
TOWARDS A NEW
FUTURE
Sustainability Report 2025
GCA

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CONTACT

Glass is transparent by nature.

Glass does not conceal–it reveals. It does not obfuscate–it clarifies. It brightens and illuminates. Glass, in its transparency, makes what is treasured visible. An essential material in daily life for centuries, this unique substance is now also a powerful symbol of a sustainable future.

At GCA, we are inspired by the nature of glass. For us, transparency is a core value of our management approach, our business practices, and our outlook for the future.

Transparency signals openness, accountability, and responsibility. As GCA, we take ownership of our impact as well as the value we produce–and we endeavor at all times to shape the future together even as we meet the needs of today.

This report illuminates the steps we have taken on our sustainability journey, the impact we have created, and our commitment to the future.



ABBREVIATIONS

Abbreviation	Definition
3R	Reduce, Reuse, and Recycle
5S	Sort, Set in Order, Shine, Standardize, Sustain
ACerS	American Ceramic Society
ARIZ	Algorithm of Inventive Problem Solving
ASD	Packaging Manufacturers Association
B2B	Business-to-Business
BRC-PM	British Retail Consortium - Packaging Materials
CBAM	Carbon Border Adjustment Mechanism
ÇEVKO	Environmental Protection and Packaging Waste Recovery Foundation
CRM	Customer Relationship Management
ERP	Enterprise Resource Planning
ESG	Environmental, Social and Governance
ETI Base Code	Ethical Trading Initiative Base Code
ETS	Emissions Trading System
FEVE	European Container Glass Federation
GHG Protocol	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
HACCP	Hazard Analysis and Critical Control Points
ISO	International Organization for Standardization
KEDV	Foundation for the Support of Women's Work
KPI	Key Performance Indicator
KVKK	Personal Data Protection Law
MASUDER	Mineral Water Producers Association of Türkiye
MES	Manufacturing Execution System

Abbreviation	Definition
MRV	Measurement, Reporting and Verification of Greenhouse Gas Emissions
NPS	Net Promoter Score
OHS	Occupational Health and Safety
PESTEL	Political, Economic, Social, Technological, Environmental, Legal
PPE	Personal Protective Equipment
SASB	Sustainability Accounting Standards Board
SBN	Sustainable Business Network
SBTi	Science Based Targets initiative
SDGs	Sustainable Development Goals
SEDEX	Supplier Ethical Data Exchange
SİBEP	Standard On-the-Job Training Project
SMART	Specific, Measurable, Achievable, Relevant, and Time-bound (goal-setting method)
SMETA	Sedex Members Ethical Trade Audit
SPP	Solar Power Plant
SUDER	Packaged Water Producers Association
TİM	Turkish Exporters Assembly
TOBB	The Union of Chambers and Commodity Exchanges of Türkiye
TRIZ	Theory of Inventive Problem Solving
UN WEPs	United Nations Women's Empowerment Principles
ZÜCDER	Turkish Houseware Association



INTRODUCTION

ABOUT THE REPORT

At GCA, establishing a strong communication and collaboration network is at the core of our sustainability approach. In 2025, we evolved our sustainability approach from a series of disparate internal practices into a comprehensive and measurable transformation program at the center of our strategic decision-making mechanism. As one of the most important steps in this structural transformation, we established the Sustainability Management Department, moving our efforts to a more systematic and focused foundation. Through our Sustainability Report, an open communication platform, we present our environmental and social impacts to our stakeholders with full transparency. Based on the feedback we receive, we are building a more sustainable and responsible corporate structure centered on continuous improvement.

Reporting Period and Scope

This report, which covers the period between January 1, 2025, and December 31, 2025, shares our social and environmental activities and all related outputs. In this publication, we present data covering all stages of our value chain, from the procurement of primary inputs such as raw materials and packaging through to the product being prepared for shipment and storage.

Reporting Framework

We prepared our Sustainability Report 2025 in accordance with the Global Reporting Initiative (GRI) Standards. The main framework of our report is based on our contributions to the United Nations Sustainable Development Goals (SDGs) and **our commitment to the Science Based Targets initiative (SBTi)** this year. Building on this strong foundation, we transparently share our strategic goals and the progress we have made towards achieving them with our stakeholders.

Theme and Content of the Report

For us, 2025 was the year we made our transformation visible. Inspired by the infinite recyclability of glass, we have placed sustainability at the center of our business model. During this period, when we were awarded the **"Committed Badge" by EcoVadis,** we structured the concrete steps we took to reduce our environmental footprint, increase resource efficiency, and fulfill our social responsibilities in the best possible way, around four core axes of inspiration, in line with our new organizational structure:

- **Inspired by Nature:** In this section, we discuss our steps to combat climate change and decarbonize in line with our carbon-neutral emissions target, as well as our management of energy, water, and wastewater, and our waste management practices centered on the circular economy.
- **Inspired by Society:** In this section, we share the experience we offer our employees, our most valuable resource, along with our commitments to talent management, equal opportunity, diversity and inclusion, our occupational health and safety practices, and our corporate social responsibility projects that create social benefit.
- **Inspired by Innovation:** In this section, we feature our R&D and innovation efforts that perfect the journey of glass, our digitalization vision, our customer experience-focused projects, and our sustainable supply chain management
- **Inspired by Trust:** In this section, we discuss our data security policies, corporate governance approach, business ethics, legal compliance and transparency principles, as well as our proactive risk and crisis management strategies.

You can send us any comments and suggestions about the report via the email address sustainability@gca.com.

MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Stakeholders,

As Gürok Group, we draw strength from our long-standing history and are resolutely committed to creating lasting value in every area where we operate. Honing our expertise in the glass packaging sector with the GCA brand, we consistently improve our business practices by closely monitoring changing conditions around the world.

Despite global uncertainties throughout 2025, we strengthened our operational resilience during the year, we integrated sustainability more strongly with our strategic priorities, and we established a more systematic structure for our efforts in this area. As part of these efforts, we established a sustainability management function, conducting our activities with a specialized team under a more measurable, monitorable, and improvable structure.

Our principles for the world, society, and people–"Think Unlimited, Act Brave, Do Good"–continue to be the strategic compass in this transformation. Guided by these principles, we incorporate this sustainability approach into all stages of our value chain. In raw material procurement, we adhere to responsible sourcing principles and, together with our business partners, we advance the transformation in this area by assessing the sustainability maturity levels of critical suppliers.

In our production processes, we prioritize energy and resource efficiency, striving for minimum resource consumption and continuous improvement. From a circular economy perspective, we increase our cullet usage rate every year and encourage the reintegration of glass into the economy by supporting the initiative within the European Container Glass Federation (FEVE).

We are taking concrete, measurable steps to combat climate change. In line with our commitment to the SBTi, we are shaping our emissions reduction roadmap and transforming our production processes through energy and water efficiency projects, along with studies on alternative fuels and raw materials. We are also achieving tangible results in reducing the environmental impact within our product development and production processes–an approach that makes our cost structure more efficient and directly contributes to our goal of reducing our environmental impact.

We are closely monitoring the increasingly important carbon regulations at both global and local levels. We are making the necessary preparations to comply with regulations such as the EU Emissions Trading System (ETS) and the Carbon Border Adjustment Mechanism, and we are proactively managing this transition. By means of our digital transformation investments, we are making production and operational processes more efficient while strengthening our data-driven decision-making mechanisms.

Our sustainability approach is not limited to environmental topics. We also aim to build a robust structure in the social and governance areas. Practices that support employee development, a corporate culture that promotes equal opportunity, and projects that contribute to local developments form the foundation of this approach. As a company founded in Kütahya, we consistently support local employment and procurement, and we prioritize projects that create social benefit. We develop and maintain trust-based relationships with our stakeholders by communicating openly, accurately, and in a timely manner.



In the coming period, we will continue to position sustainability at the center of our business model and move forward with projects that reduce our environmental impacts, increase resource efficiency, and create social benefit. Together with our stakeholders, we will continue to create value for a more resilient, inclusive, and sustainable future.

I would like to thank all our colleagues, business partners, and stakeholders who have contributed to this journey.

Sincerely,

Rıza Güral
Chairman of the Board of Gürok Group

MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

In our journey of developing circular and innovative solutions in the glass packaging industry, we see sustainability not just as a strategy, but as a fundamental building block of our business. We are proud of our progress in this journey, which becomes more systematic and comprehensive each year, with tangible transformations in 2025.

Founded in 2015, GCA brings Gürok Group's more than 30 years of experience in tableware glass manufacturing to the packaging industry with innovative solutions. Today, we play an active role not only in Türkiye but also in the international glass packaging arena, with exports to more than 40 countries. We leverage our global position to help drive the industry's transformation through our board responsibilities at FEVE and the ÇEVKO Foundation, as well as our active participation in the Sustainable Food Platform and the Sustainable Business Network.

Climate change has become one of today's most serious global threats, leading to an increase in natural disasters, water scarcity, and food insecurity, among other issues. At GCA, we see this transition not as a threat but as an opportunity to restructure and gain competitive strength. We aim not only to manage risk in critical areas such as energy costs, climate change and raw material supply, but to turn them into levers for growth and innovation.

The year 2025 was one in which we translated this approach into concrete steps. With the commissioning of our solar power plant, we now aim to source approximately 10% of our electricity from renewable sources. We are deepening our energy transition with waste heat recovery systems and alternative fuel initiatives and amplifying our contribution to the circular economy through projects like EKOMAT and product lightweighting efforts. We moved our service experience to a digital platform by launching our customer portal, and we continued to invest in our human capital through the "From Glass Masters to Leadership Journey" program.

Furthermore, our social contributions have a broad sphere of impact, ranging from the ÇEVKO Green Dot Student Awards and the ITU EcoMat Conference to our support for village women in Çavdarhisar and the ITU Career Summit.

These efforts demonstrate that we view sustainability as an integral part of our lives and our way of doing business. In the period ahead, we will uphold our commitment to being a company that guides the transformation in our industry, creates value for our stakeholders, and strengthens our vision of "Glass for a sustainable future" in every step.

I sincerely thank all our colleagues, business partners, and stakeholders who have contributed to this journey.

Sincerely,

Dr. Abdullah Gayret
GCA General Manager





GCA AT A GLANCE

ABOUT GÜROK GROUP

Operates in 3 continents

Employment for 5,000 people

Exports to 140 countries

Our global vision and strong heritage underpin our commitment to placing transformation at the center of our business model as we build a resilient and sustainable future.

On our journey, which we started in Kütahya in 1948, we are implementing projects that add value to Türkiye in the fields of industry, tourism, construction, and fast-moving consumer goods. With our distinctive business model and innovative vision, we are among Türkiye's leading private sector groups.

Today, as a global player in the glass industry, we continue our activities with our brands: LAV, the world's 5th largest manufacturer in retail glass tableware; LAV HORECA, for the hospitality sector; GCA, a symbol of quality and innovation in glass packaging; and GCA Spirits, which produces aesthetic, high-performance bottle solutions for international spirits brands.

We also have a distinguished portfolio in the tourism and hospitality sector. We offer our guests exclusive experiences with our brands Ali Bey Hotels & Resorts, which reflects our nearly 35 years of experience in the sector; JOALI Maldives and JOALI BEING, which provide services in the ultra-luxury segment on two different islands in the Maldives; and BIJAL, the first villa hotel in the Mediterranean.

While we carry out our work in the construction sector with Gürok Kiremit, which makes a difference with its patented coating technology, and Lapis Yapı, the architect of our projects, we are also present in the fast-moving consumer goods market with AVOYA, Türkiye's mineral water brand with the highest mineral and magnesium content. We contribute to efficiency and quality by meeting our Group's machinery and equipment needs through RYG Technic's advanced engineering solutions, which support our Group's manufacturing capacity.



ABOUT GÜROK GROUP

We implement measures to improve energy efficiency, reduce our carbon footprint, and increase the use of renewable energy across all our areas of activity.

We successfully represent Türkiye in the international arena through the innovative firsts, products, and services we bring to all the fields in which we operate.



Gürok Group's Components of Success
We are positioned as a leading player in Türkiye and international markets, providing a competitive advantage through quality, sustainability, innovation, and a strong brand culture.

Value-Added and Quality-Oriented Production
Leveraging our advanced technology and R&D infrastructure in glass production, we meet customer expectations by prioritizing design and quality. LAV and LAV HORECA have a strong presence in the U.S. glass tableware and hospitality markets, while our glass packaging brand GCA ranks among the preferred brands across the United Kingdom, Europe, Africa, and the Middle East.

Sustainability Approach and Environmental Responsibility
In all our fields of activity, we develop practices for energy efficiency, carbon footprint reduction, and renewable energy use, and we support our group companies in taking concrete steps. We carry out recycling activities in line with environmentally friendly production principles. We gain a competitive advantage with the sustainable business model we have adopted.

Diversified Global Portfolio
We diversify our portfolio with different locations and investments at home and abroad, creating a flexible and resilient organization by diversifying our risks.

Corporate Values and Strong Culture
Building on the values of "Think Unlimited, Act Brave, Do Good," we prioritize innovation, operational excellence, and customer satisfaction across all our activities, fostering a strong culture across the Group.

Global Brand Experience
While the international awards we have received with LAV, LAV HORECA, GCA, and GCA Spirits in the field of design, and with Ali Bey Hotels & Resort and JOALI in the field of tourism, reinforce our global brand value, we are increasing our worldwide recognition.

ABOUT GÜROK GROUP

Our Business Segments and Brands

INDUSTRY	TOURISM	FAST-MOVING CONSUMER GOODS	CONSTRUCTION
LAV	ALİBEY HOTELS & RESORTS	AVOYA	LAPİS YAPI
LAV HORECA	BIJAL		
GCA	JOALI – MALDIVES –		
GCA SPIRITS	JOALI BEING		
GÜROK KIREMIT	GÜL PALAS HOTEL RESTAURANT		
RYG TEKNİK	GÜL PALAS VİSTA HOTEL & RESTAURANT		

ABOUT GCA

With the strength we derive from the infinite recyclability of glass, we make transformation visible and build the future of the glass packaging industry on the axis of innovation, design, and sustainability.



Deep-Rooted Heritage and Strong Production Infrastructure

By carrying Gürok Group's more than 30 years of glass tableware production experience into the packaging field, we have been leading our industry with a quality- and safety-focused production approach since we established GCA in the Kütahya 1st Organized Industrial Zone in 2015. We began with a daily production capacity of 300 tons and increased this capacity to more than 700 tons of flint glass packaging per day with the commissioning of our second 400-ton furnace in 2021. Currently, we maximize our operational efficiency by using advanced autonomous systems and digital technologies in all our production processes, while offering a wide range of glass jar and bottle solutions in the food, beverage, and spirits categories.

Growth in Global Markets and Export Leadership

Since we were founded, we have expanded our global footprint each year thanks to our robust supply capability in domestic and international markets. As a result of our vision of steady growth in global markets, we are proud to have been awarded for the seventh consecutive time in the glass packaging category of the Champions of Export Award Program organized by the Turkish Exporters Assembly (TİM).

Innovation, Design, and Customer Experience

We position our customers not just as buyers, but as strategic business partners, and respond to their needs with a proactive, sincere, and solution-oriented approach. As we implement our B2B Portal project to make our commercial processes more transparent, faster, and more traceable, we are strengthening our position in the premium segment with the GCA Spirits brand. We strengthen our competitiveness in the global market through innovative projects implemented in line with our design competence, which combines aesthetics and advanced engineering, and through international design awards we have received.

Sustainability and Quality-Oriented Value Creation

We define 2025 as "the year we made our transformation visible," a year in which sustainability evolved from a corporate reflex to become central to our strategic decision-making mechanisms. To reduce our environmental impact, we implement circular economy models across all our processes, from raw material procurement through shipment, and we maximize resource efficiency through product lightweighting and right-weighting initiatives.

