

EGEM 2024 Sustainability Report

«Make a Difference from Today for Tomorrow»

EGEM AMBALAJ A.S, Keçiliköy OSB, Ekrem Elginkan Caddesi No:3, 45030, 45030 Manisa /TÜRKİYE

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MESSAGE FROM OUR GENERAL MANAGER

Dear Valued Customers, Employees, Suppliers, and All Stakeholders,

Since embarking on this journey in 2003 with the vision of "Making a Difference," the EGEM team has always believed that environmental sensitivity, sustainability, social responsibility, and operational excellence are inseparable. We continuously renew and shape our sustainability goals in line with our Customer's vision of achieving "net zero by 2050."

Key Steps Taken in 2024:

In alignment with our ESG (Environmental, Social, and Governance) strategy, we have undertaken significant initiatives aimed at reducing emissions and minimizing waste:

- We have sourced appx 40% of our energy needs through renewable sources by installing solar panels on the factory roof.
- Our entire team trained on ISO 14064:2018 Greenhouse Gas Calculation and Verification Management System from DQS.
- We supported 16 volunteered colleagues from different departments in obtaining certification from DQS as internal auditors for Carbon footprint inspection and licenced controllers of ISO 14064:2018
- We have restructured our production processes, maintenance activities, and working methods in line with our sustainability goals.
- We ensure proper collection of waste generated from production and facilitate recycling through licensed companies.
- We procure cardboard from sustainable forest resources certified by FSC® and PEFC, fulfilling our responsibility towards nature.
- In collaboration with the Aegean Forest Foundation we donate&join tree planting activities. We also had chance to contribute to education through partnerships with the Turkish Education Foundation.
- We maintained transparent information sharing on international sustainability platforms Ecovadis and CDP which we supported our data entries confirming our international certifications.

In the coming years following 2024 ; we remain committed to taking concrete steps with targets conforming with our customers defined % targets in priority areas including renewable energy usage, supply chain management, improvement of recycling processes, and reduction of carbon footprint in our facilities.

EGEM is determined to continue innovating, investing, and collaborating to achieve sustainability goals and to walk alongside all its customers as today, in the future, just as we have in the past.

I extend my sincere gratitude to all our employees, business partners, and customers for their ongoing trust and support throughout this process.

Sincerely , Niko Marniković

Who We Are & Our Journey

EGEM Established in June 2003 and operating since April 2004.
Total investment is ≈ 110 million €.
30.000 m² total land & 21.000 m² closed



Total Number of Employees (person/year)	2023 (%27 Women)		2024 (%41 Women)	
	Women	Men	Women	Men
	53	196	103	246



