In our work permit processes, these analysis results are used as a basis, and particularly for non-routine activities, the operations are carried out with the necessary pre-controls to prevent accidents.

Digital notification systems have also been deployed to prevent real-time risks on-site. Our employees can instantly and easily report any hazardous condition via a QR code; these notifications are swiftly routed to the relevant units, and necessary actions start without delay.

At the same time, the “Mind Cube Suggestion System” we developed to reflect our employees’ views and suggestions directly into OHS practices is an effective tool that enhances participation in this area. Receiving suggestions via a digital platform facilitates access; evaluating each suggestion within two business days highlights the rapid and transparent communication we maintain with our employees. We support this multi-layered OHS approach with our workplace health services as well. The full-time occupational physician and occupational nurse at our company prioritise our employees’ health; from the recruitment process, each employee undergoes a detailed health screening in line with their job description. This practice ensures that our employees are employed under health conditions appropriate to their roles and increases the level of individual protection against occupational risks.



To reduce ergonomic risks, our OHS unit carries out field observations, improves workstations and implements job rotation models.

In processes with dusty environments and risk of chemical exposure, our OHS approach prioritises the “prevention at source” principle.

In cases that cannot be eliminated or substituted at the source, the use of personal protective equipment (PPE) is mandatory, and the relevant employees are regularly provided with awareness and safe use training.

At the core of this approach is our corporate stance of prioritising the health and safety of all our employees and stakeholders under all circumstances. Thanks to this structure, which rewards safe behaviour, supports learning processes and encourages participation, we at CCC adopt the culture of occupational health and safety as a shared value rather than merely a requirement.

# INSPIRING THE FUTURE

|                                                 |    |
|-------------------------------------------------|----|
| <i>R&amp;D and Innovation</i>                   | 55 |
| <i>Digitalization</i>                           | 56 |
| <i>Data Security and Privacy</i>                | 57 |
| <i>Food Safety and Quality</i>                  | 58 |
| <i>Raw Material and Supply Chain Management</i> | 60 |
| <i>Our Operational Excellence Journey</i>       | 62 |
| <i>Product Labelling and Marketing</i>          | 64 |
| <i>Customer Satisfaction</i>                    | 65 |

## R&D AND INNOVATION

Since 2017, we have been managing our innovation processes **through our R&D Centre, approved by the Ministry of Industry and Technology**, with contributions from all departments. Through a broad team effort spanning marketing, production, supply chain and sales, we have made sustainability-focused innovation an indispensable part of our corporate culture.

Since our founding, **we have continuously strengthened our infrastructure by integrating the more than 100-year expertise of our Denmark-based partner Gumlink A/S into our R&D processes.** In our innovative product development endeavours, we continuously improve our existing products and closely monitor changing national and international regulations to develop new products that meet consumer expectations. Simultaneously, we conduct research in new categories, focusing on our goal to become a sustainable and leading chewing gum and candy company in the global market.

**In line with this strategy, during the 2022–2024 period, we quadrupled our R&D spending to exceed 35 million TRY and increased the generated revenue from these activities tenfold.**

In the upcoming period, we plan to expand our R&D investments in parallel with our strategic goals and further extend our presence in global markets. With our new pilot facility investments, we aim to both enhance our technological capacity and provide faster and more flexible solutions in product development processes.

### R&D Team and Talent Development

We support our strong 31-member R&D team with annual specialised training, instilling a global vision. We also offer various incentives to increase the number of employees with master's and doctoral degrees. Through our "Instant Rewards" system, we recognise our employees' innovative ideas and aim to maintain high motivation.

### Product Development, Technology and Strategic Collaborations

Our R&D centre has production and development expertise across more than 20 technological fields, including gum base, liquid- and powder-filled gums, stick and strip gums, dragées, compressed products, soft and hard candy, and jellies.

This diversity enhances our capacity to develop market-specific products catering to different consumer profiles.

In the Nutritional Supplement (NS) segment, we develop various active ingredient combinations, functional ingredients and alternative formulations, enabling more creative, distinctive and rapid solutions. In 2020, we entered the Nutritional Supplement category and strengthened our presence with 4 lozenges, 3 effervescent and 1 tablet product.



The innovative approach and scientific basis of our products are also validated in the eyes of consumers. As a result of our R&D efforts, our Ülker Pastil product was selected as **"Best Healthy Living Product"** at the 2023 Watsons Beauty and Personal Care Awards.



With this strong infrastructure, we rapidly commercialise projects that collaborate with TÜBİTAK and bring scientifically based innovative products to market. The collaborations with TÜBİTAK increase our R&D depth and ensure products are developed with scientific accuracy; our ongoing academic partnerships with Namık Kemal University, Yıldız Technical University and Hacettepe University contribute scientific support to innovative projects.

**As a Gum and Candy R&D Centre, we have carried out a total of 55 collaborations with global R&D centres, international research institutes, public institutions, the private sector and universities.**



### Our ICGA Membership

Our membership of the International Chewing Gum Association (ICGA), one of the most respected organisations in the global chewing gum industry, reinforces our strong position in the sector and our credibility on the international stage. This membership is not only a prestige indicator for our brand, but also a concrete expression of our commitments to transparency, quality and sustainability. Under the umbrella of ICGA, we contribute to the sustainable future of our industry by aligning with global standards on environmental responsibility, food safety and innovative practices.

## DIGITALIZATION

### INVESTING IN THE FUTURE THROUGH AI SUPPORTED TRANSFORMATION



In our journey to build a sustainable future, digital transformation and artificial intelligence technologies rank among our organisation's strategic priorities. We position our investments in this area not only to enhance operational efficiency but also as a long-term value-creation element that supports environmental sustainability and human capital development.

Moreover, we continuously improve efficiency and resource management by monitoring our production processes in real time using IoT (Internet of Things) based systems. We monitor our water and energy consumption data instantly via the Ignition platform through a central digital tracking system. Our real-time monitoring approach directly contributes to our environmental sustainability goals by optimising water and energy usage.

This digitalization approach enables us to digitise our business processes and integrate sustainability across all lines of business. These AI-enabled transformation projects ensure that our company is ready not only to meet today's needs but also future ones.

#### AI Assisted Production Planning

The digital transformation project we are conducting together with our ONE+ Web and AI teams aims to optimise product changeovers on our production lines. As part of this, by using a cleaning matrix, we ensure that the cleaning and setup times required during product changeovers are minimised.

Thanks to this innovative approach:

- More accurate and efficient changeover sequences are created in production planning,
- Production capacity is increased by reducing cleaning and downtime,
- Significant gains are achieved in workforce and time management,
- By ensuring resource efficiency, a more sustainable production model is supported.



#### Operator Digital Training



**The ODAK Project** is an innovative development platform implemented to bridge our operators' non-machine-related knowledge gaps, strengthen their technical infrastructure and transfer learning processes into a digital environment. Through AI-enabled videos and gamified learning modules, employees can access knowledge quickly and complete their training. With digital learning points positioned in the field and real-time progress reports, the learning process can be measured and followed transparently at any time.

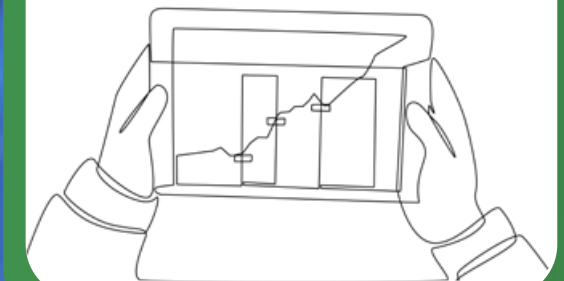
This approach also supports sustainable workforce development by increasing production efficiency, quality and employee engagement. The badge system offers managers effective monitoring opportunities, and the project becomes a powerful tool that brings digital transformation to the production floor.



#### AI and Demand Forecasting Project

Our AI-based Demand Forecasting Project significantly contributes to our sustainability objectives by strengthening our data-driven decision-making culture. Our model analyses up to five years of historical sales data to provide reliable forward-looking forecasts by product and customer. Data integrity is maintained by matching old and new product codes during code transitions; analyses take into account multiple parameters such as order volumes, return rates and sales organisations.