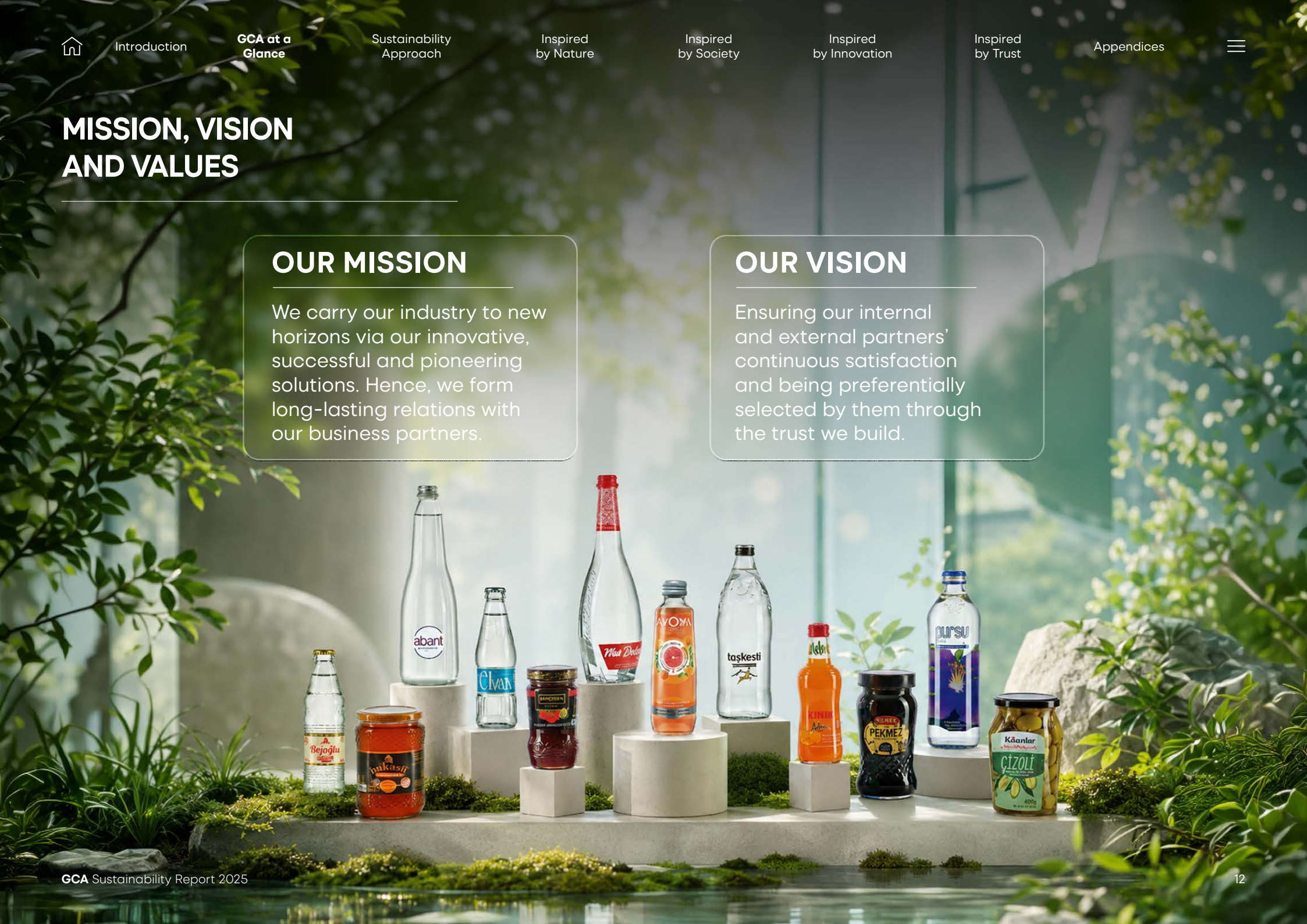
MISSION, VISION AND VALUES

OUR MISSION

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

OUR VISION

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



MISSION, VISION AND VALUES

OUR VALUES

WE ALWAYS DELIVER ON OUR PROMISES.

WE REGARD OUR CUSTOMERS AS OUR BUSINESS PARTNERS.

WE CONTINUOUSLY DEVELOP OUR SKILLS AND CAPABILITIES.

WE BUILD TRUST IN BUSINESS.

WE HAVE A SOLUTION ORIENTED MINDSET.

WE ARE AN AGILE ORGANIZATION; ALWAYS READY TO EMBRACE CHANGE.

WE KEEP OUR PASSION FOR DESIGN AND CREATION ALIVE.



OUR PRODUCT PORTFOLIO

With our spirits product group, we are moving into a more selective and prestigious league in international competition.

At GCA, inspired by the 100% and infinitely recyclable nature of glass, we design functional and environmentally friendly packaging solutions tailored to the needs of our business partners. We continuously develop our product portfolio with a design approach that centers on sustainability without compromising quality and durability, and we are deepening our activities in three main product groups: jars, bottles, and spirits.

In 2025, in line with our goal of reducing our environmental impact, we implemented weight optimization and lightweighting projects for 15 different products without compromising quality, thereby reducing raw material consumption and product-based carbon emissions.



Jars

With our diverse jar portfolio designed to meet the needs of the food industry, we help preserve the natural qualities, freshness, and nutritional value of products such as tomato paste, olives, pickles, jam, tahini, molasses, and sauces. Our glass jars, produced in full compliance with international product safety and hygiene standards, perfectly meet both the efficiency expectations of producers in their logistics processes and the demands of consumers for access to safe food. With our product portfolio that strengthens our business partners' brand identities, enhances shelf appeal, and complies with food-contact requirements, we remain a staple in kitchens.



Bottles

We add aesthetic and sustainable value to the beverage industry with our glass bottles developed for the water, mineral water, milk, fruit juice, and carbonated beverage categories. With the **refillable glass bottle** project we launched in 2025, we took a concrete step in Türkiye that directly serves **the circular economy and resource efficiency**. During the same period, our bespoke design for the Avoya brand, which seamlessly combines aesthetics and functionality, earned the **Red Dot Award** in the **Packaging Design** category under **Brands & Communication Design** and **the Bronze award** at **A' Design Award.**



Spirits

As one of our most important strategic growth steps in 2025, we focused on the premium alcoholic beverage category and significantly strengthened our Spirits group with new glass packaging products. We have achieved a distinct position in the market by developing high value-added and sophisticated design solutions that are perfectly aligned with the worlds of our customers' brand and the stories they tell. By blending aesthetic details that are instantly noticeable on the shelf with our strong production discipline, we are moving into a more selective and prestigious league in international competition with this product group offered specifically for premium segment brands.

OUR VALUE CREATION JOURNEY

Drawing on Gürok Group's deep-rooted heritage, we are taking innovative steps to shape the future of the glass packaging industry.

In our success story that extends from Kütahya to the world, we continue to reach new milestones one by one with our vision focused on sustainable growth and innovation.



1948

Establishment: Gürok Group was founded in Kütahya.

2015

First Production: GCA started glass packaging production with its first furnace of 300-tons.



2021

2nd Furnace: With a capacity increase of 400 tons, the total capacity was increased to 700 tons.

2025

GCA Spirits: A new brand was launched.



SPP Investment: 5 MW solar power plant was established.

AWARDS AND ACHIEVEMENTS

We are further strengthening our achievements on the global stage through our initiatives focused on innovation, aesthetics, and sustainability. In 2025, these achievements were recognized with a total of four prestigious awards: one in exports, two in design, and one in human resources.



4
AWARDS

3
CATEGORIES

7
CONSECUTIVE YEARS RANKED 2ND IN EXPORTS

Champions of Export
We were awarded **second place** in the **"Top Exporting Company"** subcategory for glass packaging at the 7th Champions of Export Award Program of the Cement, Glass, Ceramics, and Soil Products Exporters' Association. According to the evaluations of the Turkish Exporters Assembly, we were recognized as the "Top Exporting Company – Second Place" in the glass packaging category **for seven consecutive years.**

Design Awards – AVOYA Glass Bottle
With the AVOYA glass bottle, which stands out for its aesthetic details and modern form, we have won numerous awards in prestigious international design competitions that recognize creative and innovative projects.

- Red Dot Award – Packaging Design
- A' Design Award & Competition – Bronze Award

BRC-PM AA+ Rating
We successfully completed unannounced BRC-PM product safety audits for two consecutive years and received the highest rating of AA+.

Sustainability – EcoVadis
As a result of our comprehensive transformation program in the field of sustainability, we increased our performance score to 59 in the EcoVadis assessment, outperforming 62% of companies assessed worldwide.

- Committed Badge

Human Resources – InternStellar
Our long-term internship program, InternStellar, an important indicator of our vision to train the leaders of the future and our contribution to youth employment, was deemed worthy of an award by toptalent.co in 2025.

OUR 2025 SUSTAINABILITY PERFORMANCE

OPERATIONAL AND ECONOMIC INDICATORS

Drawing strength from the infinite transformative nature of glass, we align our operational goals with the future of our planet and turn that transformation into a measurable value.



Annual glass packaging production volume

~250
thousand tons

Annual quantity of products placed on the market

~1
billion

Annual sales volume

220
thousand tons

Share of exports in total sales

26%

At the 7th Champions of Export Awards Program organized by the Turkish Exporters Assembly, we were named the second-largest exporter in 2025 in the glass packaging category for the seventh consecutive time.

OUR 2025 SUSTAINABILITY PERFORMANCE



ENVIRONMENTAL PERFORMANCE AND CLIMATE ACTION

Emission reduction (compared to the 2023 baseline year)

6.1%

Near-term emission reduction commitment

SBTi

SPP capacity meeting 10% of electricity demand

5 MW

Glass savings achieved through weight optimization in 15 different products

1,253 tons

EcoVadis score:

59

Committed Badge

Use of recycled cullet

~18%

Emissions prevented through lightweighting efforts

1,416 tons of CO_2

Water recovered through closed-loop systems

1,695,060 m^3

Annual natural gas savings from the waste heat boiler

~2%

OUR 2025 SUSTAINABILITY PERFORMANCE

SOCIAL PERFORMANCE AND HUMAN VALUES

We are redefining sustainability as a strategic corporate culture, making transformation visible in every link of our value chain.



Total number of employees
600+

Female Representation at Manager Level and Above
38%

Percentage of employees with disabilities
4.68%

Local supplier ratio
90%

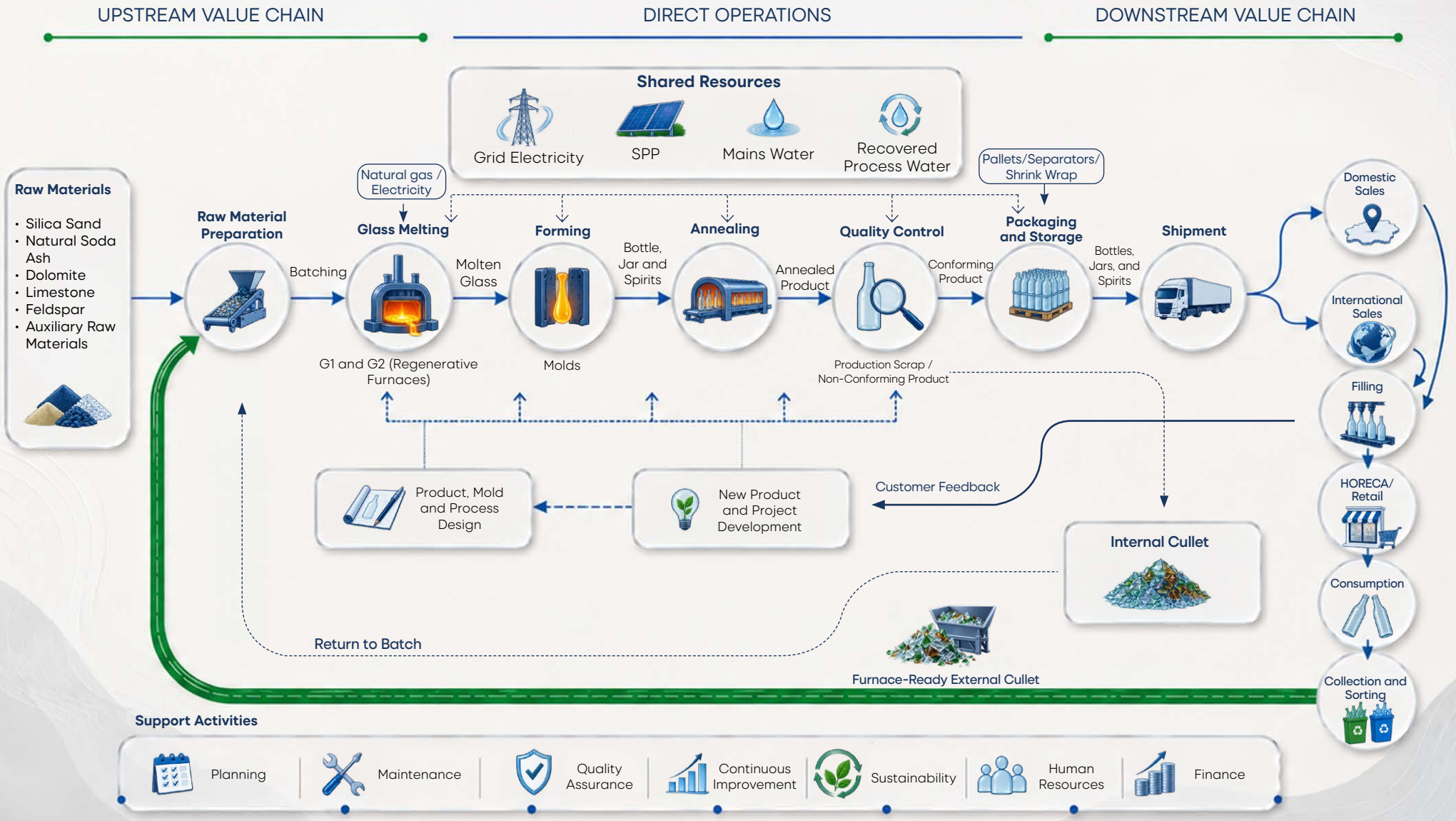
Total training hours
28,918 hours

Average training hours per person
46.7 hours



SUSTAINABILITY APPROACH

SUSTAINABLE VALUE CHAIN



SUSTAINABILITY GOVERNANCE AND ORGANIZATION



With the Sustainability Management Department and functional working groups we established in 2025, we are shaping the future with a holistic, transparent, and measurable governance structure.

Our Holistic and Strategic Governance Approach

At GCA, we consider our sustainability approach, shaped by our responsibility to the environment, people, and society, an integral part of our corporate culture and business model. For us, 2025 was a year in which our sustainability approach evolved from separate practices into a more holistic and measurable transformation program. To make this transformation visible and to manage our efforts in a more focused, traceable, and improvable structure, we made a strategic decision to establish the Sustainability Management Department. With this new structure, where sustainability is at the center of our strategic decision-making processes, we systematically track our long-term goals and enhance our operational resilience.

We address sustainability-related risks and opportunities within the framework of our corporate risk management approach. We regularly assess critical issues such as geopolitical developments, regulatory compliance, energy and cullet supply, low-carbon production, and technological adaptation, and we develop proactive actions in these areas.

Sustainability Committee

Our sustainability activities are managed by the GCA Sustainability Committee, which operates under the chairmanship of our General Manager. Our Committee addresses critical issues on the sustainability agenda in detail, in line with its established operating principles.

Our Sustainability Committee primarily aims to measure and effectively manage our Company's environmental, social, and governance impacts in accordance with internationally accepted standards. Operating with this vision, our committee has a cross-functional structure composed of senior managers from various functions.

The main agenda items at committee meetings include evaluating progress toward the 2030 sustainability goals, reviewing projects and practices that contribute to these goals, approving new project proposals, and initiating the necessary feasibility studies for their implementation. In addition, analyzing risks and opportunities related to sustainability priorities, creating strategic action plans aimed at mitigating the impacts of climate change, and monitoring performance are among the committee's main responsibilities.

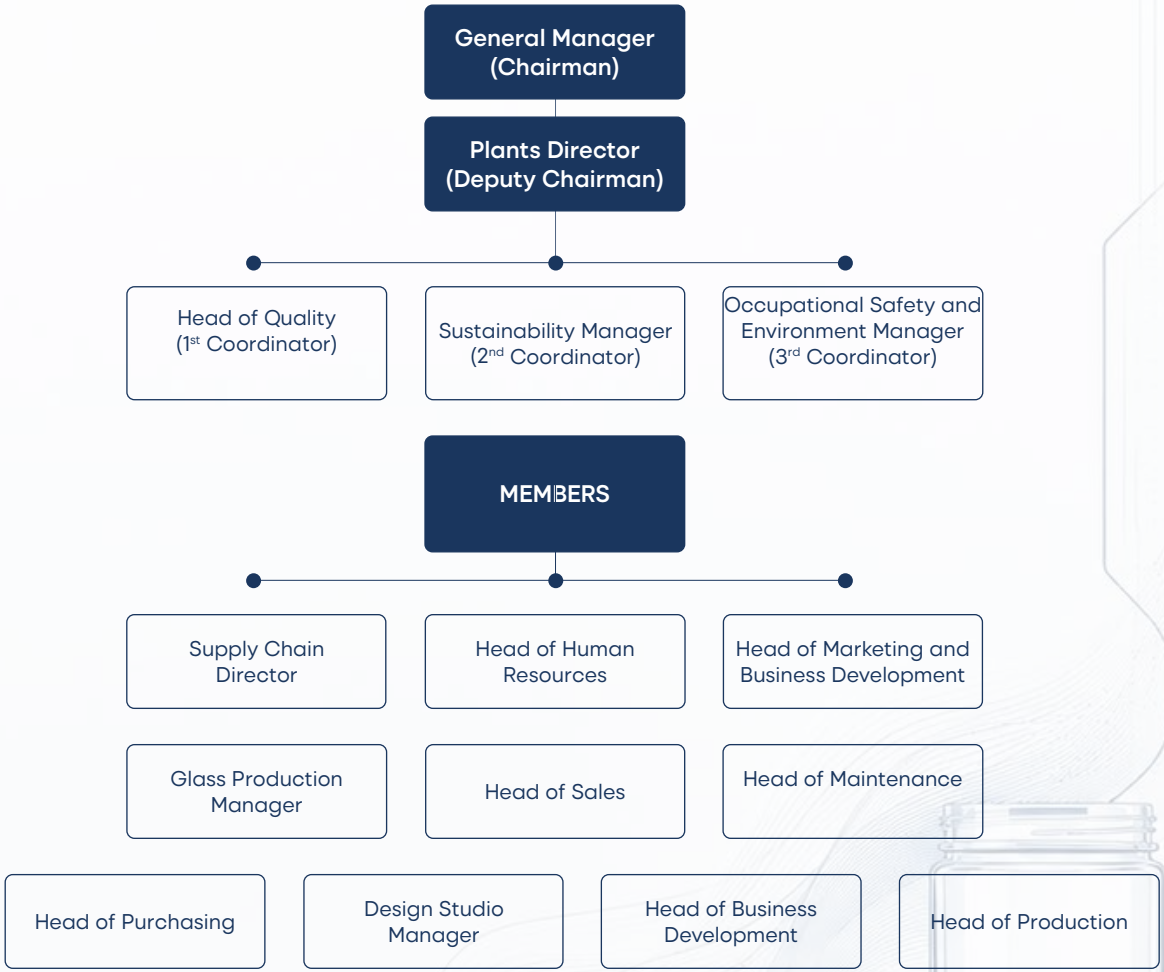
SUSTAINABILITY GOVERNANCE AND ORGANIZATION

We strengthen the corporate structure of sustainability management through our committee, develop new practices, and ensure that existing practices are regularly monitored and reported. We help keep our Company up to date in this field by closely following industry best practices and global developments. At the same time, we support sharing of our sustainability performance transparently with stakeholders and present strategic recommendations to senior management for performance improvement. In this context, we also consider the integration of a sustainability perspective into product and service development processes, raising sustainability awareness throughout the Company, and adopting a sustainability approach aligned with strategic stakeholders as important topics.