Local sales to Türkiye

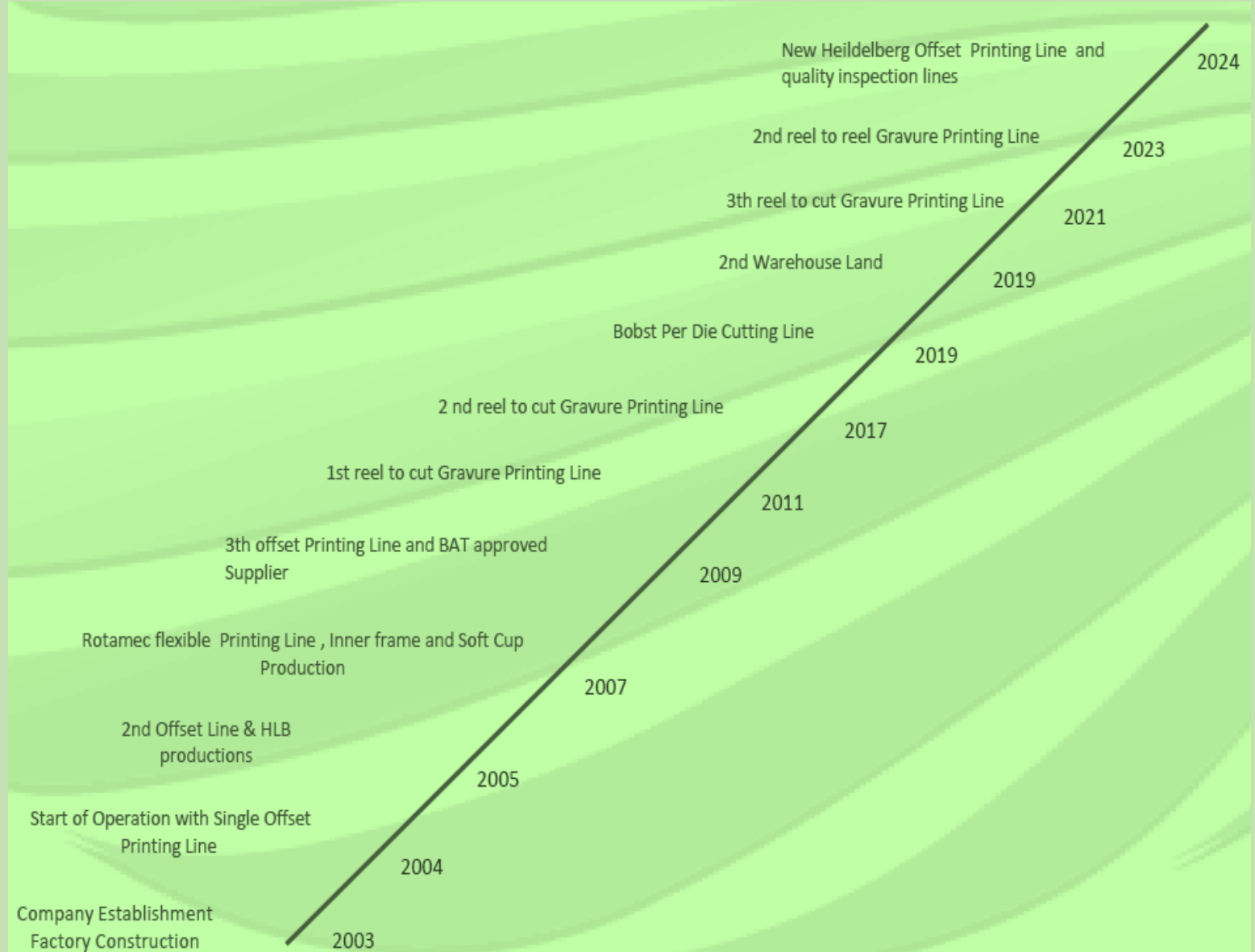


Export sales to 18 countries



Located in Manisa/Türkiye

	30 km to	Ink Suppliers
	40 km to	Izmir Int Airport
	40 km to	Izmir /Aliaga Port
	40 km to	Cylinder Engravers



Who We Are & Our Journey

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Product Variety



TOBACCO PACKAGING

HLB
Display Carton
Inner Frame
Soft Cup Labels
Inserts
Tube Boxes
Tobacco Pouch
Paper Inner Liner

%93



NON TOBACCO PACKAGING

Folding Boxes
Multipacks
Paper Labels

%2



FLEXIBLE PACKAGING

Wraparound Labels
Flexible Packaging
Single & Multilayer

%5

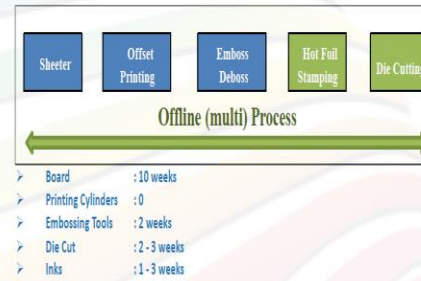
Production Lines



Printing :

- Offset Printing
- Rotogravure Printing (reel to cut)
- Rotogravure Printing (reel to reel)

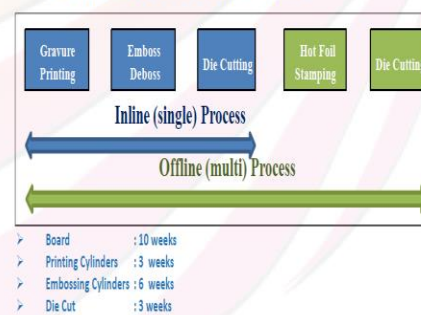
➤ Offset HL & DC Production Process



Finishing Units :