The reliability of forecasts is classified according to the data history, enabling more accurate and sustainable decisions in operational planning. Accuracy analyses derived from comparing AI outputs with ERP system forecasts are reported in detail by customer, country and product, and integrated into action plans.



## DATA SECURITY AND PRIVACY

Another complementary element of our corporate ethics and security approach is information security. All of the information technology resources that our company owns or leases are used for corporate purposes and in accordance with applicable legislation and internal regulations.

Under the umbrella of Yıldız Holding, all work related to data security and confidentiality is conducted by the teams within the **Compliance and General Legal Directorate**. All of our processes are structured in full compliance with the **ISO 27001 Information Security Management System standard** and the **Yıldız Holding Policy**.

The awareness-raising activities arranged within CCC to promote an information security culture across the organisation demonstrate our corporate commitment in this area.

As of 2024, Information Security Awareness Training has been delivered for a total of 1,890 hours, and Personal Data Protection Law (KVKK) training for 1,150 hours.

These figures show that our ethical values are not only at the level of principles but have been internalised in our corporate culture and implemented in practice.

These systematic activities in the realm of data security are approached within the framework of the KVKK Compliance Cycle, shaped by the concept of “**Full Compliance, Zero Risk**.” This cycle is based on a management system that includes discovering personal data, preparing relevant documents, disseminating standard practices across the organisation and deploying audit mechanisms.

Furthermore, the Ethics Principles and Working Principles Handbook is prepared to ensure that our employees internalise their data security obligations clearly; this defines the notion of confidential information, the use of IT resources for corporate purposes and the principles of data protection, and sets out the fundamental principles that employees must comply with.



## FOOD SAFETY AND QUALITY

As CCC, our aim is to help our consumers discover the products and services they need for a better quality of life, and to reinforce our leading mindset in the food sector through continuous renewal. With this vision, we design all of our processes in the field of quality and food safety to be environmentally conscious, technologically advanced and hygienic; we manage them based on global quality standards.

In this context, we structure our quality management system under the **ISO 9001 Quality Management System standard, BRCGS Food Safety Issue 9 and IFS Food – Version 8** standards; we ensure that our processes are operated in a manner consistent with traceability, consistency and continuous improvement. We manage all our processes in accordance with the quality assurance, documentation, performance monitoring and improvement criteria envisaged by these standards, and we ensure reliability at national and international level.

Additionally, we apply the “quality in place” approach through final product checks and across all operational processes. With this approach, we extend quality control across the entire production process; by means of real-time inspections on the line, we can detect potential non-conformities earlier and take prompt action. Accordingly, we maintain both food safety and process efficiency at a high level.

Across our entire production chain, we set targets to ensure the sustainability of our Quality and Food Safety systems, and we monitor these targets systematically. We rigorously control the quality of our products from the material acceptance stage through the supply process until they reach the end consumer. From material acceptance to the sales point, we evaluate risks of food defence, authenticity and product integrity; by restricting access and minimising vulnerabilities, we implement preventive controls.

We commit to producing halal, vegetarian and vegan products sustainably and reliably, considering the varying dietary preferences of our consumers. In this context, we ensure that all of our critical raw materials are certified halal by recognised institutions, and we ensure full compliance with the relevant regulations for vegetarian and vegan products. We meticulously guarantee that no inappropriate ingredients are used in any of our products.



We have established an internal committee composed of experts from various disciplines to monitor and audit food sensitivities, halal compliance and special nutritional requirements.

This committee regularly oversees each stage of the processes, while we strengthen our quality and reliability standards continuously through periodic audits by national and international authorities, our own internal audit mechanisms, and controls from the Regulation Department.

At CCC, we also reinforce our commitments to consumer health, product quality and regulatory compliance with internationally recognised certifications. The certifications we hold in areas such as quality management, food safety, traceability and procurement processes certify the reliability of our processes as thoroughly assessed by independent audit bodies.

The certifications listed below enhance our competitiveness in global markets while also serving as the foundation of sustainable trust among our stakeholders:

| Certification                             | Scope                                                                                                            | Description and Advantages                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ISO 9001:2015 – Quality Management System | Product and service quality, customer expectations and satisfaction, product design, product development         | With the system established in compliance with the ISO 9001 standard, we secure our processes aimed at the continuous improvement of our product and service quality. This certificate shows that we have a management structure that integrates core principles such as customer satisfaction, process improvement, risk-based thinking and legal compliance.                                                                                                                                                                |
| BRCGS Food Safety Issue 9 – Grade A       | Food safety, hygiene, traceability processes, supply chain management, regulatory compliance                     | This certificate, obtained in accordance with the BRCGS (British Retail Consortium Global Standards), documents that CCC has high competence in food safety, hygiene, regulatory compliance and quality management, and that it has successfully managed this process with a Grade A rating. Recognised as a preferred reference by retail chains, global brands and importers, BRCGS demonstrates that we are a reliable partner in international supply chains and provides a significant competitive advantage in exports. |
| IFS Food – Version 8                      | Regulatory compliance, customer requirements, traceability and quality systems, transparency in the supply chain | Accepted in international food chains, particularly in European markets, this certificate proves that CCC applies a risk-based approach in all its production processes and fully implements principles of traceability and continuous improvement. The IFS Food standard is an indicator of a structure that has been audited and approved in terms of process safety, operational transparency and continuity of quality.                                                                                                   |

## RAW MATERIAL AND SUPPLY CHAIN MANAGEMENT

At CCC, sustainability is not limited to our production operations; we adopt an approach based on environmental, social and governance principles across all links of our value chain.

The sustainable and data-driven approach we adopt in our supply chain processes continues to receive recognition at national and international levels:

| Year | Award/Organisation                                                                              | Highlighted Achievement Area                                                                                |
|------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| 2023 | 9 <sup>th</sup> Türkiye's Most Influential Supply Chain Professionals Award (Slimstock & LODER) | Process improvement in finished product planning and logistics, on-time delivery and operational efficiency |
| 2024 | Best Supplier of the Year – Private Label Category (Trade Show, USA)*                           | High-quality product delivery to the customer, innovation and consistent service performance                |

\*Awarded within the scope of a customer-based evaluation.

These achievements reflect the progress made in supply chain process improvement, on-time delivery and operational efficiency, as well as customer satisfaction in the international market.

### Quality and Compliance-Based Supplier Management

To ensure the suitability of our suppliers, our quality unit conducts the assessment processes. Fundamental quality certificates, such as ISO 9001 Quality Management System, FSSC 22000, and Halal Food, are required; the validity periods of these certificates and regulatory compliance are systematically monitored. Through this system, regulatory compliance is maintained continuously, and risks can be identified in advance.

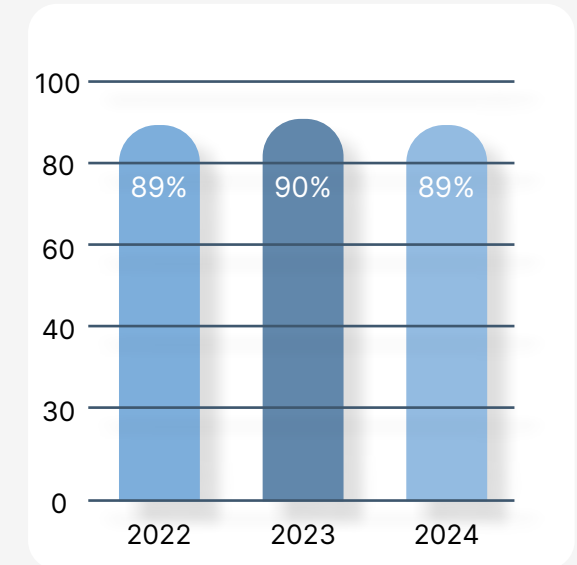
Within CCC, supplier selection and continuity processes are managed within the framework of a formalised APL (Approved Supplier List) structure. Within the APL process, only suppliers who fully meet the requirements of quality, regulatory compliance and food safety are included; their performance is periodically reviewed, and the list is updated accordingly. As a result, the partnerships established with suppliers attain a structure that is sustainable, traceable and based on corporate memory. Looking ahead, we aim to further strengthen our sustainability focus by integrating environmental, social and governance criteria into this digital infrastructure.

### Local Procurement Strategy and Raw Material Sources



In our supply chain management, we prioritise the partnerships we establish with domestic suppliers. This approach both contributes to the national economy and supports environmental sustainability by reducing our transport-related carbon footprint. The share allocated to domestic suppliers in our procurement budget has steadily reflected this priority over the years.