In our annual strategy workshops, we closely monitor global developments related to sustainability in light of PESTEL analyses and industry trends, and we meticulously evaluate our corporate approach and best practice examples accordingly. With the participation of our entire operational structure, we address our long-term strategies within this dynamic framework, continuously enriching our vision.

Sustainability Committee

Organization Chart



SUSTAINABILITY GOVERNANCE AND ORGANIZATION

In 2025, we established three new functional working groups reporting to our committee.

Our working groups develop project ideas, ensure the implementation and monitoring of approved ideas, and conduct detailed feasibility studies.

As of 2025, we have transformed our sustainability approach from separate internal practices into a more holistic, measurable, and systematic transformation program. Through the Sustainability Management Department we established to fully integrate this transformation into our corporate structure, we are taking more focused steps toward our goals.

Our Working Groups Reporting to the Sustainability Committee

To achieve our 2030 goals, deepen our governance structure, and develop concrete projects, we established three new functional working groups in 2025 that report to our committee and are led by the Sustainability Management Department:



Circular Economy Group: We develop projects to increase cullet collection and recycling rates, and we closely monitor current developments in the Deposit Management System in Türkiye. In addition to our efforts to develop refillable and lightweight products, we actively work to reduce all types of waste at source—including hazardous waste, packaging, consumables, and molds—and to promote their recovery and recycling. We are also working on conservation projects to improve water efficiency and continuing our efforts to identify and apply viable solutions.



Energy and Emissions Management Group: We develop project ideas to increase energy efficiency and reduce emissions, and after feasibility studies, we monitor the implementation and performance of these projects. We closely monitor alternative energy sources and emerging technologies used across the industry.



Employee and Community Engagement Group: We carry out awareness-raising initiatives with internal and external stakeholders, monitor Occupational Health and Safety (OHS) performance, and develop improvement projects accordingly. Additionally, we promote equal opportunity and inclusivity through long-term community support projects focused on enhancing the well-being of local communities, particularly in areas of education and the environment.

Our newly established working groups develop project ideas, ensure the implementation and monitoring of approved ideas, and conduct detailed feasibility studies.

SUSTAINABILITY APPROACH AND STRATEGY

Through our near-term emissions reduction commitment to the Science Based Targets initiative (SBTi), aligned with global climate goals, we are transforming sustainability from an operational objective into a strategic value that helps shape the future.

At GCA, we position sustainability at the core of our business model and operate with an innovative and responsible production approach in all our processes. Our official commitment to the Science Based Targets initiative (SBTi) aligned with global climate goals, and our achievement of a "Committed Badge" by increasing our score to 59 in the EcoVadis sustainability assessment—outperforming 62% of companies assessed—are the most concrete indicators of our determination and international success in this area.





Our Strategic Focus Areas and 2050 Vision

The ultimate goal of our strategy, which is shaped in alignment with the United Nations Sustainable Development Goals (SDGs), is to become a carbon-neutral organization by 2050. Based on this vision, we have identified our key priorities as increasing the use of cullet, reducing emissions through energy efficiency initiatives, advancing circular waste management, minimizing occupational accidents, increasing the percentage of female employees, and supporting the development of our employees' competencies.

Stakeholder Engagement and Social Impact in the Value Chain

One of the key inputs to our sustainability strategy is the strong communication we establish with our internal and external stakeholders. We regularly analyze the feedback we receive from customers, employees, suppliers, and industry associations. We integrate customer expectations into product and process improvements, and employee expectations into occupational health, safety, and career development practices. In the coming period, we plan to conduct awareness-raising activities with schools in our region to increase our social contribution and create lasting environmental awareness. At GCA, we continue to shape the future today with a holistic approach that combines economic growth with social and environmental value creation.

SUSTAINABILITY APPROACH AND STRATEGY

Our Concrete Initiatives in Decarbonization, Circular Economy, Operational Efficiency, and Social Equity

Topic	Actions	Relevant SDGs
Environmental Impact and Decarbonization	Energy efficiency and the use of renewable energy are the main pillars of our strategy to combat the climate crisis. Through the 5 MW solar power plant (SPP) commissioned at our Kütahya factory as a sustainable alternative to the high energy demand of glass production, we expect to meet approximately 10% of our electricity consumption from renewable sources. We also continuously research new technologies, assess their potential applications at our factory, and support the clean energy transition. In 2025, we added lithium-ion-powered forklifts to our fleet to replace forklifts using lead-acid battery technology. The long service life and high cycle capacity of lithium-ion batteries reduce the frequency of battery replacement, while the elimination of maintenance requirements has improved the environmental performance of our operations. Equipped with modern safety systems, these batteries also offer a significant occupational health and safety advantage by providing protection against overheating and explosion risks.	
Circular Economy and Resource Efficiency	We have adopted the "Reduce, Reuse, and Recycle" principle, known as the 3R approach, in our natural resource conservation and waste management processes. We optimize packaging at the source and reduce our plastic input by using less plastic in the base shroud during the packaging stage. By encouraging reuse throughout our value chain through reusable plastic pallets and plastic separators, we reduce reliance on wood-based materials and help preserve forest resources. We recycle the scrap generated during production, packaging, and quality control processes internally, reintroducing it into the economy and thus minimizing the consumption of primary resources. We maintain all our process water in a closed-loop system, preventing the generation of industrial wastewater.	

SUSTAINABILITY APPROACH AND STRATEGY

Topic	Actions	Relevant SDGs
Tangible Impact Through Lightweighting Initiatives	We believe in right-weighting without compromising quality or durability and are transforming the industry by offering our business partners lighter alternatives across both our existing product range and new projects. Through 15 product lightweighting projects successfully completed in 2025, we saved 1,253 metric tons of glass. This optimization significantly reduced our environmental impact by preventing 1,416 metric tons of CO_2e from being released into the atmosphere.	
Operational Excellence and Technological Transformation	In 2025, we automated the periodic lubrication of molds in glass packaging production by investing in a next-generation mold swabbing (lubrication) robot. With this system, which reduces lubrication consumption to one-third of what it would be with manual methods, we are optimizing resource usage. By eliminating the need for brushes, improving surface quality, and increasing efficiency, this technological transformation also reduces product waste. At the same time, it raises our occupational health and safety standards to the highest level by minimizing risks such as hot-end burns. Through this initiative, we are expanding sustainable production methods across all our work areas.	
Inclusivity and Equal Opportunity	We are setting an example in the industry by pioneering the employment of women in the hot-end production areas of the glass manufacturing sector, where women's employment remains low. By successfully completing SEDEX audits, we once again demonstrate our commitment to international standards in business ethics, social compliance, and working conditions. In line with our commitments to gender equality and inclusion, we are strengthening our pioneering role in the industry through the "Equality for Women at Work Certificate," which we received following audits conducted within Gürok Group. Reflecting this strong vision, we have placed equal opportunity at the heart of our corporate culture, with women accounting for 38% of managerial positions at manager level and above.	
Industry Leadership in Product Safety	We are the first and only glass packaging manufacturer in Türkiye to have successfully completed unannounced BRC-PM product safety audits for two consecutive years, achieving and maintaining the highest rating of AA+.	

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

We align our sustainability vision with the expectations of our stakeholders and build the future together through transparent, inclusive, and trust-based dialogue.

Holistic Stakeholder Engagement

At GCA, our sustainability approach is built on the strong relationships we foster with stakeholders across our value chain. This strong communication network guides us in every area, from the effective management of environmental, social, and governance (ESG) risks to projects that create social benefit. We view our relationship with our stakeholders not merely as a one-way flow of information, but as a transparent platform that enables us to directly integrate stakeholder views and expectations into our strategic decision-making. At every stage of our value chain, we improve all interaction points–from our procurement processes to the customer and employee experience–through regular analyses.



Our Internal Stakeholders and Employee Participation

Ensuring the active participation of our employees in our processes and continuously improving our work environment is a fundamental part of our corporate culture. Our employees can freely share their expectations, suggestions, and complaints through the suggestion boxes available at our plant. In addition, we comprehensively evaluate feedback from our internal stakeholders through the Employee Satisfaction Survey, which we conduct regularly every two years, and we report the results directly to the Board of Directors.

Customer Focus and Net Promoter Score (NPS)

Ensuring high satisfaction in the services we provide to our customers and strengthening customer loyalty are among our top priorities. To this end, we conduct Net Promoter Score (NPS) interviews with our customers annually through an external customer experience consultant to objectively evaluate our performance. We use NPS measurements not only as an evaluation tool but also as a key indicator for strategic improvements that will further enhance our service quality. By maintaining active communication with our customers throughout the year, we are taking firm steps toward our long-term, trust-based goals.

Our Stakeholder Communication Channels

We actively use multifaceted communication channels to integrate our stakeholders' expectations and suggestions into our decision-making processes. In this context, we maintain regular engagement with our primary and key stakeholders, including GCA management, employees, customers, suppliers, public and regulatory authorities, non-governmental organizations, industry associations, universities, and research institutions. We incorporate the insights and feedback gathered from these stakeholders into the identification of our sustainability priorities and our decision-making processes.

For all your questions, comments, and suggestions, you can contact us through our corporate website, phone lines, or via email at info@gca.com. For sustainability-related matters, you can directly use the email address sustainability@gca.com. Guided by our principles of transparency, accountability, and business ethics, we provide the email address ihbar@gca.com for reporting any ethical violations, complaints, or instances of non-compliance, in accordance with our principles of trust and confidentiality.

The communication methods and frequencies we use with all stakeholder groups we interact with are provided in the following table:

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

INTERNAL STAKEHOLDERS		
BOARD OF DIRECTORS	• Board of Directors Meetings • Reports	Periodic
EMPLOYEES	• Meetings • Bulletins • Employee Representative Meetings • Performance Reviews • Employee Satisfaction Survey	Periodic
	• Social Media and Announcements	Continuous

EXTERNAL STAKEHOLDERS		
CUSTOMERS	• Audits • Fairs • Industry Events • Customer Experience Surveys • Feedback Activities	Periodic
	• Meetings and Visits	Continuous
SUPPLIERS	• Supplier Visits • Announcements • Project Collaborations	Periodic
	• Meetings	Continuous
PUBLIC AND REGULATORY INSTITUTIONS	• Reports • Bulletins • Industry Events	Periodic
	• Meetings • Announcements • Project Collaborations	Continuous
NGOs, ASSOCIATIONS & MEMBERSHIPS	• Meetings • Industry Events, • Panels, • Project Collaborations • Social Media	Periodic

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Key Stakeholder Engagements and Events in 2025

Throughout the year, we engaged with our stakeholders at numerous national and international events to share our sustainability vision and industry expertise.

Date	Event Name	Stakeholder
January 20-24	International Congress on Glass (ICG)	International Congress on Glass (ICG)
February 17-19	ITU Career Summit	Istanbul Technical University
February 17-21	Gulfood 2025 Fair	Gulfood
March 5	Sabancı University Networking Fair	Sabancı University
March 12-13	METU Career Fair	METU
March 15	C-Level Career Summit – Integrity Summit	Galatasaray University
March 16-18	ProWein 2025 Fair	ProWein
May 8	ZÜCDER 360° Global Perspective and Reflections on Türkiye Conference	ZÜCDER
May 13	7th Champions of Export Awards Ceremony	Turkish Exporters Assembly (TİM)
June 10	TOBB Kütahya Vocational and Technical Anatolian High School Career Day Event	TOBB Kütahya Vocational and Technical Anatolian High School
June 18	Kütahya Vocational and Technical Anatolian High School Company Presentation	Kütahya Vocational and Technical Anatolian High School
July 2-5	F Istanbul Fair	F Istanbul
July 28-August 1	4th EcoMat – Materials & Technologies for a Sustainable Future Conference	Istanbul Technical University
September 2-5	WorldFood Istanbul Packaging/Food & Beverage Fair	WorldFood
September 24	Green Business Platform – Sustainability Conference	Green Business Platform
September 29-October 1	LuxePack Monaco Fair	LuxePack Monaco
October 22-23	11th Spirits Strategies & Innovation Conference	Spirits Strategies & Innovation Conference
October 22-25	30th Eurasia Packaging Fair	TÜYAP
December 2	Green Dot Student Awards	ÇEVKO Foundation

CORPORATE AFFILIATIONS AND SUPPORTED INITIATIVES

The associations and federations we are members of not only enhance our effectiveness and reputation in the industry but also enable us to take an active role in setting and developing industry standards. Through these memberships, we closely follow innovations in the sector and take pioneering steps in sustainability and environmental protection. We also lay the groundwork to build a broader network across national and international platforms, develop collaborations, and have a say in shaping industry policies.

Our Global Commitments and the Initiatives We Support

Science Based Targets initiative (SBTi): As of 2025, we have made a formal commitment to the Science Based Targets initiative to reduce our emissions in line with global climate goals.

Sustainable Food Platform and Sustainable Business Network (SBN): We actively participate in these platforms to expand our sphere of influence in the sustainability ecosystem, closely following the activities of relevant working groups and contributing to the process.

Organizations Where We Serve on the Board of Directors

ÇEVKO (Environmental Protection and Packaging Waste Recovery Foundation): At ÇEVKO, which was established to help develop a sustainable system for the economic and systematic recovery of packaging waste, we elevated our long-standing board membership to the Deputy Chairman in 2025, further strengthening our position in industry decision-making mechanisms.

FEVE (The European Container Glass Federation): We continue to play an active role on the board of directors of FEVE, which represents the European container glass industry and whose members produce more than 80 billion packaging units annually. Through this federation, we have a voice in promoting recycling, reducing carbon emissions, and determining public affairs / policy advocacy strategies across Europe.

Packaging Manufacturers Association (ASD): As a board member of the association that brings together major packaging manufacturers in Türkiye, we contribute to the development of the industry.

Other Industry and Global Associations We Are Members of

Packaged Water Producers Association (SUDER): We are a member of this non-governmental organization, which brings together bottled water producers and suppliers serving this sector.

Mineral Water Producers Association of Türkiye (MASUDER): We are an active member and supporter of this association, established to increase mineral water consumption in Türkiye and raise consumer awareness.

Sustainability Academy: We continue our contributions to this platform, which aims to shape a better future by creating change and transformation in the business world.

The American Ceramic Society (ACerS): As a corporate member of ACerS, the global center of the ceramic and glass community, we closely follow scientific developments and continue to contribute to international literature on behalf of our industry.

MATERIAL TOPICS AND MATERIALITY MATRIX

On our sustainability journey, we listen to the voices of our stakeholders and determine together the priorities that shape our common future.



To shape our sustainability strategy in line with the environmental, social, and governance impacts of our operations, we conduct our materiality analysis with broad stakeholder participation. Within the scope of our study, we identify our material sustainability topics specific to our field of activity by jointly evaluating industry dynamics, our Company's operations, sustainability trends, and stakeholder expectations.

We consider the materiality analysis to be one of the fundamental elements of our sustainability management approach.

In the materiality assessment process, we included five different stakeholder groups representing the Company's internal and external stakeholders. As part of a stakeholder engagement study involving GCA Management, employees, customers, suppliers, non-governmental organizations (NGOs), associations, and organizations of which we are members, we sent a survey to 241 stakeholders. Based on responses from 141 stakeholders, we identified 15 key topics that reflect our sustainability priorities. The assessments we obtained ensured that different stakeholder expectations were reflected in our sustainability approach.

We identify the sustainability topics that are most relevant for our operations by considering stakeholder feedback alongside our strategic priorities. Based on our analysis results, we evaluate these topics at three levels—"Very High Materiality," "High Materiality," and "Materiality"—and create our materiality matrix. We use this materiality matrix as a key management tool to define our sustainability strategy, identify our material topics, and guide our reporting processes.

We consider the materiality analysis to be one of the fundamental elements of our sustainability management approach. The findings from our work enable us to systematically assess the material sustainability topics that have the greatest impact on our business operations. Our materiality matrix, created by jointly evaluating stakeholder expectations, industry developments, and our strategic goals, directly contributes to shaping our sustainability strategy, clarifying the areas of work we need to prioritize, and supporting our decision-making processes. In line with this approach, we adopt a holistic management philosophy that considers stakeholder expectations and the changing dynamics of our industry as we enhance our sustainability performance.