- Hot foil Stamping & Embossing
- Die Cutting
- Slitting
- Lamination (reel to reel)

➤ Gravure HL & DC Production Process



CERTIFICATIONS

- ISO 14064 – Greenhouse Gas Emissions Quantification and Reporting
- ISO 14067 – Product Carbon Footprint (PCF)
- ISO 14046 – Water Footprint Management
- ISO 50001 – Energy Management System
- FSC (Forest Stewardship Council) Certification
- Zero Waste Certification
- ISO 9001 – Quality Management System
- ISO 22000 – Food Safety Management System
- ISO 14001 – Environmental Management System
- ISO 45001 – Occupational Health and Safety Management System
- ISO 10002 – Customer Satisfaction and Complaint Handling
- ISO 27001 – Information Security Management System

Sustainability Commitment

EGEM is inline with Customer targets and the journey begins with internal report as a first step in 2023 whereas 2024 is the baseline with a verified externally by Certex with Certificate no CER-CO-25-011 & verification TS EN ISO 14064 -3:2019 by a chief verifier with Licence Certificate no: NBC.05.21.09)



- Sustainable growth in long term,



- Improve our products by using environment friendly raw materials through sustainable suppliers and producing these products with high tech machinery with less energy and less waste,



We will continue to work together for a more sustainable future. 🌍

#Sustainability #Carbonfootprint #Ecofriendly
#Greenfuture #Certificate #Awareness
#EnvironmentalProtection #Training #EgemAmbalaj



- Being responsible for our employees ,their trainings and also for our business.



Emission factors were calculated using IPCC 2006 Guidelines, DEFRA 2025 and Turkey National Emission Factors by an external company Certex with report no CER-CO-25-011 for 2024 period

Report No	CER-CO-25-011
Reporting Period	01.01.2024-31.12.2024
Verification Request	ISO 14064-1 Validating Corporate GHG Calculations
Field of Activity	Printed Packaging
Standards and References Used	ISO 14064-1:2018 -Greenhouse Gases – Part 1: Guidelines and specifications for the calculation and reporting of greenhouse gas emissions and removals at the organizational level ISO 14064-3:2019– Verification and Validation Principles GHG Protocol IPCC 2006 Guidelines DEFRA 2025 Electricity Generation Emissions in Turkey -2022 data-rev.06.12.2024
Borders	Organizational: Activities carried out at Keçiliköy OSB Ekrem Elginkan Caddesi No:3 Manisa Merkez / Turkey with a total of 350 employees Operational: It covers all facilities and activities that have operational and financial control in the production of Printed Packaging products in the facility located in Keçiliköy OIZ. Manufacturing plant, office buildings, and company vehicles are included. Raw material supply, energy consumption, water consumption, waste, commute of personnel, business trips, shipment of products are within the limits.
Verification Scope	<ul style="list-style-type: none"> Scope 1 (Direct Emissions): Fuel consumption (natural gas, diesel), on-site process emissions, gases escaping from refrigeration, air conditioning and fire suppression systems. Scope 2 (Indirect Emissions): Purchased electricity consumption Scope 3 (Optional): Business travel, water consumption, commuting of personnel, waste management, transportation of products, purchase of raw materials