### Local Supplier Rate (%)\*



\* The local supplier rate is calculated as the number of domestic market suppliers divided by the total number of suppliers.

Within this framework, we prioritise sustainable sources in raw material procurement and conduct our supply chain processes in accordance with the principle of responsible resource use.



## Social Compliance and Environmental Responsibility in the Supply Chain

In line with our social responsibility approach, we have established a structure in our supply chain that is human-centred, auditable, and compatible with international ethical standards.

BSCI is an audit system covering key social compliance areas such as occupational health and safety, fair remuneration, working hours, prohibition of discrimination, freedom of association, and environmental responsibility. Developed by the Europe-based Foreign Trade Association (FTA), this system assesses whether companies act in accordance with social responsibility principles throughout their supply chain. Our “A level” rating represents exemplary practices reached by companies that demonstrate a high level of compliance with BSCI criteria and require no corrective actions.

Our collaborations with suppliers are not limited to document checks; they are supported by regular field audits, on site observations and periodic assessment mechanisms. Accordingly, a working environment that is respectful of human rights, safe and fair is sustainably promoted throughout the supply chain. As part of our environmental responsibility, the palm oil we use to a limited extent in our production is procured from RSPO (Roundtable on Sustainable Palm Oil) certified sources. Our RSPO membership not only ensures traceability and transparency in our production processes but also enables us to promote sustainable agriculture through initiatives such as water-saving techniques, deforestation prevention, and collaboration with local producers. Accordingly, we create a nature-sensitive supply chain and contribute to the reduction of carbon emissions. As CCC, we are determined to implement our sustainability goals systematically through responsible resource use, transparent process management and collaborations based on trust with all our stakeholders.



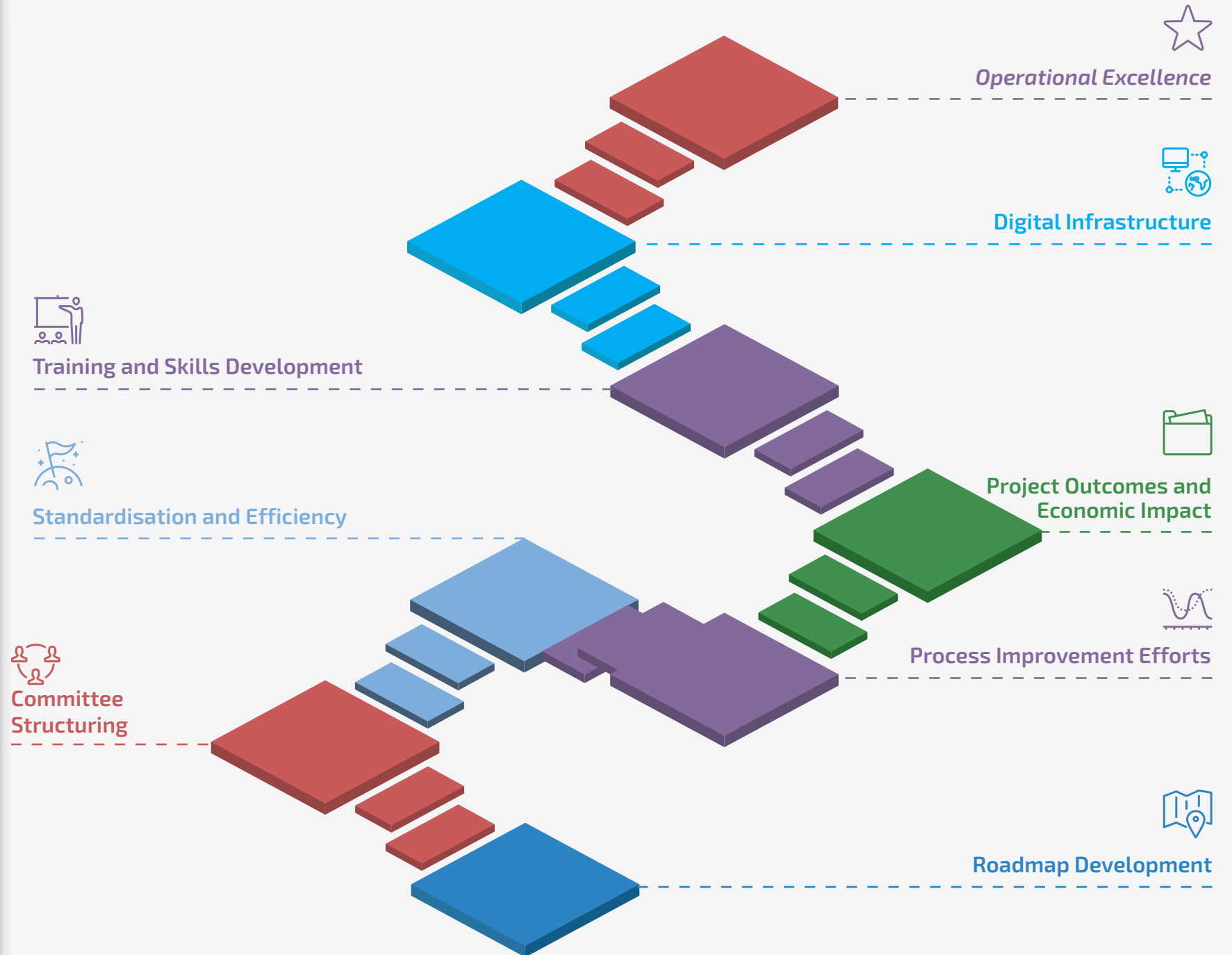
As part of the BSCI (Business Social Compliance Initiative)—a respected assessment system aimed at ensuring social compliance in global supply chains—the audit conducted in 2024 rated our supply chain at the highest level, “A”.

## OUR OPERATIONAL EXCELLENCE JOURNEY

At CCC, we believe that sustainable success can only be achieved through a systematic and participatory approach. In line with this belief, we have made the dissemination of an Operational Excellence (OE) culture across the organisation a top priority. Within the scope of our OE approach, we carry out improvement efforts in critical areas such as efficiency, occupational health and safety, quality, energy conservation, and waste management. We build all our processes on the principles of “zero defects, zero accidents, zero loss,” enabling us to approach safety, quality, and efficiency with a comprehensive, risk-based perspective in production areas.

### Yıldız Excellence Path (YMY)

The cornerstone of this vision is the Yıldız Excellence Path (YMY), our operational excellence and continuous improvement system implemented at our plant. Based on the principles of lean manufacturing, continuous improvement, employee engagement, digitalization, and quality excellence, YMY provides a robust management model to help us achieve sustainable and profitable growth.



In 2024, under the YMY framework set by Yıldız Holding, our efforts have progressed as follows:

#### Roadmap Development:

A comprehensive roadmap was prepared based on YMY methodologies and communicated to all units.

#### Committee Structuring:

Operational Excellence Committees were established with voluntary participation from all business units. These committees created their master plans and implemented projects and improvement actions in designated areas. The key focus areas of the committees are:

- Implementation of production excellence tools such as operator development, autonomous maintenance, 5S, SMED, and Poka Yoke
- Quality-focused work, zero defect targets, inline quality practices, and the development of a quality culture
- Training programmes, internal trainer initiatives, and suggestion systems as part of human and organisational development
- Protection of employee health, accident prevention, and reduction of environmental impacts
- Execution of process improvement and office excellence projects
- Enhancing efficiency through rapid and effective improvement projects in priority areas and embedding a culture of continuous improvement across the organisation



#### Process Improvement Efforts:

Through **Value Stream Mapping (VSM)** studies initiated on production lines, inefficiencies were identified. Two production lines were analysed end-to-end, and action plans were implemented.

#### Standardisation and Efficiency:

The **REFA methodology** was integrated, and work and time studies were conducted in accordance with global standards. In addition, **91 One-Point Lessons (OPL)** and **18 Minor Technical Improvements (MTI)** were implemented to enhance process reliability and operational accuracy.

#### Project Outcomes and Economic Impact:

In 2024, 12 Yıldız Development Teams (YDT), 2 VSM studies, 1 REFA analysis, and numerous "Idea Cube" projects were successfully completed, generating economic gains.