MATERIAL TOPICS AND MATERIALITY MATRIX

Very High Materiality Topics

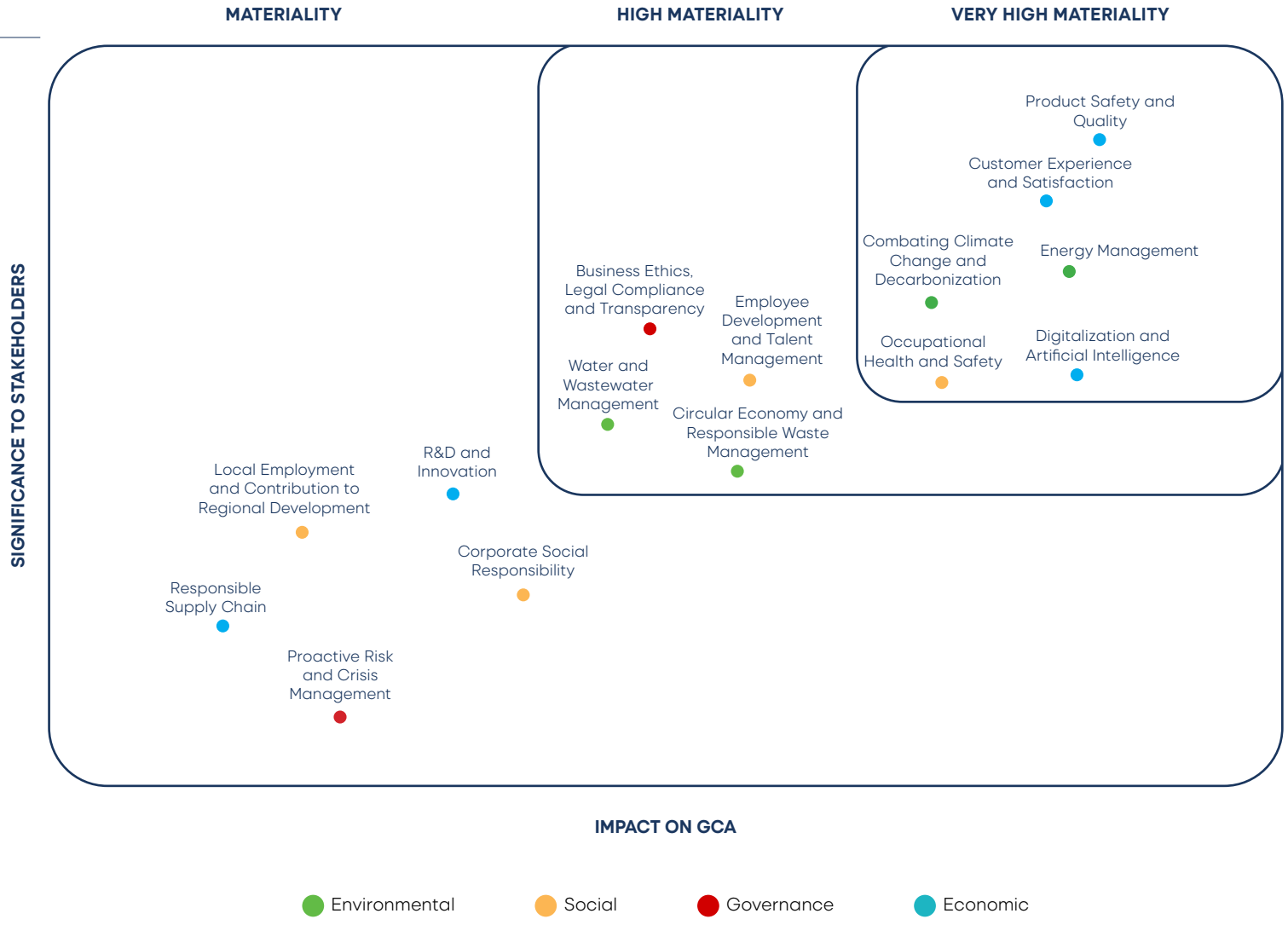
1. Product Safety and Quality
2. Customer Experience and Satisfaction
3. Energy Management
4. Combating Climate Change and Decarbonization
5. Digitalization and Artificial Intelligence
6. Occupational Health and Safety

High Materiality Topics

7. Business Ethics, Legal Compliance and Transparency
8. Employee Development and Talent Management
9. Water and Wastewater Management
10. Circular Economy and Responsible Waste Management

Materiality Topics

11. R&D and Innovation
12. Local Employment and Contribution to Regional Development
13. Corporate Social Responsibility
14. Responsible Supply Chain
15. Proactive Risk and Crisis Management



CONTRIBUTIONS TO SUSTAINABLE DEVELOPMENT GOALS

Environmental · Social · Governance · Economic

MATERIALITY LEVEL	MATERIAL TOPIC	SDGs WE CONTRIBUTE TO
Very High Materiality	Product Safety and Quality	3, 8, 12
	Customer Experience and Satisfaction	8, 9, 17
	Energy Management	7, 9, 12, 13
	Combating Climate Change and Decarbonization	7, 12, 13
	Digitalization and Artificial Intelligence	8, 9
	Occupational Health and Safety	5, 8
High Materiality	Business Ethics, Legal Compliance and Transparency	3, 8, 17
	Employee Development and Talent Management	4, 8
	Water and Wastewater Management	3, 6, 12
	Circular Economy and Responsible Waste Management	12, 13
Materiality	R&D and Innovation	9, 17
	Contribution to Local Employment and Regional Development	8
	Corporate Social Responsibility	4, 5, 8, 13
	Responsible Supply Chain	8, 12, 17
	Proactive Risk and Crisis Management	8, 9

SUSTAINABILITY RISKS AND OPPORTUNITIES MANAGEMENT

Risks

Risk	Description of Risk	How We Manage It
Risk of Crises and Conflicts Between Countries	Global and regional geopolitical developments, conflicts, and economic embargoes create uncertainty and volatility in the markets.	We establish pools of approved alternative suppliers for strategic inputs, maintain safety stock levels for critical raw materials and fuels, diversify our customer portfolio, and regularly update our business continuity and crisis management plans.
Risk of Consumer Perception of Glass Packaging	Rapidly developing product and technology alternatives to glass packaging may change customer preferences. The weight, fragility, difficulty of stacking, and high carbon footprint of glass may weaken its competitiveness, while the threat posed by substitute products may necessitate lobbying activities.	We closely monitor market transformations by participating in industry fairs, protect and enhance our position through strategy workshops, take part in marketing efforts within FEVE, communicate the advantages of glass over alternative packaging materials to our consumers and customers, develop projects for the decarbonization of glass packaging production, and closely follow developments in the sector.
Risks Related to Suppliers	The bankruptcy of certain main raw material suppliers, their inability to meet demand, quality problems, or unexpected developments that could disrupt the supply chain may significantly affect our operations. These circumstances could result in additional costs and, in some cases, cause production to be temporarily suspended or become unsustainable.	We identify alternative suppliers for strategic inputs, approve and regularly audit our suppliers based on specific evaluation criteria, strengthen our organizational structure for category-based procurement, and prepare detailed procurement specifications for each critical input.
Energy Supply Risks	The supply of natural gas and electricity is critical for our operational activities; increases in energy prices can raise costs and negatively affect profitability, potential supply interruptions can cause serious disruptions in production processes, and the use of fossil fuel-based energy can increase our carbon footprint, making it difficult to achieve sustainability goals.	We implement systems to reduce energy use and increase access to renewable energy; reduce our dependency on external electricity supplies through solar power plant installed on the roofs of our facilities; implement waste heat recovery systems and energy efficiency projects; continue researching alternative fuels; maintain alternative fuel stocks and backup power sources for potential disruptions; and continue developing projects through the Energy and Emissions Management Working Group.

SUSTAINABILITY RISKS AND OPPORTUNITIES MANAGEMENT

Risk	Description of Risk	How We Manage It
Risk of Disruptions in Cullet Supply	The limited availability of cullet in the market and its lack of price competitiveness relative to raw materials make it difficult to achieve the targeted level of cullet use. This increases natural resource consumption and makes it more difficult to achieve our carbon footprint reduction target.	We research alternative cullet suppliers and increase our supplier diversity, aim to increase our recycling rates through projects like EKOMAT, participate in projects that enhance recycling awareness, and closely follow regulatory developments such as the Deposit Management System.
Risks of Compliance with Environmental, Regulatory and Carbon Requirements	Increasing environmental and climate-related regulations, together with air, water, and soil pollution from operations, pressures on biodiversity, and operational environmental risks, may lead to additional compliance and investment costs. Carbon regulations such as the ETS and the Carbon Border Adjustment Mechanism (CBAM) may also increase energy and production costs through expanded reporting obligations, while putting additional pressure on competitiveness.	We closely monitor environmental and carbon regulations, assess our risks within the scope of corporate risk management, regularly monitor the impacts of the Carbon Border Adjustment Mechanism, calculate our carbon footprint and report our emissions, reduce emissions through energy efficiency investments and product lightweighting initiatives, and closely follow industry developments and FEVE activities to ensure compliance with legal requirements.
Risk of Failing to Achieve Technological Adaptation for the Transition to Low-Carbon Production	The high capital requirements of the technological investments needed for the transition to low-carbon production, uncertainties regarding the maturity of the technologies, and operational challenges during implementation may increase costs and temporarily weaken competitiveness. Failure to adapt to this transition in a timely manner may also create additional operational and commercial risks.	In line with our approach to transitioning to low-carbon production, we are increasing our use of renewable energy through our SPP investments. As part of our R&D activities, we are developing alternative formulations that generate lower carbon emissions and melt at lower temperatures, and we are working on coating solutions that enhance product durability.
Health and Safety Risks	Non-compliance with occupational health and safety standards can increase the risk of work-related accidents, injuries, or fatalities for employees, customers, and third parties; this situation can lead to operational disruptions, financial losses, legal sanctions, and a loss of corporate reputation.	With a proactive OHS management approach, we conduct regular risk assessments, site inspections, root cause analyses, and corrective/preventive actions; we provide our employees with regular OHS training, personal protective equipment, and health surveillance; and we continuously strengthen our safety culture through the work of the OHS Committee and near-miss reporting.

SUSTAINABILITY RISKS AND OPPORTUNITIES MANAGEMENT

Opportunities

Opportunity	Description of Opportunity	How We Manage It
Development of Low-Carbon Products	Market demand for sustainable and low-carbon products is increasing. Investments in energy-efficient glass, products containing recycled materials, and environmentally friendly chemical solutions contribute to global carbon reduction efforts and strengthen competitiveness. In addition to aligning with regulatory trends, these innovations increase customer interest and create opportunities to enter new markets.	Through lightweighting initiatives and alternative coating development projects, we produce lighter products with equivalent durability, optimize energy and raw material use, and gain a competitive advantage and enter new markets by developing low-carbon, refillable, and environmentally friendly products.
Sustainable Resource Management and Circular Economy	Resource efficiency, waste management, and circular economy practices reduce natural resource consumption and waste generation, lower production costs, strengthen compliance with legal requirements, and meet market expectations for sustainable products, thereby enhancing competitive advantage and corporate reputation.	With the implementation of the deposit management system, we expect the supply of cullet in the market to increase; we evaluate reusable pallet alternatives, develop refillable bottle projects, collaborate with industry organizations such as FEVE, ÇEVKO, and ASD, aim to increase cullet use to support raw material efficiency, and carry out packaging optimization and waste reduction initiatives. We also encourage employee suggestions through the Spark Suggestion Award System and increase glass recycling rates and recycling awareness through EKOMAT Project.
Artificial Intelligence (AI) and Big Data-Driven Efficiency	Data analytics and AI-based systems deliver significant efficiency in production-process optimization and decision-support mechanisms. This transformation enhances operational excellence and strengthens competitiveness.	Through our “GCA for the Future” digital transformation journey, we are making our production, business processes, and management structure data-driven; ensuring end-to-end process traceability by integrating ERP and CRM systems; strengthening quality control and production optimization through data analytics and AI-powered production systems; improving decision-support mechanisms in market analysis, quote preparation, and customer service through our data analytics and AI teams; and increasing operational efficiency through KPI-driven performance management.

SUSTAINABILITY RISKS AND OPPORTUNITIES MANAGEMENT

Opportunity	Description of Opportunity	How We Manage It
Sustainable Technologies and Innovation	Investments in energy-efficient technologies, R&D, and innovation reduce resource consumption and environmental impacts, increase operational efficiency, enable the development of environmentally friendly products and services, and provide a long-term competitive advantage.	We invest in energy-efficient technologies such as waste heat recovery systems; monitor new technologies through suppliers, technology developers, and industry partnerships; develop innovative solutions for glass compositions and production processes as part of our R&D activities to optimize raw material and energy use; and expand our portfolio of high-value-added sustainable products.
Environmental Awareness, Stakeholder Partnerships, and Corporate Reputation	Increasing environmental and sustainability awareness, together with partnerships developed with public institutions, educational organizations, and other stakeholders, contributes to the broader adoption of sustainability practices, raises awareness of the recyclability of glass packaging and its properties that support food safety and human health, and strengthens stakeholder trust and corporate reputation.	We support our recycling and circular-economy projects through collaborations with public institutions, universities, and non-governmental organizations, as well as through training programs and industry events. We inform consumers about the advantages of glass packaging, such as its inert nature, its ability to preserve the natural taste of food, and its infinite recyclability. We carry out projects with ÇEVKO, engage in university-industry collaborations, and strengthen our corporate reputation and stakeholder trust through sustainability-focused communications.
Enhancing Resource Efficiency Through Sustainable Design	A holistic approach to packaging, decoration, and bottle design, combined with the integration of lightweighting initiatives from the earliest stage of the design process, reduces raw material use, increases resource efficiency in production, and strengthens sustainable product development capacity, thereby helping meet customer expectations.	Within our Design Studio, we offer end-to-end product and business solutions which go beyond closure, label, decoration, and bottle design. We integrate lightweighting efforts and reusability alternatives into the design from the beginning of the product development process, optimize material use, and develop sustainable, competitive products tailored to customer needs.

OUR SUSTAINABILITY GOALS



CATEGORY	FOCUS AREA	2030 GOALS	STEPS TAKEN TO ACHIEVE THESE GOALS	SDG ALIGNMENT
Environment	Reducing Greenhouse Gas Emissions	To achieve a 30% reduction in emissions	*Monitoring and reporting of greenhouse gas emissions under ISO 14064 and the GHG Protocol *Implementing energy efficiency projects *Implementing waste heat recovery systems *Researching alternative fuels *Preventing 1,416 tCO_2e of emissions through lightweighting initiatives *Achieving a 6.1% reduction in Scope 1 and Scope 2 emissions in 2025 compared with the 2023 baseline *Reducing natural raw material consumption, energy consumption, and carbon emissions by increasing cullet usage	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
	Continuing Energy Efficiency Projects	To achieve 7% energy savings and source 30% of energy needs from renewable sources	*Continuing energy efficiency efforts in line with the requirements of the ISO 50001 Energy Management System *Evaluating energy-saving suggestions through the Spark Suggestion Reward System and integrating suitable suggestions into production processes. *Meeting approximately 10% of annual electricity consumption from renewable sources through investment in a 5 MW SPP.	7 AFFORDABLE AND CLEAN ENERGY 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	Increasing the Cullet Usage Rate	To increase the proportion of cullet used in production to 35%	*Supporting glass recycling through the EKOMAT Project *Helping increase recycling rates in collaboration with ÇEVKO *Using 18% recycled cullet in flint glass packaging production in 2025 *Researching alternative cullet suppliers and implementing a multiple-supplier strategy	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	Waste Management and Increasing the Recycling Rate	To recycle 80% of total waste generated in production processes	*Segregating all waste at source in line with the Zero Waste Regulation *Transferring recyclable materials to authorized recycling companies *Disposing of hazardous waste through licensed companies in compliance with applicable regulations *Organizing employee training and awareness-raising activities on the circular economy and waste reduction	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

**For all goals, the baseline year is set as 2023 and the target year as 2030.*

OUR SUSTAINABILITY GOALS



CATEGORY	FOCUS AREA	2030 GOALS	STEPS TAKEN TO ACHIEVE THESE GOALS	SDG ALIGNMENT
Social	Employee Training and Personal Development	To support employee development with 50 hours of training per person annually	*Conducting Leadership Development, Lean Engineering, Sales Development, TRIZ, and Sustainability Training Programs under the Gürok Academy *Increasing internal knowledge and experience sharing through the Internal Trainer Program *Providing a total of 28,918 hours of training to 619 employees in 2025 *Achieving an average training time of 46.7 hours per employee	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH
	Women's Employment and Gender Equality	To double the number of female white-collar employees	*Applying the principle of equal opportunity in recruitment processes *Supporting work-life balance through flexible working models *Obtaining the Equality for Women at Work certificate *Continuing efforts to increase women's employment in hot-end production areas *Increasing the proportion of women in managerial positions at manager level and above to 38% as of 2025 *Achieving 38.9% progress from the 2023 baseline toward the target of doubling the proportion of women in white-collar positions	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
	Strengthening the Occupational Health and Safety Culture	Target of Zero Occupational Accidents	*Reducing the accident frequency rate by 19.5% in 2025 compared with the 2023 baseline *Providing comprehensive OHS training to all employees *Increasing near-miss reporting *Strengthening the culture of “zero occupational accidents” *Promoting safety awareness through the "OHS Employee of the Month/ Year" award program *Holding monthly OHS Committee meetings and using near-miss reporting boxes in all production areas *Enhancing the effectiveness and traceability of processes through technology-integrated OHS management systems	3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH
Governance	Supplier Sustainability Assessment	To assess the sustainability performance of 60% of suppliers	*Administering the Supplier Social Responsibility Questionnaire *Signing of the ETI Base Code *Expanding the use of the supplier tender system *Monitoring performance through joint Procurement and Quality audits *Assessing supplier sustainability performance	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS

**For all goals, the baseline year is set as 2023 and the target year as 2030.*



INSPIRED BY NATURE

COMBATING CLIMATE CHANGE AND DECARBONIZATION

We use the resources nature provides in the most efficient way; with science-based targets and our carbon-neutrality vision, we secure the future of our planet.