SCOPE 1 – DIRECT EMISSIONS
Category 1 - Direct Emissions
1.1 Direct emissions from stationary combustion
1.2 Mobil yakma kaynaklı doğrudan emisyonlar
1.3 Direct emissions from industrial processes
1.4 Direct leakage/leakage emissions from GHG release in anthropogenic systems (fire extinguishers, air conditioners, dispensers)
SCOPE 2 – INDIRECT EMISSIONS
Category 2- Indirect Emissions
2.1 Indirect emissions from imported electricity
SCOPE 3 – OTHER INDIRECT EMISSIONS
Category 3- Indirect Emissions
3.1 Indirect emissions from the transport and distribution of input materials (road)
3.1 Indirect emissions from the transportation and distribution of input materials (seaway)
3.2 Indirect emissions from the transport and distribution of output materials
3.3 Indirect emissions from employees' commute
3.5 Indirect emissions from business travel
Category 4- Indirect Emissions
4.1 Indirect emissions from purchased products - raw materials
4.1 Indirect emissions from purchased products -water
4.3 Indirect emissions from the disposal of solid and liquid wastes
Category 5- Indirect Emissions
Category 6- Indirect Emissions

EGEM's environment & sustainability policies are review with ref to our Materiality Assesment Results and Risk Oppurtunity Matrixes

Corporate

EGEM will drive positive environmental and social impact through the operations, business practices, talent development, and project execution. In order to follow our sustainability goals, we go on a very strict rules of our environmental footprint, create a safe workplace, and become talent destination

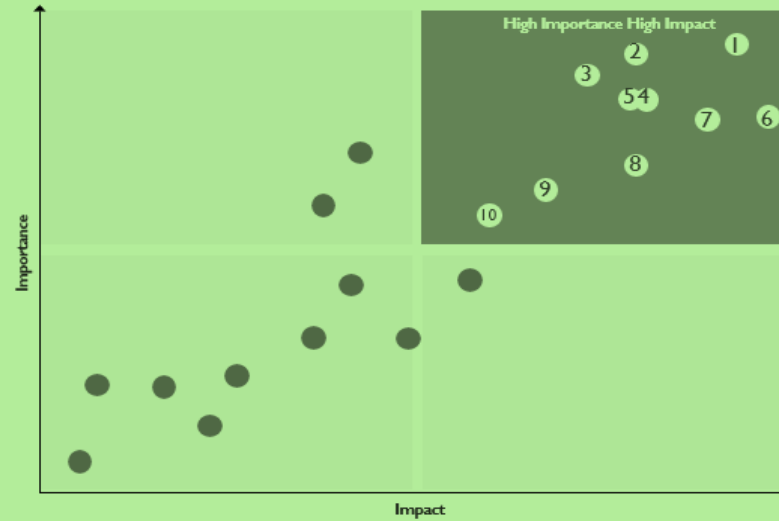
Client

EGEM is passionate about serving our customers. We will follow our clients targets to achieve their sustainability goals through our technology, investments , solutions, and business excellence

Community

EGEM knows that the ambitious goals for a sustainable world can be with the Support of collaboration with suppliers, customers,government entities, non-governmental organizations, and many providers.

Materiality Assessment Results



Top 10 High Impact High Importance

1. Waste Management & Reduction
2. Carbon Footprint (Mitigation, Adaption, Resilience)
3. Water Management & Conservation
4. Climate Change (Mitigation, Adaption, Resilience)
5. Health Safety & Security
6. Work/Life Balance
7. Conserving or Preserving Natural Resources (Water, Air, Land, Timber, and Mineral)
8. Sustainable Design & Construction
9. Talent Management and Learning & Development
10. Business Ethics and Compliance

Materiality Assessment Definitions

Importance: Level of each subject important for EGEM

Impact: Level to which EGEM can drive progress towards sustainability in each subject