#### Training and Skills Development:

Training sessions on YDT, VSM, REFA, and SMED were organised for new and development-focused employees.

#### Digital Infrastructure:

IoT-based systems were deployed to enable real-time monitoring and analysis of operational data. Facility-wide rollout is ongoing.

Through all these initiatives, we aim to raise the maturity level of Operational Excellence across all departments and build capabilities in line with our roadmap extending to 2028.

## PRODUCT LABELLING AND MARKETING

At CCC, when bringing our products to market, we consider not only high quality and consumer expectations but also accurate information, regulatory compliance and ethical marketing as core components of our business.

Within this framework, we shape our labelling and marketing practices according to each country's regulatory framework and ensure full compliance in both domestic and export-oriented projects.

For the products that we offer for sale in Türkiye, our approach is based on the provisions of the Turkish Food Codex; labelling, content declaration, allergen notification and marketing materials are arranged accordingly. Surpassing the criteria required by local regulation, we strive to offer our consumers clear, accurate and straightforward communication. We regard this approach as a natural extension of our brand reliability and our identity as a responsible manufacturer.

In export markets, we take action in line with each region's specific regulations. In accordance with international regulations, we carry out comprehensive checks covering the compliance of ingredient formulations, packaging design, declaration wording and advertising content for both private label and branded projects.

Product and communication content are reviewed by our regulatory unit and legal department in accordance with the regulations of the relevant country, and deeper analyses are undertaken with international consultancy support.

Accordingly, transparency and consumer safety remain our fundamental priorities in all our labelling and information provision processes. Product labels and content declarations are prepared with clear, accurate and simple language that an average consumer can easily understand; no misleading, incomplete or exaggerated statements are allowed.

In particular, allergen notifications and warnings for sensitive ingredients are clearly indicated in visible areas of the label in compliance with applicable regulations. Accordingly, we aim to provide our consumers with a safe and informed shopping experience.

The care we take in the labelling process is maintained with the same rigour in our raw material and finished product controls. Within the scope of these controls, which are conducted in full compliance with national and international regulations, product contents are regularly analysed for quality, food safety and regulatory compliance; components posing potential risks are excluded from the production process.



## CUSTOMER SATISFACTION

At CCC, we regard our customers as true sources of inspiration that develop, grow and transform us. Drawing on their expectations and demands, we shape our product and service strategies in line with our customers' needs. By enriching our feedback processes with digital platforms and direct contact tools, we establish a multi-faceted and inclusive communication network with our customers.

Through the customer satisfaction system that we have structured via **Yıldız Holding Customer Relations Centre (MİM)**, we record complaints, suggestions or satisfaction notifications that reach us through many channels—call centre, email, social media—in real-time and convey them swiftly to the relevant teams. We monitor the process from start to finish via the MİM tracking system and resolve feedback within an average of three business days.

Our customers can contact us directly by leaving a call at MİM, via the email address [mim@yildizholding.com.tr](mailto:mim@yildizholding.com.tr) or through our company's own communication channels.



We carefully evaluate all notifications in full compliance with KVKK and the Yıldız Holding MİM Policy, under the principles of confidentiality and data security. Transparency, speed and customer centricity are among the core principles underlying this process.

To continuously improve the quality of our products and services, we consider the feedback we receive with a solution-oriented approach, treating it as an important guide in areas such as innovation, quality control, production, packaging design and food safety.

In addition, to measure satisfaction levels, we regularly conduct surveys within Yıldız Holding and carry out customer practice and brand health analyses in collaboration with independent research companies. We share all the data we obtain with our relevant teams and directly integrate this data into our improvement plans. We regularly monitor all our processes in accordance with ISO 9001 Quality Management System standards and our internal audit mechanisms, keeping our structure open to continuous improvement.



# APPENDICES

|                                               |    |
|-----------------------------------------------|----|
| <i>Abbreviations</i>                          | 67 |
| <i>Glossary of Terms</i>                      | 68 |
| <i>Social Performance Indicators</i>          | 69 |
| <i>Environmental Performance Indicators</i>   | 71 |
| <i>GRI Content Index</i>                      | 72 |
| <i>SDG Index</i>                              | 79 |
| <i>GHG Verification Statement</i>             | 80 |
| <i>Water Footprint Verification Statement</i> | 80 |

## ABBREVIATIONS

|               |                                                  |
|---------------|--------------------------------------------------|
| <b>ASL:</b>   | Approved Supplier List                           |
| <b>ASR:</b>   | Accident Severity Rate                           |
| <b>BRC:</b>   | British Retail Consortium                        |
| <b>BSCI:</b>  | Business Social Compliance Initiative            |
| <b>CRC:</b>   | Customer Relations Centre                        |
| <b>DEFRA:</b> | Department for Environment, Food & Rural Affairs |
| <b>EFrag:</b> | European Financial Reporting Advisory Group      |
| <b>ERP:</b>   | Enterprise Resource Planning                     |
| <b>ESG:</b>   | Environmental, Social and Governance             |
| <b>ESRS:</b>  | European Sustainability Reporting Standards      |
| <b>FLAG:</b>  | Forest, Land and Agriculture                     |
| <b>FS:</b>    | Food Supplement                                  |
| <b>FSMA:</b>  | Food Safety Modernisation Act                    |
| <b>FSSC:</b>  | Food Safety System Certification                 |
| <b>FTA:</b>   | Foreign Trade Association                        |
| <b>GHG:</b>   | Greenhouse Gas                                   |
| <b>GRI:</b>   | Global Reporting Initiative                      |
| <b>IE:</b>    | International Efficiency                         |
| <b>IFS:</b>   | International Featured Standard                  |
| <b>IoT:</b>   | Internet of Things                               |
| <b>IPCC:</b>  | Intergovernmental Panel on Climate Change        |
| <b>I-REC</b>  | International Renewable Energy Certificates      |
| <b>İŞKUR:</b> | Türkiye Employment Agency                        |
| <b>ISO:</b>   | International Organization for Standardization   |

|                 |                                                        |
|-----------------|--------------------------------------------------------|
| <b>KİPAP:</b>   | Positive Discrimination Project for Women's Employment |
| <b>KPI:</b>     | Key Performance Indicator                              |
| <b>LTAR:</b>    | Lost Time Accident Rate                                |
| <b>MSCI:</b>    | Morgan Stanley Capital International                   |
| <b>OE:</b>      | Operational Excellence                                 |
| <b>OHS:</b>     | Occupational Health and Safety                         |
| <b>OPL:</b>     | One Point Lesson                                       |
| <b>PDPL:</b>    | Personal Data Protection Law                           |
| <b>PL:</b>      | Private Label                                          |
| <b>PPE:</b>     | Personal Protective Equipment                          |
| <b>PVC:</b>     | Polyvinyl Chloride                                     |
| <b>RSPO:</b>    | Roundtable on Sustainable Palm Oil                     |
| <b>SAP:</b>     | Systems, Applications & Products in Data Processing    |
| <b>SASB:</b>    | Sustainability Accounting Standards Board              |
| <b>SBTi:</b>    | Science Based Targets initiative                       |
| <b>SMED:</b>    | Single Minute Exchange of Die                          |
| <b>STI:</b>     | Small Technical Improvement                            |
| <b>TAR:</b>     | Total Accident Rate                                    |
| <b>TİSK:</b>    | Turkish Employers' Unions Confederation                |
| <b>TÜBİTAK:</b> | Scientific & Technological Research Council of Türkiye |
| <b>WCA:</b>     | Workplace Conditions Assessment                        |
| <b>WRI:</b>     | World Resources Institute                              |
| <b>YMY:</b>     | Yıldız Excellence Path                                 |