IN 2025



We achieved a total reduction of **6.1%** in Scope 1 and 2 emissions compared to the 2023 baseline year.



We invested in a **5 MW** rooftop Solar Power Plant (SPP).



By using returnable plastic pallets, we prevented the use of **23,767** wooden pallets in 2025, saving **1,698** trees from being cut down.



Through product lightweighting efforts, we achieved glass savings of **1,253 tons** and prevented the release of **1,416 tons** of CO_2 equivalent emissions.

By taking proactive measures against the environmental risks posed by climate change, we aim to minimize our current impacts and prepare for the future. Accordingly, we assess the impacts of climate change on our operations and closely monitor potential risks and opportunities, developing our business processes to adapt to changing conditions.

To do that we continuously monitor the latest global and national data, updating our environmental targets and policies accordingly.

We aim to continuously improve our environmental performance by leveraging internationally accepted standards and best practices.

We consider climate change and environmental management an integral part of our long-term corporate strategy; by continuing our environmental investments and improvement efforts, we are strengthening a resilient, climate-adaptive, and sustainable production approach.

Our Contribution to the Clean Energy Transition

As the share of renewable energy sources in electricity generation in Türkiye increases each year, investments in clean energy are becoming one of the most critical components of the energy transition. Capacity increases in hydroelectric, solar, and wind power make significant contributions to reducing dependence on fossil fuels, lowering greenhouse gas emissions, and strengthening energy supply security. This transition is also one of the key developments accelerating the shift to low-carbon production for the glass industry, which is among the energy-intensive sectors.

Glass production is a process that requires a significant amount of energy due to furnaces operating continuously at high temperatures. Therefore, increasing the use of renewable energy, expanding energy efficiency practices, and investing in low-carbon technologies play a crucial role in combating climate change in the sector.

As GCA, we also consider being part of this transition to be one of our strategic priorities. In this context, we took a significant step towards increasing the use of renewable energy with the 5 MW rooftop SPP we commissioned in 2025. In addition, we carry out projects to increase energy efficiency, explore new investment opportunities for energy generation from renewable sources, and continue our technical and economic feasibility studies. We are resolutely continuing our efforts to evaluate low-carbon production technologies and promote the widespread use of clean energy.

We view the energy transition not only as an environmental responsibility but also as a strategic investment area that enhances our competitive strength, supports resource efficiency, and strengthens our sustainable growth. In the coming period, we will continue to create value for a sustainable future by developing renewable energy investments and low-carbon production practices.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

We have committed to near-term targets with the SBTi to reduce our emissions by 2030, compared to the 2023 baseline year.



We blend this approach with our national and international commitments, industry dynamics, and ethical values to develop a strategy aligned with the Science Based Targets initiative (SBTi) and similar global best practices. In this context, we made a commitment to the SBTi in 2025. As GCA, within this scope, we calculate our current carbon footprint using a detailed and scientific methodology, set our emission reduction targets, and prepare for the process of having these targets validated in accordance with the SBTi methodology. Through this comprehensive approach, we are strengthening our company's ability to develop a science-aligned, measurable, and transparent emissions reduction strategy and to advance our carbon footprint reduction targets.

The European Container Glass Federation (FEVE) aims to make the glass packaging sector fully carbon neutral by 2050, offering sustainable packaging solutions through a circular production approach. We, as Board Members, also actively support the projects carried out by FEVE that focus on climate and the environment. As GCA, in line with our commitment to achieve a 30% emission reduction target by 2030, we continue our efforts to reduce our carbon footprint with a great sense of responsibility.

Monitoring, Management, and Reporting Standards for Emissions

As GCA, we place combating climate change at the center of our environmental and social responsibility; we manage our operations based on the principle of continuous improvement to reduce our carbon footprint and increase our energy efficiency. In this context, we systematically implement all necessary processes within the framework of the **ISO 50001:2018 Energy Management System standards,** focusing on achieving sustainable results by monitoring our energy performance. This certification documents that our energy management system complies with international standards, that we continuously improve our energy performance, and that we focus on the efficient use of natural resources; additionally, our **Zero Waste Certificate** attests to our commitment to waste management and recycling processes.

We create an inventory of all significant direct and indirect greenhouse gas emission sources across our value chain. Since 2015, pursuant to the Regulation on Monitoring of Greenhouse Gas Emissions, we have developed an annual monitoring plan to systematically monitor our emissions and have submitted our Greenhouse Gas Reports (MRV reports) to the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye. Furthermore, since 2021, we have also been calculating our greenhouse gas emissions in accordance with international standards such as ISO 14064 and the GHG Protocol, making our practices in this area more transparent and sustainable on a global scale. Each year, we regularly measure and calculate our carbon footprint through a consulting firm according to the ISO 14064 Corporate Carbon Footprint and ISO 14067 Product Carbon Footprint standards.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

We regularly review data on energy consumption, fuel use, raw material use, and other relevant operational inputs.



As a result of the calculations we perform by determining greenhouse gas inventories and resource flows, we conduct our reporting in accordance with the relevant standards under MRV and ensure these reports are verified by independent third-party verifiers.

We conduct our emissions monitoring, reporting, and management processes with a systematic approach in line with these internationally accepted standards and methodologies. At the corporate level of emissions management, we track the direct and indirect greenhouse gas emissions of our activities through specific data collection processes. We regularly collect, consolidate, and include data on energy consumption, fuel use, raw material use, and other relevant operational inputs in our emission calculations. Ensuring data quality, strengthening traceability, maintaining calculation consistency, and continuously improving our calculation processes are among our main priorities in this process.

The methodology we use consists of regular data collection, calculation with appropriate emission factors, classification in compliance with standards, and internal control and evaluation steps. Thanks to this structure, we manage our emissions data in a transparent, comparable manner that is aligned with our sustainability targets. Based on calculations we perform to determine greenhouse gas inventories and resource flows, we prepare our reports in accordance with relevant MRV standards and ensure these reports are verified by independent third-party verifiers.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

We achieved a 6.1% reduction in our Scope 1 and Scope 2 greenhouse gas emissions compared to the 2023 baseline year.



As a result of the energy efficiency, emission reduction, and technological process improvement efforts we carried out in 2025, we achieved a 6.1% reduction in our Scope 1 and Scope 2 greenhouse gas emissions compared to the 2023 baseline year. With the commissioning of our solar power plants in 2025, we increased the use of electricity in our furnaces, thereby reducing natural gas consumption and, in turn, our total emissions.

Key Projects and Improvement Initiatives in 2025
At every stage of our operations, we develop concrete operational solutions and technological improvements to reduce our carbon footprint and be environmentally friendly. Prioritizing sustainability in our production processes, we implemented many important practices in 2025.

Renewable Energy and SPP Investment: With our 5 MW rooftop Solar Power Plant (SPP) project, the focal point of our 2025 climate investments, we aim to reduce our external dependency on electricity supply at our GCA plant and meet approximately 10% of our annual electricity consumption from renewable sources. Thus, we aim to increase energy efficiency and reduce our carbon footprint. Additionally, we continue to research alternative fuels for clean energy use and maintain power sources to ensure production continuity against unexpected power outages.

Process Improvements and Product Lightweighting Efforts: In 2025, through our refillable product initiatives and lightweighting efforts on both existing and newly designed products, we continued to contribute to our sustainability targets with our manufacturing, product development, and design teams. Whenever we produce a product for the first time, we work to introduce its lightest version into production. For our existing products, we approach right-weighting through minor modifications as part of a continuous improvement process. In 2025, through lightweighting projects on 15 different products, we saved 1,253 tons of glass without compromising quality. As a result, we prevented a total of 1,416 tons of CO_2 equivalent emissions, reducing our environmental impact with concrete data.

Greenhouse Gas Emissions	Unit	2023	2024	2025
Scope 1	tCO_2e/t Gross Glass	0.519	0.485	0.479
Scope 2	tCO_2e/t Gross Glass	0.104	0.104	0.106*
Total	tCO_2e/t Gross Glass	0.623	0.589	0.585

** As our SPP investment was commissioned at the end of 2025, its impact on our Scope 2 emissions is not reflected in the 2025 data.*

ENERGY MANAGEMENT

With the new-generation measurement systems we commissioned in 2024, we monitor natural gas and electricity consumption in real time from a single platform, ensuring digital transparency.



At GCA, our fundamental energy management approach is based on the effective and efficient use of energy resources. We conduct regular measurement, monitoring, and evaluation activities to continuously improve energy performance in high-energy-consumption processes. Within the framework of the ISO 50001 Energy Management System, we promptly identify instances where thresholds are exceeded, analyze the root causes, and implement permanent corrective actions. We respond promptly whenever natural gas and compressed air consumption exceeds established targets. For example, we conduct monthly inspections to detect compressed air leakages and eliminate potential energy losses at the source.

We systematically monitor and evaluate the factors affecting energy performance and implement the necessary improvements. We monitor our consumption in metric tons of oil equivalent (TOE) against annually established targets. We ensure point-of-use consumption tracking by increasing the number of meters where needed. Using the next-generation measurement systems commissioned in 2024, we evaluate natural gas and electricity consumption data simultaneously on a single platform, supporting digitally transparent monitoring of energy performance. We continue our efforts to improve energy efficiency through technological improvements, process optimization, and responsible use of resources.

We keep our energy consumption under control through sustainable and environmentally friendly solutions across all area, from production and equipment selection to process design and maintenance. In this context, we extend our targets throughout our value chain by procuring high-efficiency motors and equipment.

ENERGY MANAGEMENT

Through our waste heat recovery system, based on our annual natural gas consumption, we prevent approximately 1% of natural gas consumption in summer and approximately 3% in winter, since 2021.



We relocated the cold-end coating, thereby eliminating excess energy consumption and expecting to achieve annual energy savings of approximately 129 MWh.

Technological Transformation in Production Lines
We relocated the cold-end coating unit to move it farther away from the annealing lehr. Because the glass containers have already partially cooled by this stage of the process, we were able to eliminate the need for cooling fans entirely. With this engineering improvement, implemented in the second half of the year, we expect to eliminate excess energy consumption and achieve annual energy savings of approximately 129 MWh. This improvement also increased resource efficiency by reducing the amount of tipped over products and, consequently, the amount of discarded products.

Waste Heat Recovery and Natural Gas Savings
At our factory, a tube-type waste heat boiler recovers heat from hot flue gas to produce a steam-water mixture. The recovered heat enables us to meet the factory's heating and hot-water needs through boiler and heat-exchanger systems, thereby reducing natural gas consumption. Since the system operates in a closed loop, we prevent continuous water consumption. As a result, based on our annual natural gas consumption, we prevent approximately 1% of natural gas consumption during summer and approximately 3% during winter, since 2021.

Energy Awareness Training and Our Resource Efficiency Policy
We aim to increase our employees' awareness of the energy management system and energy policy through training programs and awareness campaigns. We provide department-specific energy management training annually to our blue- and white-collar employees working in energy-consuming departments. As part of our policy, we are committed to using natural resources efficiently, supporting projects that increase the proportion of cullet content in our batch and enhance glass recycling in collaboration with relevant stakeholders, and playing an active role in these projects.

ENERGY MANAGEMENT

2025 Energy Consumption Profile
As of 2025, our energy consumption data based on our production capacity are detailed below:

461,932,847 kWh
Total Energy Consumption

403,642,626 kWh
Direct Energy Consumption (Natural Gas)

37,936,337.45 m^3 of natural gas

58,290,221 kWh
Indirect Energy Consumption (Electricity)

57,315,026 kWh
Conventional Electricity

975,195 kWh
Renewable Electricity*



* Renewable electricity consumption from the SPP was low because the plant was commissioned by the end of the year.

WATER AND WASTEWATER MANAGEMENT

We protect water, the source of life, with the utmost respect, preserving every drop for the future through our closed-loop systems and circular management approach.



In Türkiye, which is experiencing water stress due to factors like population growth, climate change, and industrialization; existing legislation and resource management efforts serve as a fundamental guide for us. At GCA, we not only fulfill legal requirements but also adopt a proactive approach to the efficient use of water. We support Türkiye's goal of reducing water consumption by 20% by 2030. We invest in technologies that increase water efficiency in our production processes and focus on minimizing water consumption through recovery practices and systems that prevent loss and leakage.

Closed-Loop Systems and Circular Water Management

In our glass packaging production processes, water is used in critical stages such as cooling systems, fusion tanks, shear cooling, and equipment cleaning. While the water used in our production processes is utilized to cool compressors, furnace cameras, conveyors, and laser level devices, we use quenching water to cool hot discarded glass so that it can be reintroduced into production.

We use fully closed-loop systems at our facility to manage process water retrieved from production in the most efficient way. We use oil separators to remove oil and reuse the process water in a closed loop. These approaches optimize water use, directly reducing waste generation and the amount of waste discharged into local water sources.

Thanks to our closed-loop water systems, we once again reused 1,695,060 m^3 of water in 2025. We regularly monitor our consumption with meter reading systems and track it against the KPIs (Key Performance Indicators) we have set. When abnormal consumption is detected, we respond promptly to losses and leakages, preventing the waste of natural resources. We achieved a water-use intensity of 0.603 m^3 per metric ton of product produced in 2025.

Wastewater Management and Regulatory Compliance

We base our water management processes on compliance with applicable laws and regulations and conduct all our activities in accordance with the relevant environmental legislation and Organized Industrial Zone (OIZ) requirements. By keeping all of our process water in a closed loop, we prevent the generation of industrial wastewater. We discharge a total of 44,633 m^3 of domestic wastewater generated at our facility into the OIZ sewer system after completing the required control and monitoring procedures. The final treatment of our wastewater is carried out by the OIZ in modern treatment plants.

Environmental Awareness and Employee Awareness

To make sustainable water management an integral part of our corporate culture, we conduct training and communication activities to raise awareness among our employees. We dedicate a special section to water management in our environmental training sessions held throughout the year.

Within the scope of this training, we explain the critical importance of water globally, Türkiye's water stress, the impacts of climate change on resources, and the value of sustainable management of water. We also provide detailed information on reducing water consumption in processes, the operation of closed-loop systems, recovery practices, and efforts to prevent losses and leakages. We emphasize the direct contribution of our employees' individual water-saving habits to GCA's corporate water performance and overall environmental impact.

WATER AND WASTEWATER MANAGEMENT

2025 Water Management Performance Indicators
As of 2025, our water consumption and discharge data, reflecting the increase in our operational activities and workforce, are detailed below:

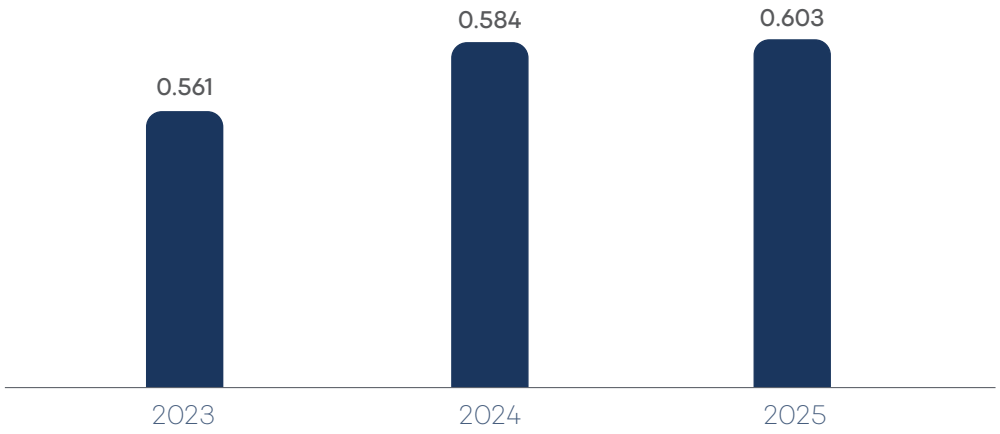
126,374 m³
Total water consumption

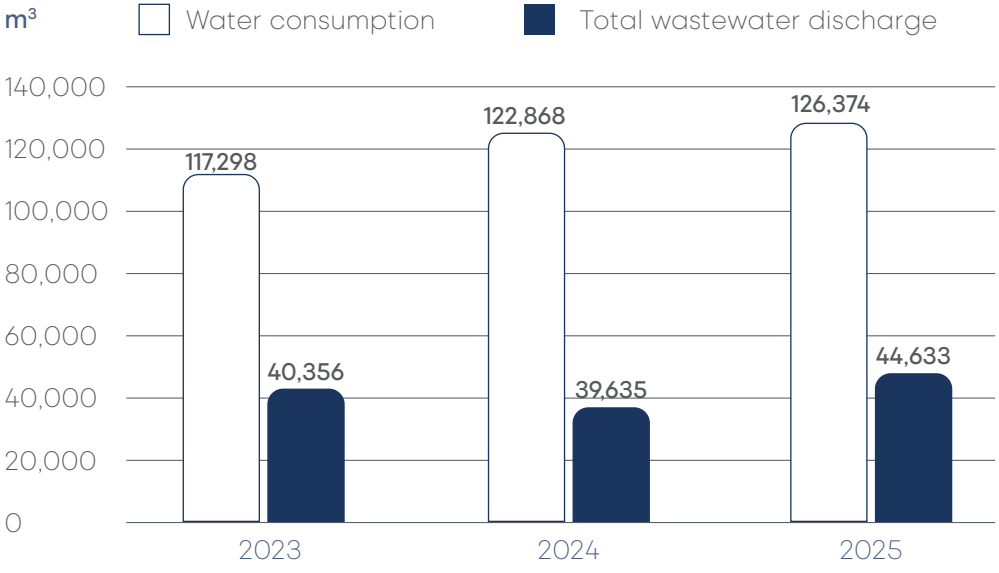
1,695,060 m³
Amount of water recovered

44,633 m³
Total wastewater discharge



Water Use per Unit (m³/metric ton of product)





WASTE MANAGEMENT AND CIRCULAR ECONOMY

Inspired by the infinitely recyclable nature of glass, we give strong momentum to the circular economy by minimizing waste at the source through our 3R (Reduce, Reuse, Recycle) approach and innovative projects.