RISK-OPPORTUNITY MANAGEMENT RİSK-FİRSAT YÖNETİMİ			PREVENTIVE ACTIVITIES AND OBJECTIVES ÖNLEYİCİ FAALİYET VE HEDEFLER							
NO	RELATED PROCESS İLGİLİ PROSES	ENVIRONMENTAL DIMENSION ÇEVRE BOYUTU	DEADLINE TERMIN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMIN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMIN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMIN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET
1	Production Process (Cardboard printing production) Üretim Prosesi (Karton baskı üretimi)	Cardboard reel edges Scraps formed at the beginning of production Karton bobin kenarları Üretim başlangıcında oluşan atıklar	Continually	It is disposed of by the Hamburger Waste Management Company. The aim will be to reduce losses. Hamburger Atık Yönetim Firması tarafından bertaraf edilmektedir. Fırların azaltımı hedeflenecektir.	Short Term (1-3 years)	Target of 5% reduction in production waste. Providing training to machine operators on "efficient nesting" and "machine adjustment" to reduce cardboard waste. Üretim firlarinde 5% azaltma hedefi. Karton ırafını azaltmak için makine operatörlerine "verimli yerleştirme (nesting)" ve "makine ayarı" konularında eğitim verilecektir.	Medium Term (5-10 years)	Target of 7% reduction in production waste. Üretim firlarinde 7% azaltma hedefi.	Long Term (10+ years)	Target of 10% reduction in production waste. Üretim firlarinde 10% azaltma hedefi.
2	Production Process (Cardboard printing production) Üretim Prosesi (Karton baskı üretimi)	Printing line, cutting line Cardboard packaging production waste Baskı hattı, kesim hattı Karton ambalaj üretim firlari	Continually	It is disposed of by the Hamburger Waste Management Company. The aim will be to reduce losses. As a waste reduction target, we requested our own bobbin suppliers to reduce the cardboard bobbin bottom waste in the bobbin we use in production. With the amount of bobbin bottom reduction, our waste will be reduced. Hamburger Atık Yönetim Firması tarafından bertaraf edilmektedir. Fırların azaltımı hedeflenecektir. Atık azaltma hedefi olarak üretimde kullandığımız bobinlerde karton bobin dibi atık azaltma için kendi bobin tedarikçilerimizden talep ettik. Bobin dibi azaltma miktarı ile bu sayede atıklarımız azalacak.	Short Term (1-3 years)	Target of 5% reduction in production waste. Üretim firlarinde 5% azaltma hedefi.	Medium Term (5-10 years)	Üretim firlarinde 7% azaltma hedefi.	Long Term (10+ years)	Target of 10% reduction in production waste. Üretim firlarinde 10% azaltma hedefi.

Flue Gas Analysis: Optimizing the fuel-air ratio increases efficiency and prevents losses.

Insulation: Heat loss in pipes and equipment is prevented with insulation.

Heat Recovery: Waste heat is utilized in processes, resulting in savings.

Automation: Systems that operate according to ambient conditions achieve savings of 10%-15%.

Steam Trap Control: Losses are prevented by replacing defective components in steam lines.

Combustion Automation: Automatic air-gas control in burners increases efficiency.

Heat Exchanger: Hot waste fluid is used to heat feedwater, reducing gas consumption.

Nighttime Setpoint: Lowering the temperature during non-production hours reduces consumption.

Load Optimization: Operating a smaller boiler during low demand increases efficiency.

Economizer: Hot gas from the flue is used to heat feedwater

WE Value Our People / Talent Improvement

Projects

Every EGEM employee has special training program on her/his own : cared & trained talior made






























- EGEM training program is specialized per employee (exluding legal trainings) as needs are different by analyzing the knowledge , checking it before after by data
- We value our people one by one and follow them by competence evaluation matrixes in order to see their improvement for better