## GLOSSARY OF TERMS

- 1 **RSPO (Roundtable on Sustainable Palm Oil):** Established in 2004, RSPO is a global multi-stakeholder initiative that aims to promote the sustainable production of palm oil. The RSPO certification supports production practices aligned with environmental and social criteria, documenting compliance with principles such as preventing deforestation, preserving biodiversity, respecting the rights of local communities, and maintaining a transparent supply chain.
- 2 **European Sustainability Reporting Standards – Application Requirement 16 (ESRS 1 AR16):** ESRS 1 AR 16 is one of the application requirements under the European Sustainability Reporting Standards (ESRS). These “AR” (Application Requirement) items provide guidance on how companies must conduct their sustainability reporting. ESRS 1 defines the general principles and the foundational reporting framework.
- 3 **Global Reporting Initiative (GRI):** International standards developed for organisations to report their economic, environmental and social impacts in a comprehensive manner.
- 4 **Sustainability Accounting Standards Board (SASB):** Industry-based standards for reporting sustainability issues of financial significance to investors; as of 2022, under the IFRS Foundation.
- 5 **Morgan Stanley Capital International (MSCI):** A global index and data provider that rates companies’ ESG (environmental, social and governance) performance for investors.
- 6 **London Stock Exchange Group – Environmental, Social and Governance (LSEG ESG):** A data and rating framework offered by the London Stock Exchange Group for measuring companies’ ESG performance. (Formerly Refinitiv ESG, acquired by LSEG in 2021.)
- 7 **Science Based Targets initiative (SBTi):** SBTi is a global initiative that encourages companies to reduce their greenhouse gas emissions in line with the Paris Agreement. By providing methodologies, technical guidance, and verification processes for setting science-based targets, SBTi enables companies to take transparent and accountable steps in the fight against climate change.
- 8 **Forest, Land and Agriculture (FLAG):** FLAG is the category covering greenhouse gas emissions from forestry, land use, and agriculture, and is subject to separate assessment criteria by the SBTi.
- 9 **International Efficiency 4 (IE4):** IE4 represents the “Premium Efficiency” level in motor efficiency classification determined by the International Electrotechnical Commission (IEC). Due to its high energy efficiency, it reduces electricity consumption and contributes to lower carbon emissions.
- 10 **World Resources Institute (WRI) Water Stress Map:** Developed by the World Resources Institute, this map indicates how much pressure freshwater resources are under in countries and regions. The “water stress” indicator is the ratio of a region’s annual water use to the volume of water renewed naturally in that region. As the ratio rises, the risk of water access and the likelihood of resource depletion increase.
- 11 **Raw Plastic:** Raw plastics are a type of plastic produced from raw petroleum or natural gas that has never been used or recycled. Although this plastic—produced for the first time from feedstock—typically offers high quality and durability, its environmental impact is significantly greater than that of recycled plastic. That is because the production process both increases fossil fuel use and causes greenhouse gas emissions. In line with our sustainability goals, reducing raw plastic use is an important step in lowering environmental impacts.
- 12 **Polyethylene (PE):** PE is a durable, flexible and recyclable thermoplastic. Producing the entire packaging from PE enables recycling without separating different materials and enhances environmental sustainability.
- 13 **Polyvinyl chloride (PVC):** PVC is a synthetic plastic type used in some packaging formats. Despite its durability, it is not preferred from a sustainability perspective due to its incompatibility with recycling systems, the toxic gases emitted during incineration because of its chlorine content, and its environmental impacts.

## SOCIAL PERFORMANCE INDICATORS

| Number of Employees         | 2022  | 2023  | 2024  |
|-----------------------------|-------|-------|-------|
| Total                       | 1,047 | 1,108 | 1,150 |
| Women Employees             | 386   | 434   | 434   |
| Men Employees               | 661   | 674   | 716   |
| Women Manager Rate (%)      | 42%   | 46%   | 32%   |
| Employees with Disabilities | 30    | 30    | 33    |

| Number of Employees by Age | 2022 | 2023 | 2024 |
|----------------------------|------|------|------|
| <30                        | 335  | 400  | 403  |
| 30-50                      | 706  | 701  | 735  |
| >50                        | 6    | 7    | 12   |

| Employee Ratio by Category (%) | 2022  |     | 2023  |     | 2024  |     |
|--------------------------------|-------|-----|-------|-----|-------|-----|
|                                | Women | Men | Women | Men | Women | Men |
| White-Collar                   | 33%   | 67% | 35%   | 65% | 34%   | 66% |
| Blue-Collar                    | 37%   | 63% | 40%   | 60% | 38%   | 62% |

| Number of Employees by Educational Level | 2022 | 2023 | 2024 |
|------------------------------------------|------|------|------|
| Primary School                           | 132  | 117  | 103  |
| Secondary / High School                  | 673  | 711  | 760  |
| University and Higher Education          | 242  | 280  | 287  |

| Newly Recruited Employees | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|
| Total                     | 357  | 362  | 440  |
| Women                     | 153  | 160  | 171  |
| Men                       | 204  | 202  | 269  |

| Employees Who Left     | 2022 | 2023 | 2024 |
|------------------------|------|------|------|
| Women                  | 108  | 112  | 172  |
| Men                    | 147  | 179  | 219  |
| Employee Turnover Rate | 24%  | 26%  | 34%  |

## SOCIAL PERFORMANCE INDICATORS

| Parental Leave                                    | 2022 | 2023 | 2024 |
|---------------------------------------------------|------|------|------|
| Total Employees on Parental Leave                 | 39   | 48   | 40   |
| Women                                             | 10   | 13   | 12   |
| Men                                               | 29   | 35   | 28   |
| Number of Employees Returning from Parental Leave | 34   | 42   | 37   |
| Women                                             | 7    | 7    | 9    |
| Men                                               | 29   | 35   | 28   |

| Occupational Health and Safety  | 2022      | 2023      | 2024      |
|---------------------------------|-----------|-----------|-----------|
| Number of Accidents             | 22        | 23        | 24        |
| Number of Lost Time Accidents   | 12        | 11        | 12        |
| Number of Lost Workdays         | 296       | 194       | 280       |
| Total Working Hours             | 3,208,771 | 3,282,075 | 3,777,434 |
| Lost Time Accident Rate (LTAR)  | 0.93      | 0.79      | 1.06      |
| Accident Severity Rate (ASR)    | 0.86      | 0.53      | 0.88      |
| Number of Fatal Accidents       | 0         | 0         | 0         |
| Number of Occupational Diseases | 0         | 0         | 0         |

| Training and Career Development                            | 2022   | 2023   | 2024   |
|------------------------------------------------------------|--------|--------|--------|
| Number of Employees                                        | 1,047  | 1,108  | 1,150  |
| Total Training Hours                                       | 10,780 | 18,002 | 33,422 |
| Average Training Hours per Employee                        | 10.29  | 16.24  | 29.06  |
| Total Hours of Anti-Corruption Training                    | 1,180  | 1,195  | 1,250  |
| Total Hours of Personal Data Protection Law Training       | 1,047  | 1,108  | 1,150  |
| Total Hours of Information Security Awareness Training     | 148    | 1,160  | 1,890  |
| Total Hours of Technical and Personal Development Training | 2,308  | 3,415  | 4,111  |
| Total Hours of Environmental Management Training           | 3,290  | 3,485  | 3,704  |
| Total Hours of Occupational Health and Safety Training     | 1,346  | 3,800  | 8,452  |
| Percentage of Employees Evaluated for Performance          | 100%   | 100%   | 100%   |
| Women                                                      | 100%   | 100%   | 100%   |
| Men                                                        | 100%   | 100%   | 100%   |
| Senior Management                                          | 100%   | 100%   | 100%   |
| Middle Management                                          | 100%   | 100%   | 100%   |

## ENVIRONMENTAL PERFORMANCE INDICATORS

| Energy                                               | 2022       | 2023       | 2024       |
|------------------------------------------------------|------------|------------|------------|
| Total Energy Consumption (kWh)*                      | 78,303,827 | 82,262,916 | 81,844,180 |
| Total Non-Renewable Energy Consumption (kWh)         | 78,303,827 | 82,262,916 | 81,844,180 |
| Total Electricity Consumption (kWh)                  | 34,346,135 | 37,246,435 | 38,314,395 |
| Total Purchased Renewable Energy (kWh)               | 0          | 0          | 6,000,000  |
| Natural Gas (kWh)                                    | 43,421,543 | 44,592,719 | 42,846,996 |
| Percentage of Purchased Renewable Energy             | 0          | 0          | 14%        |
| Percentage of Grid Electricity                       | 100%       | 100%       | 100%       |
| Natural Gas Intensity Ratio (Sm <sup>3</sup> /tonne) | 128.8      | 121.6      | 120.7      |
| Energy Intensity Rate**                              | 74.78      | 74.24      | 71.17      |

\* Calculated as natural gas + electricity + generator fuel + LPG + vehicle fuels.