Our Circular Economy Approach and the 3R Principle

The fact that glass is 100% and infinitely recyclable allows us to seamlessly integrate the circular economy model into our production processes. At GCA, we base our circular economy approach on the 3R (Reduce, Reuse, Recycle) methodology across all our operations. We strive to utilize every reusable material, extending the lifespan of equipment through overhauls and repairs to prevent them from being wasted. We return 100% of the cullet, scrap, and nonconforming discarded products generated during production to our batch as internal cullet, directly reducing natural resource consumption and energy demand*. With this approach, we contribute to reducing carbon emissions and building a more sustainable production model. Additionally, we reduce natural resource consumption and energy demand by using 18% cullet in our batch.

We repurpose packaging materials for different functions within the Company and extend the service life of all repairable parts and equipment by repairing and recoating them.

To support our circular model, we minimize our carbon footprint at the source by using natural soda ash instead of synthetic soda ash in our raw material recipe.

*Using 10% cullet in place of raw materials provides approximately 3% energy savings and a 5% reduction in emissions.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

2025 Waste Reduction and Resource Efficiency Initiatives

In 2025, we implemented various engineering and improvement projects to optimize resource use in our production processes and prevent waste generation at the source.

Project	Implementation	Achieved Benefits
Product Lightweighting Initiatives	We believe in right-weighting without compromising quality and durability, offering our business partners lighter alternatives in both our existing product range and new projects.	In 2025, lightweighting initiatives involving 15 different products saved **1,253 metric tons** of glass and avoided **1,416 metric tons of CO_2** equivalent emissions.
Mold Sharing and Reuse	By making minor revisions to idle mold parts, we enabled their shared use in our newly launched products.	In 2025, we avoided reprocessing approximately **6.4 metric tons** of cast iron.
Repair of Ring Mold Parts	Instead of scrapping our cast iron ring mold parts–which shape the base of the bottle, enhance structural durability, and manage thermal stress in glass container production–at the end of their service life, we repaired and reintroduced them into production.	By reducing both the number of parts scrapped and the need to produce new parts, we reduced our environmental impact and avoided reprocessing approximately **175.5 kg** of cast iron.
Base Shroud Optimization	We revised the dimensions of the base shroud that protects palletized products during shipment and storage. We implemented this optimization while maintaining protective functions and quality standards.	We reduced base shroud consumption by **4%**, avoiding the use of a total of **536.7 kg** of plastic shroud annually.
Circular Packaging Solutions	We expanded the use of reusable plastic pallets instead of single-use wooden pallets. Similarly, by using plastic separators instead of single-use cardboard separators for packaging glass containers, we minimized the packaging waste generated at our customers' facilities.	In 2025, we shipped our products on returnable plastic pallets in place of **23,767** wooden pallets, preventing approximately **1,698** trees from being cut down.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

In 2025, we diverted a total of 1,044.8 metric tons of waste to recovery, thereby avoiding its disposal.

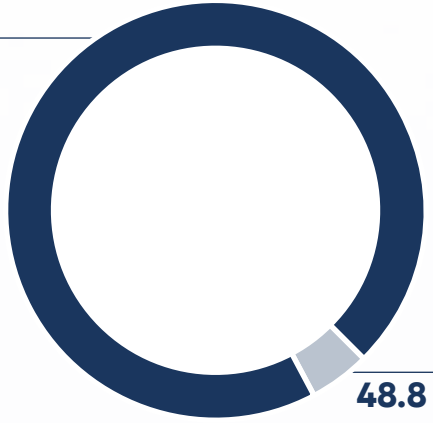


Zero Waste Management

At GCA, we operate in accordance with the discipline established by our Zero Waste Certificate, segregating waste by type at the source and storing it in designated temporary storage areas in compliance with applicable regulations. We send all our waste to licensed recovery facilities. We reuse a large portion of our waste and send non-recyclable waste with a high calorific value to energy-generation facilities for energy recovery. To support these processes, we increased and upgraded our waste-collection units throughout the factory. We strengthened awareness across the organization by providing employees with training on zero waste and waste management.

2025 Waste and Circularity Performance Indicators

996 metric tons
Non-Hazardous Waste Diverted from Disposal Through Recovery



48.8 metric tons
Hazardous Waste Diverted from Disposal Through Recovery

Waste	Unit	2023	2024	2025
Hazardous Waste	metric tons	50	49	**48.8**
Non-Hazardous Waste	metric tons	948	1,036	**996**
Total Waste	metric tons	998	1,085	**1,044.8**

**Both hazardous and non-hazardous waste are sent for recovery.*



INSPIRED BY SOCIETY

HUMAN RESOURCES

Our dynamic workforce, centered on equality, inclusion, and continuous development, forms the foundation of our sustainable growth and corporate resilience.

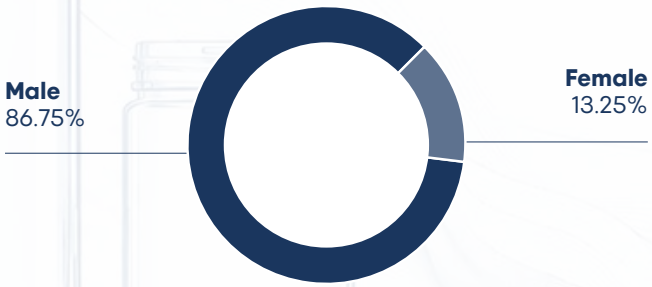


EMPLOYEE PROFILE

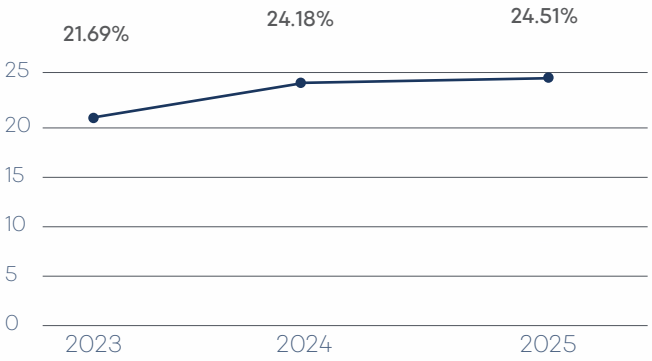
619
Total number of employees

38%
Percentage of Women in Managerial Positions at Manager Level and Above

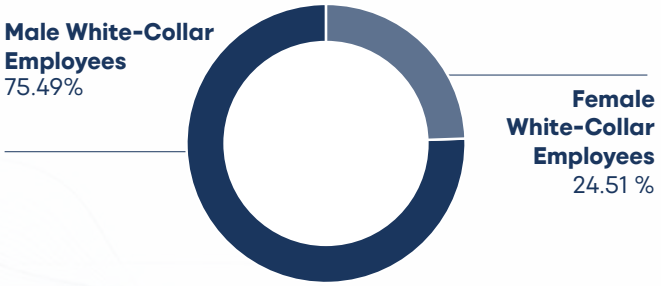
2025 Employee Distribution by Gender



Female White-Collar Employee Ratio (%)



Female White-Collar Employee Ratio (%)



Employee Distribution by Gender	Unit	2023	2024	2025
Male	Number	449	494	537
Female	Number	66	77	82
Total	**Number**	**515**	**571**	**619**

Employee Distribution by Employment Type	Unit	2023	2024	2025
Female White-Collar Employees	Number	18	22	25
Male White-Collar Employees	Number	65	69	77
Female Blue-Collar Employees	Number	48	55	57
Male Blue-Collar Employees	Number	384	425	460
Total	**Number**	**515**	**571**	**619**

HUMAN RESOURCES

To unlock the potential of our human capital, our most valuable asset, we are building an innovative work culture centered on well-being, development, and equal opportunity.



EMPLOYEE EXPERIENCE, ENGAGEMENT AND SATISFACTION

As part of our efforts to support employee satisfaction and well-being, we also regard our compensation approach as an important component of a fair work environment. We regularly conduct fair-living-wage assessments in line with SEDEX criteria and evaluate our wage levels accordingly. If a discrepancy is identified as a result of the analyses, we plan and implement the necessary improvements. The results show that the wages offered by our Company are above the fair-living-wage threshold.

Work-Life Balance

To encourage our employees to establish a healthy work - life balance, we offer hybrid working models and a supportive work environment. We structure the fringe benefits we provide to enhance employee satisfaction and well-being. We support our employees through additional benefits during public holidays, support for special occasions such as childbirth and marriage, performance-based bonuses, and overtime pay above statutory requirements.

In addition, we aim to make our employees' lives easier with benefits such as heating support in the winter, a daily meal allowance, and a shopping card for various expenses.

To help safeguard our employees' futures and improve their quality of life, we provide a foreign-language allowance to employees who demonstrate proficiency through examination results and offer access to comprehensive private health insurance.

Beyond statutory entitlements, we offer extended marriage leave, leave for employees to attend their children's circumcision ceremonies, leave for employees whose children are getting married, and one additional paid day off per week for employees pursuing master's or doctoral degrees.

We also offer discounts through agreements with local businesses (restaurants, language courses, gyms, etc.).

We care about our employees' holistic well-being. As part of our Denge 360 program, we provide our employees with six sessions of psychological counseling, eight sessions with a dietitian, and twelve sessions with a sports trainer annually in collaboration with Wellbees. We also organize expert-led webinars across the Group on health, to raise awareness of diseases; nutrition, to promote healthy habits and address common misconceptions; and psychology, including mindfulness practices.

HUMAN RESOURCES

In our communication processes, we provide transparent mechanisms, including suggestion and feedback boxes located throughout the Company, through which employees can freely share their expectations and complaints.

Employee Engagement and Corporate Communications

We evaluate issues and suggestions from our internal stakeholders every two years through our Employee Satisfaction Survey. Based on the survey results, we create action plans to improve employee experience and implement them in coordination with the relevant teams. In this context, we implemented 79% of the actions we planned for 2025.

To strengthen employees' social engagement, we organize department-specific social events, camping trips, picnics, a visit to the Ancient City of Aizanoi, New Year celebrations, and iftar dinners. On special occasions such as Mother's Day, Father's Day, and International Women's Day, we present various gifts. We also share the excitement of employees who have recently welcomed a baby, either themselves or through their spouse, by giving them a baby gift box.

In 2025, we celebrated April 23 National Sovereignty and Children's Day by giving kites to our employees' children, sharing the joy of the occasion and strengthening our connection with their families.

Through the cleanup event held on World Environment Day, we contributed to a cleaner environment and collectively demonstrated our shared responsibility for protecting nature for a sustainable future.

We also made improvements to enhance the comfort of employee relaxation areas and enable their more effective use.

In our communication processes, we offer transparent mechanisms through suggestion and feedback boxes located throughout the Company, through which employees can freely share their expectations and complaints. In 2025, we digitized our suggestion, complaint, and feedback form, enabling our employees to access it on their mobile devices by scanning a QR code.



Employee Distribution by Employment Type	2023	2024	2025
Full-time	515	571	619
Intern	38	46	64

Young Talents and Collaborations

We build strong partnerships with academia through career fairs, career talks, conferences, spring festivals, participation as hackathon jurors, and sponsorship of university events.

Our "InternStellar" internship program, which enables young talents to gain real-world work experience and prepare for their careers by developing projects, **won third place in the Holding category** at the 2025 **TOP100 Talent Program Awards** organized by Toptalent.co.

In 2025, we offered internships in 12 departments to 41 interns from 22 universities. As part of our efforts to develop future professionals through education, experience, and mentoring, 23 high school interns spent one year at our factory applying their theoretical knowledge in practice. **Based on responses from 28 participants in the intern satisfaction survey, the average rating** across the satisfaction questions was **4.77 out of 5,** and all respondents stated that they would recommend GCA.

As a key indicator of our internship program's contribution to employment, we hired **88.9%** of the interns who participated in the InternStellar program between 2022 and 2025 as full-time employees after they completed their internships. Additionally, **30.8%** of the white-collar employees hired in 2025 transitioned from our internship program to full-time positions.

HUMAN RESOURCES

With our GCA Career Forward program, we say, “Proceed for the Future.”

Digital Transformation of the Employee Handbook

We are translating our future-oriented vision of “Change and Progress” into concrete actions in our human resources practices. Accordingly, we prepared standardized starter kits to support the onboarding of our new colleagues in particular and fully digitized our Employee Handbook. With this transformation, we continue to enhance the employee experience by making internal information more accessible and easier to keep up to date.

Through this digitalization initiative, which reflects our commitment to environmental responsibility, we eliminate the consumption of paper and printing processes and directly contribute to conserving natural resources. We regard this practice, which optimizes our resource management, as one of our achievements that enhances our operational agility and supports our vision for a more sustainable future.







As part of the InternStellar Connect ’25 event, we aimed to support the development of our interns, whom we regard as the professionals of the future, help them become closely acquainted with our corporate culture, and strengthen their professional communication networks. Through opening remarks by senior management, a corporate presentation, interactive knowledge-sharing, and career-experience sharing sessions titled “From Internship to Full-time Employment,” we offered participants inspiring perspectives on our Company’s vision, development opportunities, and career journeys. During the social segment of the event, we strengthened participants’ sense of belonging, communication within teams, and employee experience through teamwork and interactive activities. With this event, we aimed to contribute to the development of young talents, enhance the quality of the internship experience, and build sustainable, long-term bonds with the future workforce.

With our GCA Career Forward program, which brings together the knowledge of our experienced professionals and the innovative perspectives of younger generations, we say, “Proceed for the Future.” As part of our employer brand, we aim to strengthen the candidate experience and reflect our brand values from the very first contact by offering sustainable and functional gifts to candidates participating in our interview process. We center our recruitment processes on equal opportunity, directly contributing to the economic development of the region.

HUMAN RESOURCES

As of year-end 2025, women accounted for 13.3% of our workforce and held **38% of managerial positions at manager level and above.**

Through our status as a signatory to the Women's Empowerment Principles (UN WEPs) as part of Gürok Group, we uphold our commitment to gender equality in accordance with international standards.

UN WOMEN
United Nations Entity for Gender Equality and the Empowerment of Women



EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION

We regard equality and inclusion as the foundation of our corporate culture and embrace our differences as our greatest strength by showing zero tolerance for discrimination at every stage, beginning with recruitment. By providing all employees with a fair and supportive work environment, we ensure that access to equal rights and opportunities is an integral part of our daily operations. We also reflect our approach to equality and inclusion in our decision-making processes and attach importance to the balanced representation of female and male employees on GCA's committees and boards.

In line with our vision of creating an inclusive work environment, we support the active participation of people with disabilities in the workforce. Reflecting this approach, people with disabilities accounted for 4.68% of our workforce as of year-end 2025.

We set an example in our industry by pioneering the employment of women in the hot-end production areas of the glass manufacturing sector, where female employment rates are typically low. As of year-end 2025, women accounted for 13.3% of our workforce and held 38% of managerial positions at manager level and above.

Furthermore, through our status as a signatory to the Women's Empowerment Principles (UN WEPs) as part of Gürok Group, we uphold our commitment to gender equality in accordance with international

iS'TE EŞİT KADIN CERTIFIED | Think Unlimited | Act Brave | Do Good

We successfully completed the work initiated in 2024 to obtain the Equality for Women at Work Certificate, an independently assessed certification that recognizes the gender-equality practices of organizations committed to this principle. Following comprehensive audits covering the management system, recruitment, occupational health and safety, the supply chain, and social impact, we qualified for the Equality for Women at Work Certificate in 2025.

With this certificate, which is valid for two years, we formally validated our commitment to equality and further strengthened our corporate reputation, employee engagement, and sustainable-management advantages.