İK.8.212-0

COMPETENCE EVALUATION MATRIX



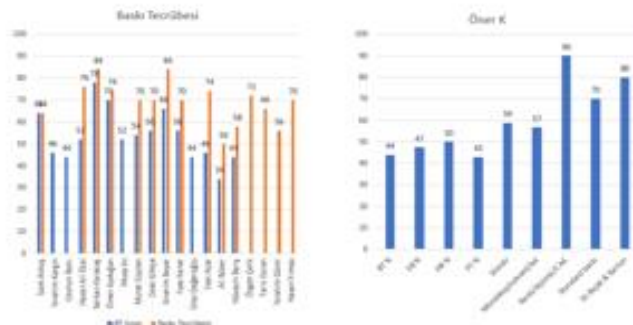
Rev Date : 27.03.2019

Symbol Meanings		 Can't do		 Have basic knowledge on the subject		 Can do with help		 Can do alone		 Can educate others		 Unexpected		 Expert - "Sensei of Sensei"								
Name / Competence	Folding machine. Product control	Window machine Product control	Cutting machine. Product control	Foil gilding product control	Offset printing product control	Flexible packaging product control	Laminated product control	Lemanic printing machine product control	Cylinder and proof print product control	Gas chromatography instrument use and validation	Delta E and density measurement on printed sample	Flexible packaging glue quantity measurement	Flexible packaging lamination force measurement	Flexible packaging heat seal strength measurement	Gloss measurement on printed products	Measurement of crushing resistance	Preparation of mouth paper quality certificate	Preparation of BAT product analysis certificate	Preparation of rotogravure analysis certificate	Preparation of offset analysis certificate	Use of heat seal tester	Preparation of final quality control form
Quality Technician 1 / Asu A.																						

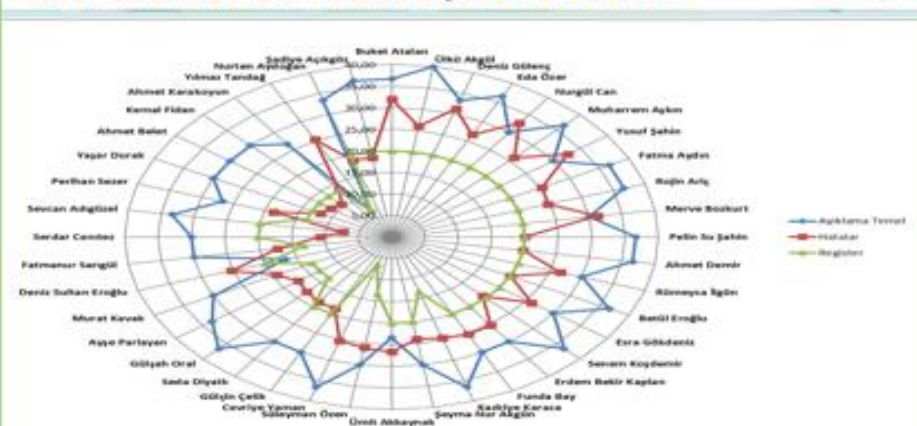
Sorting test review Which questions well known , which we need training



Training results before & after review Printing Operator 1/ Öner K.



Who do we need to train in which subject SPIDER DIAGRAM



PLT -005-2

ENVIRONMENTAL POLICY



EGEM AMBALAJ considers it its fundamental responsibility to minimize the environmental impact of its production activities, ensure the efficient use of natural resources, and integrate sustainability into all business processes. We are committed to taking decisive action in environmental protection, combating climate change, implementing a circular economy, managing waste, and protecting biodiversity.

The following principles are the fundamental components of our environmental policy:

Legal Compliance and Continuous Improvement

- Full compliance with national and international environmental legislation, regulations, and mandatory standards is ensured.
- The ISO 14001 Environmental Management System and ISO 14064 Greenhouse Gas Emissions Management Standard are effectively implemented, systematically monitored, and continuously improved.
- Environmental risks are assessed, and preventive and corrective actions are proactively implemented.

Combating Climate Change and Carbon Management

- Our corporate carbon footprint and water footprint is calculated and monitored annually in accordance with the ISO 14064, ISO 14067 and ISO 14046 standards.
- Actions are being taken to reduce greenhouse gas emissions through energy efficiency, renewable energy use, and low-carbon production practices.
- Our operations are carried out in general compliance with the Paris Agreement targets.

Circular Economy and Waste Management

- Hammadda tüketiminde sürdürülebilir, geri dönüştürülebilir ve tekrar kullanılabilir malzemeler • Sustainable, recyclable, and reusable materials are preferred in raw material consumption.
- Waste generated in production processes is first reduced at the source and then separated and recovered.
- Our cardboard raw material is supplied by global multinational suppliers and is compliant with the EUDR (EU Deforestation Prevention Directive).

Biodiversity Protection

- Necessary measures are taken to ensure that activities do not have negative impacts, particularly on threatened and protected species.
- Sensitivity is exercised in natural areas, and impacts on biodiversity are taken into consideration.