\*\* Energy intensity is calculated by dividing total energy consumption (in MWh) by the total number of employees.

| Emissions                                                                             | 2022   | 2023   | 2024   |
|---------------------------------------------------------------------------------------|--------|--------|--------|
| Gross Direct (Scope 1) Greenhouse Gas Emissions (tCO <sub>2</sub> )                   | 9,020  | 9,281  | 10,096 |
| Location-Based Indirect Energy (Scope 2) Greenhouse Gas Emissions (tCO <sub>2</sub> ) | 15,353 | 16,649 | 16,935 |
| Market-Based Indirect Energy (Scope 2) Greenhouse Gas Emissions (tCO <sub>2</sub> )*  | -      | -      | 14.283 |
| Indirect (Scope 3) Greenhouse Gas Emissions                                           | 94,338 | 95,343 | 89,772 |
| Greenhouse Gas Emission Intensity Ratio**                                             | 3.379  | 3.161  | 3.157  |

\* I-REC certified for the year 2024.

\*\*Emission intensity is calculated by dividing total greenhouse gas emissions by total product output during the reporting period.

| Stack Gas Emissions for 2023 | Total Value (kg/hour)* |
|------------------------------|------------------------|
| CO                           | 0.0239                 |
| NO <sub>2</sub>              | 2.1726                 |
| NOx                          | 1.4072                 |
| SO <sub>2</sub>              | -                      |
| Dust                         | 0.3697                 |
| VOC                          | -                      |
| TOC                          | 0.3901                 |

\* Measurement results are based on stack gas measurements conducted at 58 points.

| Waste and Water                           | 2022    | 2023    | 2024    |
|-------------------------------------------|---------|---------|---------|
| Total Waste Amount (tonnes)               | -       | 3,439   | 4,495   |
| Total Hazardous Waste Amount (tonnes)     | -       | 105     | 127     |
| Total Non-Hazardous Waste Amount (tonnes) | -       | 3,334   | 4,368   |
| Hazardous Waste Percentage                | -       | 3%      | 3%      |
| Recycled Waste Percentage                 | -       | 93%     | 95%     |
| Total Water Withdrawal (m <sup>3</sup> )  | 133,548 | 141,561 | 142,370 |

## GRI CONTENT INDEX

Statement  
of use

Continental Confectionery Company Gıda Sanayi ve Ticaret A.Ş. has reported with reference to the GRI Standards for the period 1 January – 31 December 2024.

GRI 1  
used

GRI 1:  
Foundation  
2021

| DISCLOSURE                      | DISCLOSURE                                                                       | SUBJECT HEADING                                                   | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION                                      |
|---------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------|
| GENERAL DISCLOSURES             |                                                                                  |                                                                   |                                                |                                                                                       |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                       | About the Report ,CCC Overview                                    | 4, 8                                           |                                                                                       |
|                                 | 2-2 Entities included in the organization's sustainability reporting             | About the Report                                                  | 4                                              |                                                                                       |
|                                 | 2-3 Reporting period, frequency and contact point                                | About the Report                                                  | 4                                              |                                                                                       |
|                                 | 2-4 Restatements of information                                                  |                                                                   |                                                | As this is our first sustainability report, there are no restatements of information. |
|                                 | 2-5 External assurance                                                           | About the Report                                                  | 4                                              |                                                                                       |
|                                 | 2-6 Activities, value chain and other business relationships                     | CCC Overview, Our Value Chain , Our Operations and Product Groups | 8,15, 16-18                                    |                                                                                       |
|                                 | 2-7 Employees                                                                    | Workforce Management, Social Performance Indicators               | 46-48, 69-70                                   |                                                                                       |
|                                 | 2-8 Workers who are not employees                                                | Workforce Management                                              | 46-48                                          |                                                                                       |
|                                 | 2-9 Governance structure and composition                                         | Our Approach to Corporate Governance                              | 11-14                                          |                                                                                       |
|                                 | 2-10 Nomination and selection of the highest governance body                     | Our Approach to Corporate Governance                              | 11-14                                          |                                                                                       |
|                                 | 2-11 Chair of the highest governance body                                        | Our Approach to Corporate Governance                              | 11-14                                          |                                                                                       |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | Our Sustainability Governance                                     | 23-24                                          |                                                                                       |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | Our Sustainability Governance                                     | 23-24                                          |                                                                                       |

| DISCLOSURE                      | DISCLOSURE                                                           | SUBJECT HEADING                                                                   | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION                      |
|---------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------------------|
| GENERAL DISCLOSURES             |                                                                      |                                                                                   |                                                |                                                                       |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | Our Sustainability Governance                                                     | 23-24                                          |                                                                       |
|                                 | 2-15 Conflicts of interest                                           | Governance and Ethics                                                             | 13-14                                          |                                                                       |
|                                 | 2-16 Communication of critical concerns                              | Governance and Ethics                                                             | 13-14                                          |                                                                       |
|                                 | 2-17 Collective knowledge of the highest governance body             | Our priority: Sustainability                                                      | 21-22                                          |                                                                       |
|                                 | 2-18 Evaluation of the performance of the highest governance body    | Our Sustainability Governance                                                     | 23-24                                          |                                                                       |
|                                 | 2-19 Remuneration policies                                           | Workforce Management                                                              | 46-48                                          |                                                                       |
|                                 | 2-20 Process to determine remuneration                               | Workforce Management                                                              | 46-48                                          |                                                                       |
|                                 | 2-21 Annual total compensation ratio                                 |                                                                                   |                                                | This information is not disclosed due to confidentiality constraints. |
|                                 | 2-22 Statement on sustainable development strategy                   | Message from the Management                                                       | 5-6                                            |                                                                       |
|                                 | 2-23 Policy commitments                                              | Our Approach to Corporate Governance, Governance and Ethics                       | 11-14, 13-14                                   |                                                                       |
|                                 | 2-24 Embedding policy commitments                                    | Governance and Ethics, Prioritising Sustainability, Our Sustainability Governance | 13-14, 21-22, 23-24                            |                                                                       |
|                                 | 2-25 Processes to remediate negative impacts                         | Governance and Ethics                                                             | 13-14                                          |                                                                       |
|                                 | 2-26 Mechanisms for seeking advice and raising concerns              | Governance and Ethics                                                             | 13-14                                          |                                                                       |
|                                 | 2-27 Compliance with laws and regulations                            | Governance and Ethics                                                             | 13-14                                          |                                                                       |
|                                 | 2-28 Membership associations                                         | Prioritising Sustainability                                                       | 21-22                                          |                                                                       |
|                                 | 2-29 Approach to stakeholder engagement                              | Our Effective Stakeholder Engagement                                              | 34                                             |                                                                       |
|                                 | 2-30 Collective bargaining agreements                                | Workforce Management                                                              | 46-48                                          |                                                                       |

| DISCLOSURE                                             | DISCLOSURE                                                                                     | SUBJECT HEADING                                      | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION |
|--------------------------------------------------------|------------------------------------------------------------------------------------------------|------------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| Material topics                                        |                                                                                                |                                                      |                                                |                                                  |
| <b>GRI 3:<br/>Material Topics 2021</b>                 | 3-1 Process to determine material topics                                                       | Materiality Analysis                                 | 35                                             |                                                  |
|                                                        | 3-2 List of material topics                                                                    | Our Material Topics                                  | 35                                             |                                                  |
| Raw Material and Supply Chain Management               |                                                                                                |                                                      |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topics                                                              | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
| <b>GRI 204: Procurement Practices 2016</b>             | 204-1 Proportion of spending on local suppliers                                                | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | 308-1 New suppliers that were screened using environmental criteria                            | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
|                                                        | 308-2 Negative environmental impacts in the supply chain and actions taken                     | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
| <b>GRI 414: Supplier Social Assessment 2016</b>        | 414-1 New suppliers that were screened using social criteria                                   | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
|                                                        | 414-2 Negative social impacts in the supply chain and actions taken                            | Raw Material and Supply Chain Management             | 60-61                                          |                                                  |
| Governance and Ethics                                  |                                                                                                |                                                      |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                     | 3-3 Management of material topics                                                              | Governance and Ethics                                | 13-14                                          |                                                  |
| <b>GRI 205: Anti-corruption 2016</b>                   | 205-1 Operations assessed for risks related to corruption                                      | Governance and Ethics                                | 13-14                                          |                                                  |
|                                                        | 205-2 Communication and training about anti-corruption policies and procedures                 | Governance and Ethics, Social Performance Indicators | 13-14, 70                                      |                                                  |
|                                                        | 205-3 Confirmed incidents of corruption and actions taken                                      | Governance and Ethics                                | 13-14                                          |                                                  |
| <b>GRI 408: Child Labor 2016</b>                       | 408-1 Operations and suppliers at significant risk for incidents of child labor                | Governance and Ethics                                | 13-14                                          |                                                  |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>        | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Governance and Ethics                                | 13-14                                          |                                                  |