HUMAN RESOURCES

We design sustainable development ecosystems that transform our employees' potential into performance and their performance into corporate success.

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

Career and Performance Management

In our annual strategy workshops, we determine our goals in light of PESTEL (Political, Economic, Social, Technological, Environmental, and Legal) analyses and industry trends; using the SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) methodology, we cascade these goals from the director level down to the specialist level. For employees unable to attend the workshops, we organize strategy dissemination meetings to ensure alignment with the corporate direction. In performance evaluations, we use the COIN (Context, Observation, Impact, and Next Steps) method to conduct reviews twice a year, at midyear and year-end, and reward success with performance bonuses.

We do not leave career development to chance; we create a transparent Career Development Plan (CDP) for every employee from the moment they join. In our six-level job-title structure, which extends from specialist to director level, we require at least two years of tenure at each level. We manage promotion processes through a digital system and assess technical competencies in three stages: self-assessment, manager assessment, and approval by the next-level manager.



2025 Focus Training Programs

From Glass Masters to Leadership Journey Program: At GCA, we launched From Glass Masters to Leadership Journey Training Program in 2025 to strengthen our human capital and maximize the potential within our organization. With this program, which we plan to continue in 2026, we aim to directly contribute to the career development and managerial skills of our blue-collar employees working as technicians and shift supervisors.

This special development journey was designed to help our colleagues manage their transition from technical expertise to leadership roles most effectively. Our training program focuses on developing fundamental managerial skills such as team management, proper guidance, effective communication, feedback, and motivation techniques.

We equip employees with a strategic leadership perspective for problem-solving and decision-making while also developing their in-depth understanding of conflict management and employee relations.

Our goal is not only to develop managers who assume responsibility for operational processes but also to cultivate inspiring leaders who strengthen collaboration and coordination within their teams, successfully guide their teams in line with our corporate goals, and possess performance-management skills. Through this development program, we are building a sustainable leadership approach that supports our culture of continuous learning and preparing our visionary managers for the future so that they can contribute directly to business results.

HUMAN RESOURCES

Additionally, the comprehensive training programs we conducted in 2025 to deepen the business and relationship management skills of all our employees are summarized in the table below.

Title of Training	Purpose and Objectives of the Training
LMP – Lean Engineering Program (A3 Technique and Reporting, Kaizen, Visual Factory, Problem Solving, and 5S)	To embrace a culture of lean thinking and continuous improvement; identify waste and analyze processes using a data-driven approach; conduct root cause analyses using problem-solving techniques; and strengthen standardization, teamwork, and cross-functional collaboration.
PMP (Project Management Professional) Training	To plan projects in accordance with international standards by applying project management knowledge; manage time, cost, quality, and resources effectively; analyze risks and take preventive action; develop team leadership capabilities; and prepare participants for the international PMP certification examination.
TRIZ Training 1 and Creative Problem Solving	To understand the systematic innovation approach; analyze root contradictions in technical problems and develop lasting solutions using ARIZ (Algorithm for Inventive Problem Solving) and contradiction matrix principles; overcome psychological inertia; and create innovative applications in R&D, production, and quality processes.
Finance and Financial Statements Training for Non-Finance Professionals	To develop an understanding of the Turkish Tax System and financial statements, basic accounting, and cost accounting; interpret the structure of financial statements; understand profitability, liquidity, and cash management; and enhance financial literacy in operational processes and develop a sound decision-making perspective.
Strategic Vision Training in Sustainable Development and Sustainable Management Training for Leaders	To equip managers and decision-makers with the sustainability awareness, perspective, and implementation capabilities needed to secure their organizations' long-term success aligned with the United Nations Sustainable Development Goals (SDGs); and develop an organization-specific, actionable sustainability vision by exploring the history of sustainability, global trends, local practices, and opportunities for internal strategic transformation.
Working with Data 101 Training	To identify appropriate data sources and organize data in an analyzable format; and use basic and intermediate Excel functions effectively to derive meaningful insights and improve operational efficiency.
Quality Professionals – Measurement System Analysis (MSA)	To verify the reliability of measurement systems using statistical methods; perform Gage Repeatability and Reproducibility (GR&R) analyses; and support continuous improvement processes and data reliability by establishing an infrastructure that meets customer expectations.

HUMAN RESOURCES

Title of Training	Purpose and Objectives of the Training
Relationship Management Training Based on Emotional Intelligence	To restructure mental maps to promote changes in behavior and attitude; and enhance internal and external collaboration through empathy, purposeful messaging, and tools that supporting safe behavior.
We Are a Team, We Succeed Together	To develop the ability to balance the task and relationship dimensions of teamwork; make decisions as a team in pursuit of a shared goal; and create synergy by building a team culture based on trust.
Comprehensive International Financial Reporting Standards (IFRS) Training	To strengthen the strategic perspective of finance teams in light of international financial reporting, management accounting, sustainable finance, investment incentive legislation, and current VAT refund processes.
Results Orientation through Performance Dialogue	To strengthen determination to achieve goals and improve efficiency and individual performance by adopting a flexible, proactive approach to overcoming obstacles.
Fundamental Dynamics of Sales Training and Development Program	To manage product, customer, and sales processes effectively, in an informed manner, and with a results-oriented approach; and cultivate awareness of the "consultative salesperson" role through personality and perception analysis, persuasion techniques, and subliminal communication tools.
Strategic Thinking, Prioritization, and Planning Training	To think proactively rather than reactively in a world of Volatility, Uncertainty, Complexity, and Ambiguity (VUCA) and adapt to new ways of working through analysis, situational assessment, and a strategic-planning model based on the relationship between time and strategy.
Presentation Skills and Effective Communication	To help individuals overcome their fear of presenting by increasing their self-awareness; and support participants in developing the most effective communication style for them by introducing different presentation formats and tools.
Time Management and Effective Planning	To manage workload effectively and maximize efficiency and focus by developing strategies to overcome procrastination and distractions.
Journey to a Sustainable Future	To build awareness at all levels about the history of sustainability, global trends, and local practices, thereby aligning sustainability with individual and corporate goals.

HUMAN RESOURCES

Corporate Development Vision: Gürok Academy

We believe that continuous learning is the foundation of sustainable success. We continuously support our training and development processes through a digital learning experience and development platform. While progressing steadily toward our target of "50 hours of training per person" by 2030, we made significant progress in 2025, increasing our total training time to 28,918 hours and average training time per employee to 46.7 hours.

Training Type	Unit	2023	2024	2025
Professional Development	Hours	3,357	7,319	7,134
Personal Development	Hours	2,085	2,159	9,342
Occupational Health and Safety	Hours	10,329	11,734	10,700
Environmental Training	Hours	613	803	740
Product Safety/BRC	Hours	1,522	1,762	1,002
Total Training Hours	Hours	17,906	23,777	28,918
Training Hours per Employee	Hours/employee	34.8	41.6	46.7

2030 VISION	To achieve the goal of 50 hours of training per person
2025 PERFORMANCE	Average of 46.7 training hours per employee
2025 ACHIEVEMENT	Total of 28,918 training hours



OCCUPATIONAL HEALTH AND SAFETY

We prioritize the health and safety of our employees above all else, advancing steadily toward our zero-accident goal through proactive approaches, technological integration, and a culture of continuous improvement.



OHS Management System and Regulatory Compliance

At GCA, we have built our occupational health and safety (OHS) approach on a proactive, continuous improvement oriented foundation that prioritizes employee health. We fully comply with Occupational Health and Safety Law No. 6331 and all other applicable local laws and regulations. We continuously monitor regulatory changes and make the necessary updates to our internal management system. We also validate that our practices meet international standards through the successful assessment of OHS matters in global third-party ethical audits, such as Sedex.

Organizational Structure for Sustainable Safety

In the management of our OHS processes, the OHS Committee—which includes the active participation of the workplace physician, occupational safety and environmental specialist, occupational safety specialist, employer representatives, and employee representatives—plays a central role. Our Committee, the principal decision-making body responsible for maintaining operational safety, met regularly every month throughout 2025 and took concrete action after thoroughly evaluating risk analyses, preventive activities, nonconformities, and near-miss incidents.

We maintain the highest level of safety in our production sites with machine guards, emergency equipment, and work safety instructions. When needed, our Other Health Personnel (OHP), who are on duty at our facility 24/7, and our fully equipped infirmary enable us to respond immediately to emergencies.

Employee Participation and Safety Culture

We believe that a strong OHS culture is only possible with the active participation of employees in the process. Through reporting points located in our work areas, we enable employees to easily report the potential hazards and near-miss incidents they encounter. Our expert teams review the submitted reports and promptly implement corrective and preventive actions. Through our “OHS Employee of the Month/Year” program, which we run to encourage participation and which includes selection criteria for contributions to OHS culture, such as PPE use, near-miss reporting, work safety practices, training, and awareness-raising, we achieved a significant increase in near-miss reports in 2025. We reward employees who contribute to OHS processes each month and promote awareness throughout the organization by selecting the “OHS Employee of the Year” by the end of the year.

OCCUPATIONAL HEALTH AND SAFETY

Our accident frequency rate decreased by 24% compared to 2024.



Training and Awareness Activities

In 2025, we conducted comprehensive training activities to strengthen our employees' OHS awareness. Under our annual plan, we conducted basic OHS training, risk-awareness training, training on the use of personal protective equipment (PPE), and emergency and fire drills. We also organized 16-hour Basic Health and Technical Training courses (Technical 1 and Technical 2), first-aid training, on-the-job training, and specialized training for the Emergency Response Team. We supported these theoretical and practical training sessions with digital modules. To help employees quickly adapt to safe working conditions, we filmed videos as part of the Visual OHS and Standard On-the-Job Training Project (Sİ-BEP) and included them in our training materials. We are also continuing our visual OHS instruction initiatives covering LOTO (Lockout, Tagout, Secure, and Tryout) and the use of PPE throughout the facility.

2025 OHS Performance Indicators

As a reflection of the proactive systems we have implemented, our 2025 performance data are as follows:

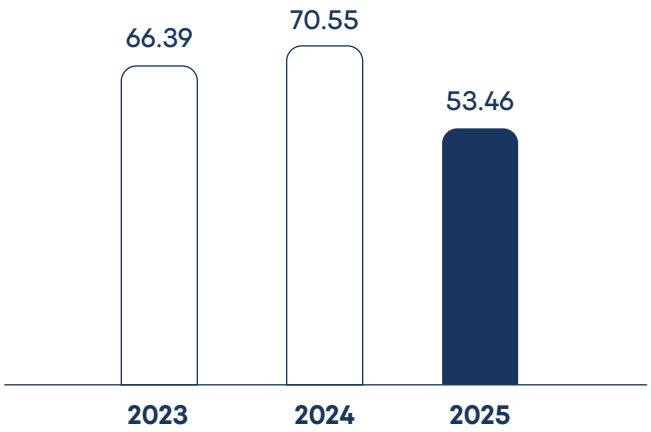
2.78
Accident Severity Rate

0
Number of Fatal Occupational Accidents

3.2
Occupational Disease Rate

589
Number of Workdays Lost Due to Occupational Accidents

Accident Frequency Rate



CORPORATE SOCIAL RESPONSIBILITY

We combine our sustainability vision with social impact and collaborate with our stakeholders on initiatives that create value for the environment, young people, and future generations.

Our employees, who have made volunteerism an integral part of our organization, serve actively not only in the Search and Rescue but also in the Environment and Ecology units of Gürok Academy.

In every area where we operate, we prioritize standing out not only through our manufacturing capabilities but also through the value we create for our stakeholders and society. With our corporate approach centered on sustainable development, we carry out long-term social responsibility projects focusing on education, the environment, women's economic participation, and equal opportunity. Throughout 2025, we expanded our impact by further strengthening our strategic partnerships with non-governmental organizations, universities, and local governments.



Human Rights, Equal Opportunity, and Employee Volunteerism

During the reporting period, there were no incidents of discrimination within our organization.

To strengthen social solidarity, we hosted sales stands for the Foundation for Children with Leukemia (LÖSEV) at GCA in 2025. Through this initiative, we provided meaningful financial support and raised social awareness among our colleagues.

Guided by our vision of increasing women's participation in economic life, we purchase our International Women's Day gifts from women's cooperatives. We reinforced our support for women's entrepreneurship by continuing this meaningful practice, which we started in 2024 with the Foundation for the Support of Women's Work (KEDV), in 2025 with the Kütahya Frigg Women's Initiative Production and Business Cooperative.

Our employees, who have made volunteerism an integral part of our organization, serve actively not only in the Search and Rescue but also in the Environment and Ecology units of Gürok Academy. In addition to preparing our teams to respond in the field in the event of a disaster, we visit residents of the Kütahya Nursing Home, helping maintain intergenerational communication and social connections.

CORPORATE SOCIAL RESPONSIBILITY

We regard supporting local development as a fundamental part of our corporate strategy and create shared value with stakeholders in the regions where we operate.



We strengthen our disaster-preparedness capacity by providing infrastructure, technical equipment, and employee volunteers to the Gürok Group Search and Rescue Team. Through practical training and drills conducted in coordination with the Disaster and Emergency Management Authority (AFAD), we aim to keep our teams' ability to respond rapidly, effectively, and in a coordinated manner to potential disasters at a consistently high level. These efforts encourage employee volunteerism while also helping strengthen disaster awareness and community resilience at the local level.

Investment in Youth, Education, and Industry Development

As part of our projects to strengthen university-industry collaboration, we increased our engagement with the academic community in 2025. We participated under the GCA brand as a platinum sponsor of the ITU Career Summit, held on February 17–19, 2025, where we met with the engineers of the future. We also supported the fourth EcoMat Conference, held from July 28 to August 1, 2025, as a bronze sponsor. At this prestigious scientific event, we highlighted the unlimited recycling potential of glass to researchers working in materials and environmental technologies.

To increase young people's interest in environmental transformation, we served as the main sponsor of the Green Dot Student Awards organized by the Environmental Protection and Packaging Waste Recovery Foundation (ÇEVKO). At the third awards ceremony, held at the TOBB Istanbul Service Building in 2025, 12 students from nine universities received awards for their projects in the "Packaging Eco-Design," "Waste Management System and Practices," and "Environmental Social Responsibility Practices" categories. Speaking at the event, GCA General Manager Dr. Abdullah Gayret stated that the GCA for the Future vision was not limited to production processes and that our corporate culture was undergoing a transformation centered on environmental performance and sustainability. Emphasizing that a sustainable world will be built with the imagination and courage of young people, Gayret stated that GCA will continue to be one of the strongest supporters of this ecosystem.

Local Development, Environmental Awareness, and Stakeholder Collaboration

We regard supporting local development as a fundamental part of our corporate strategy and create shared value with stakeholders in the regions where we operate. In 2025, we continued the collaboration that we began in 2024 with Çavdarhisar House, which operates in the Aizanoi region. We supplied jars to local women producers in the region, enabling them to bring their handmade products to market safely. Thus, we made a tangible contribution to the sustainability of local production while supporting the economic empowerment of local women producers. In line with our corporate environmental goals, we held sapling-planting events during Tree Planting Week with the active participation of our employees under the motto "A Tree for Everyone!"

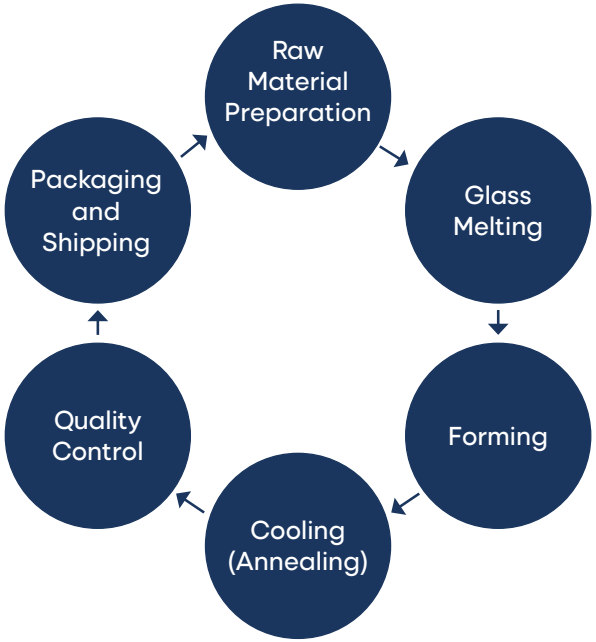
For 2026 and beyond, we are setting our course to create a stronger impact with a focus on education, women's participation in economic life, and youth development. We share information about our social responsibility projects with the public through our digital platforms and the press, in line with our corporate transparency principles. We are committed to building long-term collaborations that will promote circular economy practices and increase environmental awareness.



INSPIRED BY INNOVATION

THE JOURNEY OF GLASS

At GCA, we combine the unique advantages of glass packaging such as its inert nature and its ability to preserve the natural taste of food by being fully resistant to chemical interactions with advanced technology, especially as health consciousness continues to grow. We process glass, a material that is fully and infinitely recyclable, with a production approach that adheres to circular economy principles and supports the sustainable use of natural resources. We manage our end-to-end production process, which brings together quality, safety, and aesthetics, in full compliance with ISO 9001:2015 and BRC-PM standards and in accordance with the principle of high efficiency.