Water Use and Resource Efficiency

- Prioritize water consumption reduction, efficient use, and recovery practices.
- Processes are optimized considering the water risks and scarcity that climate change may create.

Natural Areas and Protected Zones

- All activities are carried out with respect for legally designated protected areas and natural habitats.
- Necessary environmental impact assessments are conducted to prevent the destruction of natural ecosystems.

EGEM is donating the money it would have spent on printed year-end cards to

EOV (Ege Orman Vakfı/Aegean Forest Foundation) for planting a tree per card that forests can live & **TEV (Türk Eğitim Vakfı)** for scholarship of university students .

Türk Eğitim Vakfı & Ege Orman Vakfı organizations both work on helping nature & people in TURKIYE for a better future.



%40 of our energy from our roof Renewables



0.312 hectares of tree sampling in Menemen Bozogan

İK.3.104 - 1



ETHICAL VALUES REGULATION

1. PURPOSE

The purpose of this regulation is to explain in detail the ethical values and policies that EGE M PACKAGING employees must comply with.

2. SCOPE

The scope covers EGE M PACKAGING employees.

3. RESPONSIBLES

All EGE M AMBALAJ employees

4. RULES OF BUSINESS ETHICS

4.1. Honesty

Integrity and honesty are our primary values in all our business processes and relationships. We act with integrity and honesty in our relationships with employees and all our stakeholders.

4.2. Privacy

Confidential and private information; It covers information belonging to Egem Packaging that may create a competitive disadvantage, trade secrets, information regarding personnel rights and information within the framework of "confidentiality agreements" concluded with third parties.

4.3. Conflict of Interest

As Egem Packaging employees, we aim to avoid conflicts of interest. Taking advantage of our current mission; We do not obtain personal benefits from individuals and organizations with whom we have business relations, personally or through our family or relatives. We do not engage in business activities based on additional financial interest other than Egem Packaging. We avoid using the name and power of Egem Packaging for personal benefit.

4.4. Our Responsibilities

In addition to our legal responsibilities; We take care to fulfill our responsibilities listed below towards our customers, employees, suppliers and business partners, competitors, society, humanity and on behalf of Egem Packaging.

- Our Legal Responsibilities
- Our Responsibilities Toward Our Customers
- Our Responsibilities Towards Employees
- Our Responsibilities Toward Our Suppliers/Business Partners
- Our Responsibilities Toward Society and Humanity

5. POLICIES THAT SUPPORT THE RULES OF BUSINESS ETHICS

5.1. Conflict of Interest Policy

It is essential for Egem Packaging employees to stay away from situations that may create a conflict of interest. It is the most important responsibility of all employees not to use company resources, name, identity and power for personal benefit and to avoid situations that will negatively affect the name and image of the company. The following principles of practice determine conflict of interest situations that company employees may encounter in their private lives while performing their duties or due to their business relationships, and the principles that should be applied in these situations.

5.1.1. Implementation Basics

Company employees are required to fully comply with the situations and principles listed below as activities that may create a conflict of interest. The company takes the necessary steps to encourage its employees to comply with these principles and protects employees who inform authorities about unethical behavior against retaliation.

PLT - 004 -2



OCCUPATIONAL HEALTH AND SAFETY POLICY

As EGE M PACKAGING, our primary goal is to make regulations in accordance with all nationally and internationally accepted occupational health and safety laws. In this context, services related to occupational safety and worker health are received by making an agreement with a private OSGB.

Our buildings were built with all kinds of security measures. Special protection and security systems are available in risky areas. Inspections regarding buildings and installations, controls regarding electrical lines, boilers, compressors and special work equipment are carried out in accordance with legal requirements and their records are kept.

Walking paths and forklift paths have been drawn and determined. Materials and raw materials should not be placed on these roads.

Hygiene checks of buildings and work areas are carried out at specified frequencies and regulations are developed if deemed necessary.

Our company has a dining hall for staff meals and a designated smoking area for smoking. All personnel can benefit from these sections.