| DISCLOSURE                                | DISCLOSURE                                                                            | SUBJECT HEADING                                                                  | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION |
|-------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| <b>Energy and Climate Management</b>      |                                                                                       |                                                                                  |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>        | 3-3 Management of material topics                                                     | Energy and Climate Management                                                    | 37-41                                          |                                                  |
| <b>GRI 201: Economic Performance 2016</b> | 201-2 Financial implications and other risks and opportunities due to climate change  | Our Sustainability-based Risks and Opportunities , Energy and Climate Management | 28-33, 37-41                                   |                                                  |
| <b>GRI 302: Energy 2016</b>               | 302-1 Energy consumption within the organization                                      | Energy and Climate Management , Environmental Performance Indicators             | 37-41, 71                                      |                                                  |
|                                           | 302-3 Energy intensity                                                                | Environmental Performance Indicators                                             | 71                                             |                                                  |
|                                           | 302-4 Reduction of energy consumption                                                 | Energy and Climate Management                                                    | 37-41                                          |                                                  |
|                                           | 302-5 Reductions in energy requirements of products and services                      | Energy and Climate Management                                                    | 37-41                                          |                                                  |
| <b>GRI 305: Emissions 2016</b>            | 305-1 Direct (Scope 1) GHG emissions                                                  | Energy and Climate Management , Environmental Performance Indicators             | 37-41, 71                                      |                                                  |
|                                           | 305-2 Energy indirect (Scope 2) GHG emissions                                         | Energy and Climate Management , Environmental Performance Indicators             | 37-41, 71                                      |                                                  |
|                                           | 305-3 Other indirect (Scope 3) GHG emissions                                          | Energy and Climate Management , Environmental Performance Indicators             | 37-41, 71                                      |                                                  |
|                                           | 305-4 GHG emissions intensity                                                         | Environmental Performance Indicators                                             | 71                                             |                                                  |
|                                           | 305-5 Reduction of GHG emissions                                                      | Energy and Climate Management                                                    | 37-41                                          |                                                  |
|                                           | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Environmental Performance Indicators                                             | 71                                             |                                                  |
| <b>Packaging and Waste Management</b>     |                                                                                       |                                                                                  |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>        | 3-3 Management of material topics                                                     | Packaging and Waste Management                                                   | 43-44                                          |                                                  |
| <b>GRI 301: Materials 2016</b>            | 301-1 Materials used by weight or volume                                              | Packaging and Waste Management , Environmental Performance Indicators            | 43-44, 71                                      |                                                  |
|                                           | 301-2 Recycled input materials used                                                   | Packaging and Waste Management                                                   | 43-44                                          |                                                  |
|                                           | 301-3 Reclaimed products and their packaging materials                                | Packaging and Waste Management                                                   | 43-44                                          |                                                  |

| DISCLOSURE                               | DISCLOSURE                                                                                               | SUBJECT HEADING                      | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION |
|------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------------------------------|--------------------------------------------------|
| <b>Packaging and Waste Management</b>    |                                                                                                          |                                      |                                                |                                                  |
| <b>GRI 306: Waste 2020</b>               | 306-1 Waste generation and significant waste-related impacts                                             | Packaging and Waste Management       | 43-44                                          |                                                  |
|                                          | 306-2 Management of significant waste-related impacts                                                    | Packaging and Waste Management       | 43-44                                          |                                                  |
|                                          | 306-3 Waste generated                                                                                    | Environmental Performance Indicators | 71                                             |                                                  |
|                                          | 306-4 Waste diverted from disposal                                                                       | Environmental Performance Indicators | 71                                             |                                                  |
|                                          | 306-5 Waste directed to disposal                                                                         | Packaging and Waste Management       | 43-44                                          |                                                  |
| <b>Water Management</b>                  |                                                                                                          |                                      |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>       | 3-3 Management of material topics                                                                        | Water Management                     | 42                                             |                                                  |
| <b>GRI 303: Water and Effluents 2018</b> | 303-1 Interactions with water as a shared resource                                                       | Water Management                     | 42                                             |                                                  |
|                                          | 303-2 Management of water discharge-related impacts                                                      | Water Management                     | 42                                             |                                                  |
|                                          | 303-3 Water withdrawal                                                                                   | Environmental Performance Indicators | 71                                             |                                                  |
|                                          | 303-5 Water consumption                                                                                  | Water Management                     | 42                                             |                                                  |
| <b>Workforce Management</b>              |                                                                                                          |                                      |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>       | 3-3 Management of material topics                                                                        | Workforce Management                 | 46-48                                          |                                                  |
| <b>GRI 401: Employment 2016</b>          | 401-1 New employee hires and employee turnover                                                           | Social Performance Indicators        | 69-70                                          |                                                  |
|                                          | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Workforce Management                 | 46-48                                          |                                                  |
|                                          | 401-3 Parental leave                                                                                     | Social Performance Indicators        | 69-70                                          |                                                  |

| DISCLOSURE                                                            | DISCLOSURE                                                                                                           | SUBJECT HEADING                                               | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| <b>Workforce Management</b>                                           |                                                                                                                      |                                                               |                                                |                                                  |
| <b>GRI 404: Training and Education 2016</b>                           | 404-1 Average hours of training per year per employee                                                                | Social Performance Indicators                                 | 69-70                                          |                                                  |
|                                                                       | 404-2 Programs for upgrading employee skills and transition assistance programs                                      | Workforce Management, Social Performance Indicators           | 46-48                                          |                                                  |
|                                                                       | 404-3 Percentage of employees receiving regular performance and career development reviews                           | Social Performance Indicators                                 | 69-70                                          |                                                  |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Workforce Management                                          | 46-48                                          |                                                  |
| <b>Occupational Health and Safety</b>                                 |                                                                                                                      |                                                               |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                                    | 3-3 Management of material topics                                                                                    | Occupational Health and Safety                                | 51-53                                          |                                                  |
| <b>GRI 403: Occupational Health and Safety 2018</b>                   | 403-1 Occupational health and safety management system                                                               | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-2 Hazard identification, risk assessment, and incident investigation                                             | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-3 Occupational health services                                                                                   | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-4 Worker participation, consultation, and communication on occupational health and safety                        | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-5 Worker training on occupational health and safety                                                              | Occupational Health and Safety, Social Performance Indicators | 51-53, 69-70                                   |                                                  |
|                                                                       | 403-6 Promotion of worker health                                                                                     | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-8 Workers covered by an occupational health and safety management system                                         | Occupational Health and Safety                                | 51-53                                          |                                                  |
|                                                                       | 403-9 Work-related injuries                                                                                          | Social Performance Indicators                                 | 69-70                                          |                                                  |
|                                                                       | 403-10 Work-related ill health                                                                                       | Social Performance Indicators                                 | 69-70                                          |                                                  |