The security of our company is carried out by a private security company. The security company conducts security-related risk analyzes and reports on areas open to improvement. Additionally, observation is made with a camera system.

A health report is requested from new personnel who will start working in our company before starting to work. Within the scope of the Orientation Training given to new personnel, all occupational safety rules that must be followed and practices regarding possible fire accidents are explained. The training required to be given to personnel in accordance with the Occupational Health and Safety Law No. 6331 is included in the Annual Training Plans and their records are kept. Health screenings of employees are performed at specified frequencies and evaluated by the Workplace Physician.

The Visitor Information Booklet given to visitors by the security guards at the entrance contains information about the occupational safety rules that must be followed in the factory environment.

As a result of the measurements made in the work areas, all work areas were evaluated in terms of health risks, personal protective equipment to be used was determined, recorded in the minutes and distributed to all personnel. Training on Personal Protective Equipment is given to all personnel by an occupational safety specialist and workplace physician. Equipment to be used in emergency situations is available at appropriate locations.

All chemical materials are stored in the Chemical Warehouse and only the portion required is taken to the production area as required. Turkish MSDSs of all chemicals used are available and distributed to relevant places. All used chemical materials (including cleaning chemicals) are stored in defined and closed containers.

Emergency plans and escape plans are prepared in case of possible fire and relevant training is provided to the personnel. A fire drill is held and recorded at least once a year. Fire extinguishers placed for fire protection are checked periodically.

It is mandatory for all personnel to comply with the "Occupational Health and Safety Disciplinary Rules".

PLT - 001 - 3



INTEGRATED MANAGEMENT SYSTEM POLICY

EGE M PACKAGING Industry and Trade Inc. prioritizes domestic and international customer needs and strives for customer satisfaction in the production of cardboard boxes, flexible packaging, gravure-printed cigarette packs, printed promotional materials, and food packaging. Ensuring product safety in high-risk product groups is one of our most important responsibilities at the core of this goal.

EGE M PACKAGING Industry and Trade Inc. is committed to maintaining and enhancing consumer trust and brand reputation through the implementation of integrated management systems and good manufacturing practices.

Our company:

- Develops its machinery using the most advanced technology and methods to maximize quality and provides the necessary human resources.
- Establishes internal and external communication channels and responsible personnel to provide prompt feedback to customers, legal authorities, and suppliers.
- All managers and employees are responsible for achieving performance targets related to product safety and quality to ensure continuous improvement.
- Creates a safe and healthy working environment for employees through risk assessments conducted for Occupational Health and Safety. • To prevent environmental pollution, we raise awareness among all our employees and effectively manage waste with their contributions.
- By basing our sustainability approach on all our processes, we aim to calculate and transparently share our carbon footprint, achieve long-term sustainable growth, improve our products by using environmentally friendly raw materials through sustainable suppliers, produce these products with high-tech machinery using less energy and less waste, and be responsible to all our employees and our business within the scope of sustainability.

As the management of EGE M AMBALAJ Sanayi ve Ticaret A.Ş., we aim to be a leading company in our country's industry by respecting our society, fulfilling customer requests and legal obligations, prioritizing product safety, and embracing quality and environmental awareness. To this end, we are committed to measuring the effectiveness of our current system and continuously improving it.

OUR GOALS:

- Ensuring customer satisfaction
- Improving costs
- Reducing the cost of poor quality
- Using corporate and technological innovations
- Providing dynamic and ongoing training
- Ensuring continuity and sustainability

We ensure our path with our ongoing certifications

Certification

Zero Waste Certificate



FSC Certificate



CERTIFICATE OF REGISTRATION

Egem Ambalaj San. ve Tic. A.Ş.

Registration Number: FSC-COC-1400

Registration Date: 15.05.2018

Registration Validity: 15.05.2021

Registration Validity: 15.05.2021

Registration Validity: 15.05.2021

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BRC Certificate



ISO 14001 ISO 14064 ISO 14046 ISO 14067



ISO 9001, 10002, 22000, 45001, 50001, 27001 Certificates



For any details of this Report ; Our Contact Info



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