| DISCLOSURE                                           | DISCLOSURE                                                                                          | SUBJECT HEADING                                                   | PAGE NUMBER, SOURCES AND/<br>OR DIRECT ANSWERS | ADDITIONAL<br>INFORMATION/REASONS<br>OF OMISSION |
|------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|------------------------------------------------|--------------------------------------------------|
| <b>Diversity, Equality, and Inclusion</b>            |                                                                                                     |                                                                   |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                                   | Diversity, Equality, and Inclusion                                | 49-50                                          |                                                  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 405-1 Diversity of governance bodies and employees                                                  | Diversity, Equality, and Inclusion, Social Performance Indicators | 49-50, 69-70                                   |                                                  |
|                                                      | 405-2 Ratio of basic salary and remuneration of women to men                                        | Diversity, Equality, and Inclusion                                | 49-50                                          |                                                  |
| <b>GRI 406: Non-discrimination 2016</b>              | 406-1 Incidents of discrimination and corrective actions taken                                      | Diversity, Equality, and Inclusion                                | 49-50                                          |                                                  |
| <b>Food Safety and Quality</b>                       |                                                                                                     |                                                                   |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                                   | Food Safety and Quality                                           | 58-59                                          |                                                  |
| <b>GRI 416: Customer Health and Safety 2016</b>      | 416-1 Assessment of the health and safety impacts of product and service categories                 | Food Safety and Quality                                           | 58-59                                          |                                                  |
|                                                      | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Food Safety and Quality                                           | 58-59                                          |                                                  |
| <b>Product Labelling and Marketing</b>               |                                                                                                     |                                                                   |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                                   | Product Labelling and Marketing                                   | 64                                             |                                                  |
| <b>GRI 417: Marketing and Labeling 2016</b>          | 417-1 Requirements for product and service information and labeling                                 | Product Labelling and Marketing                                   | 64                                             |                                                  |
|                                                      | 417-2 Incidents of non-compliance concerning product and service information and labeling           | Product Labelling and Marketing                                   | 64                                             |                                                  |
|                                                      | 417-3 Incidents of non-compliance concerning marketing communications                               | Product Labelling and Marketing                                   | 64                                             |                                                  |
| <b>Customer Satisfaction</b>                         |                                                                                                     |                                                                   |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                                   | Customer Satisfaction                                             | 65                                             |                                                  |
| <b>GRI 418: Customer Privacy 2016</b>                | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | Customer Satisfaction                                             | 65                                             |                                                  |
| <b>R&amp;D and Innovation</b>                        |                                                                                                     |                                                                   |                                                |                                                  |
| <b>GRI 3: Material Topics 2021</b>                   | 3-3 Management of material topics                                                                   | R&D and Innovation                                                | 55                                             |                                                  |

# SDG INDEX

|                                                                                    | SDG's                                   | TOPIC TITLE                                                                                                                                                 | PAGE NUMBER                 |
|------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
|    | Good Health and Well-being              | Occupational Health and Safety , Food Safety and Quality                                                                                                    | 51-53, 58-59                |
|    | Quality Education                       | Workforce Management                                                                                                                                        | 46-48                       |
|    | Gender Equality                         | Diversity, Equality, and Inclusion                                                                                                                          | 49-50                       |
|    | Clean Water and Sanitation              | Water Management                                                                                                                                            | 42                          |
|    | Affordable and Clean Energy             | Energy and Climate Management                                                                                                                               | 37-41                       |
|    | Decent Work and Economic Growth         | Occupational Health and Safety, Workforce Management, Raw Material and Supply Chain Management                                                              | 51-53, 46-48, 60-62         |
|   | Industry, Innovation and Infrastructure | R&D and Innovation                                                                                                                                          | 55                          |
|  | Reduced Inequality                      | Diversity, Equality, and Inclusion                                                                                                                          | 49-50                       |
|  | Responsible Consumption and Production  | Food Safety and Quality , Product Labelling and Marketing, Customer Satisfaction, Packaging and Waste Management , Raw Material and Supply Chain Management | 58-59, 64, 65, 43-44, 60-62 |
|  | Climate Action                          | Energy and Climate Management                                                                                                                               | 37-41                       |
|  | Peace and Justice Strong Institutions   | Governance and Ethics                                                                                                                                       | 13-14                       |
|  | Partnerships to achieve the Goal        | R&D and Innovation                                                                                                                                          | 55                          |

## GHG VERIFICATION STATEMENT



### Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions of

#### CONTINENTAL CONFECTIONERY COMPANY

has been verified in accordance with GHG Protocol as meeting the requirements of.

#### GHG PROTOCOL

|                     |                            |
|---------------------|----------------------------|
| Total GHG Emissions | 116.803 tCO <sub>2</sub> e |
| Scope 1 Emissions   | 10.096 tCO <sub>2</sub> e  |
| Scope 2 Emissions   | 16.935 tCO <sub>2</sub> e  |
| Scope 3 Emissions   | 89.772 tCO <sub>2</sub> e  |

|                                                       |                           |
|-------------------------------------------------------|---------------------------|
| Category 1 Purchased goods and services               | 64.905 tCO <sub>2</sub> e |
| Category 2 Capital goods                              | 2.791 tCO <sub>2</sub> e  |
| Category 3 Fuel- and energy-related activities        | 5.480 tCO <sub>2</sub> e  |
| Category 4 Upstream transportation and distribution   | 3.025 tCO <sub>2</sub> e  |
| Category 5 Waste generated in operations              | 222 tCO <sub>2</sub> e    |
| Category 6 Business travel                            | 298 tCO <sub>2</sub> e    |
| Category 7 Employee commuting                         | 1.418 tCO <sub>2</sub> e  |
| Category 8 Upstream leased assets                     | 62 tCO <sub>2</sub> e     |
| Category 9 Downstream transportation and distribution | 8.422 tCO <sub>2</sub> e  |
| Category 10 Processing of sold products               | - tCO <sub>2</sub> e      |
| Category 11 Use of sold products                      | - tCO <sub>2</sub> e      |
| Category 12 End-of-life treatment of sold products    | 3.148 tCO <sub>2</sub> e  |
| Category 13 Downstream leased assets                  | - tCO <sub>2</sub> e      |
| Category 14 Franchises                                | - tCO <sub>2</sub> e      |
| Category 15 Investments                               | - tCO <sub>2</sub> e      |

|                                    |   |                         |
|------------------------------------|---|-------------------------|
| Level of Assurance                 | : | Reasonable              |
| Reporting Period                   | : | 01.01.2024 - 31.12.2024 |
| Verification Report Date / Version | : | 11.07.2025 / 01         |
| Statement No                       | : | UC/YS/25-168            |

Authorized by  
ABDULKADİR ÖZDOĞAN / Lead Verifier

Unity Belgelendirme Muayene ve Test Hiz. Ltd. Şti.  
İlkyerlesim Mah. 1901 Cad. Çagdaslar Sitesi No: 4/3 Yenimahalle/ Ankara  
E-mail: info@unitycert.com.tr Web: www.unitycert.com.tr

## WATER FOOTPRINT VERIFICATION STATEMENT



### Water Footprint Verification Statement

Water Footprint Inventory

#### CONTINENTAL CONFECTIONERY COMPANY

has been verified in accordance with ISO 14046:2014 as meeting the requirements of

#### ISO 14046:2014

| TYPES OF WATER SUPPLY                                          | WATER USE  | DISCHARGE  |
|----------------------------------------------------------------|------------|------------|
| Surface Water (m <sup>3</sup> /year)                           | -          | -          |
| Groundwater (m <sup>3</sup> /year)                             | 141.561,00 | 22.424,68  |
| Other receiving bodies (sea water etc.) (m <sup>3</sup> /year) | -          | -          |
| 3rd Party (m <sup>3</sup> /year)                               | 392,04     | 107.575,53 |
| Mass Balance (m <sup>3</sup> /year)                            | 11.952,84  |            |

|                                    |                        |
|------------------------------------|------------------------|
| Level of Assurance                 | Reasonable             |
| Reporting Period                   | 01.01.2023 -31.12.2023 |
| Verification Report Date / Version | 04.03.2024 / 01        |
| Statement No                       | UC/YS/24-269           |

Authorized by  
ABDULKADİR ÖZDOĞAN / Lead Verifier

Unity Belgelendirme Muayene ve Test Hiz. Ltd. Şti.  
Kızılırmak Mah. Dumlupınar Blv. Nextlevel No: 3 A İç Kapi No:10 Çankaya/ Ankara  
E-mail: info@unitycert.com.tr Web: www.unitycert.com.tr



CONTINENTAL  
CONFECTIONERY  
COMPANY

**Continental Confectionery Company Gıda Sanayi  
ve Ticaret Anonim Şirketi**

**Address:** Ulaş OSB Mah. 104 Sok. No:4/1 Ergene 2  
OSB Ergene / Tekirdağ

**Phone:** +90 282 689 10 00

**E-mail:** [continentalcc.sales@continentalcc.com.tr](mailto:continentalcc.sales@continentalcc.com.tr)

**Website:** <http://www.continentalcc.com.tr>