Raw Material Preparation
In the first stage of our glass production, we precisely blend main components such as silica sand, soda ash, limestone, and glass cullet according to specified formulas. In line with our sustainability goals, we prioritize the use of natural soda ash, which has a lower emission intensity. By using cullet in our production process, we reduce both our raw material needs and the energy required for the melting stage, thereby conserving natural resources and lowering our carbon footprint.

Glass Melting
We melt the prepared raw material mixture in heat-resistant furnaces at approximately 1,500°C, transforming it into homogeneous molten glass. At this stage, we maximize energy efficiency by using regenerative furnace technology and electric boosting systems.

Forming
We cut the molten glass into gobs and shape it using air and mechanical force in state-of-the-art machines with molds.

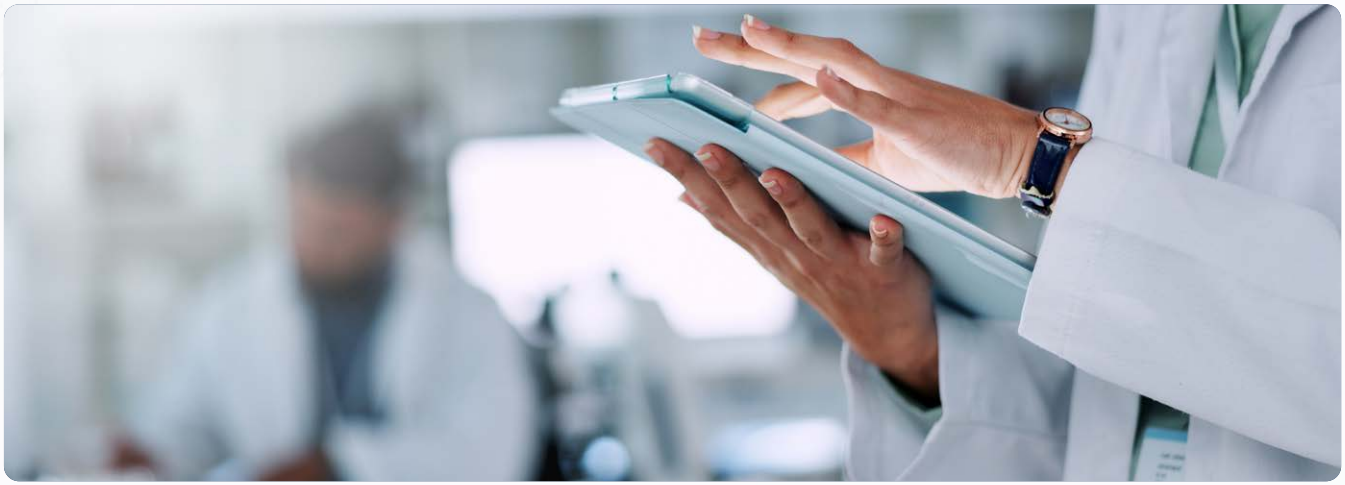
Cooling (Annealing)
We gradually cool the formed glass containers under controlled conditions in annealing lehrs to reduce the thermal stresses that may develop within the glass structure. This process enhances the mechanical strength of the glass and optimizes its performance in use.

Quality Control
We subject our products exiting the annealing lehr to 100% automated inspection using our high-resolution cameras and laser- and sensor-based quality-control machines. Using these systems, we immediately detect and separate products with dimensional or cosmetic defects, seal-integrity issues, or structural defects. Simultaneously, in the laboratory, we subject our products to more than 20 different physical and chemical tests, including thermal shock, vertical load resistance, impact resistance, and internal pressure.

Packaging and Shipping
Products that successfully pass quality control are palletized without manual handling using fully automated machinery and packaged for safe shipment.

R&D, INNOVATION AND DIGITALIZATION

We place innovation and digitalization at the center of our sustainable growth and resolutely continue our journey of innovation in the glass-packaging industry, guided by our vision: “Respect the Past, Build the Future.”



At GCA, we are redefining the way we do business through our digital-transformation projects and R&D and innovation strategies and making our corporate culture more agile, integrated, and customer-focused. In line with industry developments and customer expectations, we operate on the principle of process-oriented continuous improvement, integrated with our quality management systems. By directly integrating all the projects we develop into our production processes, we increase operational efficiency and differentiate our product portfolio.

In addition to automating our operational and manual processes so they run much faster and error-free, we follow a data-driven strategy in our decision-making processes. We carry out these initiatives using multidisciplinary approaches that bring together fields such as materials science, process engineering, and digital technologies.

OUR R&D AND INNOVATION FOCUS AREAS

As of 2025, our primary focus areas in R&D and innovation are increasing process and energy efficiency, expanding the use of sustainable and alternative raw materials, minimizing waste and environmental impacts, developing innovative glass compositions, and optimizing product design in line with our lightweighting approach.

For 2026 and beyond, our priorities include supporting operational excellence through solutions such as data-driven production systems and advanced process-control technologies and increasing the use of alternative resources with a low carbon footprint.

Through our sustainability-focused approach to innovation, we aim both to minimize environmental impacts and to enhance our capacity to develop high-value-added products and strengthen our competitiveness. Our activities and collaborations in this context are as follows:

Energy Efficiency and Process Optimization

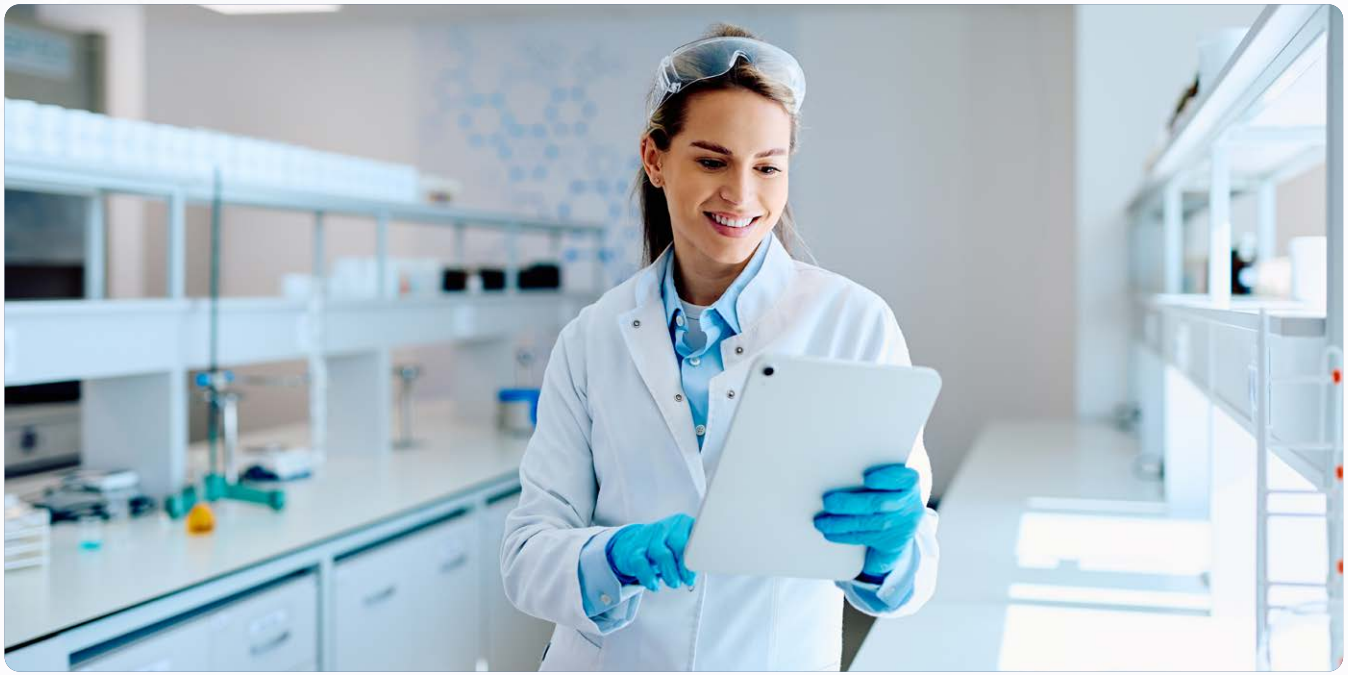
We aim to reduce energy consumption in energy-intensive processes through heat recovery systems and digital monitoring of process parameters. To improve process efficiency, we carry out data-analytics-driven improvement projects and production-line optimization initiatives. Preliminary results from one of the projects conducted in 2025 indicate that process optimization can deliver meaningful reductions in energy consumption. We expect these improvements to help maintain production continuity while reducing our greenhouse gas emissions.

R&D, INNOVATION AND DIGITALIZATION

Through our collaborations with Penn State University and Sheffield Hallam University, we develop glass formulations that require less energy to melt, functional coatings, and advanced materials technologies.

Advanced Coating Technologies
We are concentrating on coating solutions that will increase the mechanical strength of thinner and lighter products, especially in line with our lightweighting ambition. Laboratory-scale work on this technology has been successfully completed, and pilot trials are ongoing. The technology is designed to minimize the risks of scratching and breakage during filling, transportation, and use.

Alternative Energy-Based Production Technologies
We are carefully conducting applicability and feasibility studies of innovative systems that could reduce dependence on fossil fuels in glass-melting processes, including electrically powered melting technologies and hybrid-furnace concepts.



Sustainable Raw Materials and Advanced Glass Compositions
We focus on material solutions with a low environmental impact through conformity assessments of industrial by-products and secondary raw materials. We increase material efficiency through optimization studies on our existing formulations. We are working on next-generation glass compositions that enhance mechanical, thermal, and chemical resistance for lighter and more durable packaging.

Global University-Industry Collaborations
Through our collaborations with internationally recognized institutions such as Penn State University and Sheffield Hallam University, we conduct R&D studies on new glass formulations that require less energy to melt, functional and high-performance coatings, and advanced materials technologies. We protect the resulting scientific and technological outputs by filing international patent applications within the framework of intellectual and industrial property rights.

PennState

Sheffield Hallam University
Knowledge Applied

R&D, INNOVATION AND DIGITALIZATION

Through the Spark Suggestion Award System, we encourage our employees to share their process improvement ideas.

OUR CULTURE OF CONTINUOUS IMPROVEMENT

With the 5S (Sort, Set in Order, Shine, Standardize, Sustain) methodology we apply in all our facilities, we prevent resource waste, improve inventory and supply chain management, streamline our processes, and consistently deliver sustainable high quality to our customers.

In response to requests from departments, we conduct time study analyses, map process flows, and identify waste.

By expanding the Standard On-the-Job Training Project (SİBEP) to different departments, we support equal access to information for employees, strengthen our people-centric approach, and accelerate competency development. By ensuring that tasks are taught using the correct methods, this project reduces occupational health and safety errors and risks. Standardized practices also improve operational efficiency by reducing losses of time, materials, and labor. This approach, which contributes to more consistent process execution, strengthens quality by reducing error rates and the need for rework; it protects corporate knowledge by ensuring that information is transferred systematically rather than remaining dependent on individuals; and it increases employee engagement by supporting the safer and more controlled integration of new and existing employees into processes.



Employee Participation and the Spark Suggestion Award System

Through the Spark Suggestion Award System, we encourage our employees to share their process improvement ideas and reward the owners and contributors of the ideas of implemented suggestions with a bonus ranging from 6% to 8.8%. In 2025, we implemented or piloted 21 of the 22 suggestions submitted through the system.

Significant Suggestions Implemented through Spark Suggestion and Award System in 2025

- **Repairing Cracked Deflectors by Welding:** We repaired and reused six out-of-service deflectors annually instead of purchasing replacements. This contributed to resource efficiency by eliminating the need to produce and machine graphite for new deflectors to replace those taken out of service.
- **Gob Chute Coating Replacement:** By replacing the coating material on the chute along which glass gobs travel with a more durable material, we extended the coating's service life. This reduced the frequency of recoating and of the firing process required to bond the coating to the chute, resulting in annual energy savings of approximately 2,778 kWh.
- **Neck Ring Cooling-Air Connection Modification:** By modifying the cooling mechanisms of the neck ring mold component that forms the opening of the glass container, we reduced cooling-related failures by 55%.
- **Conveyor-Belt Improvement:** We converted the closed conveyor-belt system into an open system, preventing glass fragments from entering the mechanism. As a result, we extended the service life of the conveyor belts approximately fourfold and that of the conveyor gears by an average of 11.5 times. Thus, in addition to achieving resource efficiency, we also reduced waste generation.
- **Repair of Airflow Valves:** By repairing rather than replacing malfunctioning airflow-control valves in glass-forming machines, we recover and reuse 12 valves annually.
- **Local Supplier Development:** By sourcing certain machinery and equipment components from local suppliers in Türkiye rather than from abroad, we supported supplier development and the local economy while helping reduce our logistics-related footprint.

R&D, INNOVATION AND DIGITALIZATION

In 2025, we automated the periodic manual lubrication of molds in glass-packaging production by investing in a next-generation mold swabbing (lubrication) robot.

To streamline employees' daily workflows, accelerate access to information, support content creation, and improve internal efficiency, we launched a digital-assistant solution developed entirely in-house and tailored specifically to our needs by the artificial intelligence and data-analytics units within our IT team.



DIGITALIZATION, AUTOMATION, AND ADVANCED TECHNOLOGY

Digitalization, Automation, and Advanced Technology in Production

We use the industry's most advanced machinery and continuously increase our level of autonomy through full control over our software and mechanical systems. With autonomous systems, we minimize the need for experienced operators and human-induced errors.

Next-Generation Mold Swabbing (Lubrication) Robot Project: In 2025, we automated the periodic manual lubrication of molds in glass-packaging production by investing in a next-generation mold swabbing (lubrication) robot. As a result, compared with the manual method, we reduced oil consumption to one-third, improved product surface quality, and reduced scrap caused by cracking and lubrication. Consistent with the "Reduce, Reuse, Recycle" hierarchy, the system also eliminated the need for brushes and improved our occupational health and safety standards by preventing lubrication-related occupational accidents, which are common in the industry.

Image Processing and Sensor Systems: We use infrared imaging technologies to monitor temperature and process data from glass production and use these data to optimize glass-forming parameters. By detecting not only quality defects but also packaging irregularities, we can intervene immediately, maintain operational efficiency, and optimize energy and resource use. Following forming, we use thermal cameras to examine the uniform distribution of glass and multi-camera systems at the cold end to inspect for structural and visual defects.

Artificial Intelligence and Machine Learning Integration: To streamline employees' daily workflows, accelerate access to information, support content creation, and improve internal efficiency, we launched a digital-assistant solution developed entirely in-house and tailored specifically to our needs by the artificial intelligence and data-analytics units within our IT team. By developing and operating the solution in-house, we prevent data from being transferred outside the Company and can use artificial intelligence securely when working with confidential corporate data. The solution makes processes such as text generation, translation, idea development, preparing communications content, and directing employees more quickly to the correct information or relevant support function more agile and accessible. It also reduces repetitive workloads, enabling employees to focus on more strategic, creative, and value-added activities. By integrating machine-learning algorithms, we improve system performance each year and strengthen production control, time efficiency, and data-driven strategic decision-making.

R&D, INNOVATION AND DIGITALIZATION

To make GCA more competitive, we implemented the "Commercial Operations Transformation."



MES (Manufacturing Execution System) Renewal

In 2025, we transitioned to a new application within our MES. The new web-based system provides 24/7 access from any browser-enabled device without requiring software installation, immediate remote support, and easy integration with new machinery and software. Thanks to the advanced graphics in the new user-friendly interface, which runs much faster and shortens waiting times, we can clearly see quality control errors and their causes and intervene quickly. In the packaging unit, we can identify areas for improvement in real time by monitoring machine downtime and fault event data online.

We modernized our CRM infrastructure across a broad range of processes, from sales-opportunity management to financial-target planning.

GCA FOR THE FUTURE: A DIGITAL TRANSFORMATION JOURNEY

As the pioneering glass-packaging brand of Gürok Group's "Transformation for the Future" program, we launched the "GCA for the Future" journey. Guided by the "Respect the Past, Build the Future" approach, we are advancing along four main pillars: business processes, digital transformation, organizational transformation, and cultural transformation.

CRM (Customer Relationship Management) Enhancements

We modernized our CRM infrastructure across a broad range of processes, from sales-opportunity management to financial-target planning. In opportunity management, we made features such as pricing, PMT (Project Management) workflows, updates to commercial terms, discount structures, and the ability to add or remove products within an opportunity fully traceable. In customer-account management, we improved the consistency of data, including limit and insurance information, thereby strengthening coordination between the sales and finance teams. Through the Account Plan structure, we enabled short-term budget and sales targets and long-term strategic plans to be monitored on a customer-by-customer basis. ERP and next-generation CRM integrations have strengthened our data flow between systems.

Commercial Operations Transformation and Cultural Integration

To make GCA more competitive, we implemented the "Commercial Operations Transformation." We shifted our sales team's focus toward growth and customer acquisition. By further developing the Customer Project Coordination function, we strengthened the organizational structure of the "Customer Projects Management" team. We established our "Commercial Excellence" team to monitor processes using key performance indicators (KPIs). In this context, we targeted improvements in six key areas:

1. Establishing a marketing structure focused on potential customers;
2. Filling available capacity through a pipeline-based sales approach;
3. Launching new products with a project management structure;
4. Placing the customer experience at the center of operations;
5. Achieving operational excellence through a service-level agreement (SLA) framework;
6. Increasing process transparency through a new KPI and governance model.

We place our employees at the center of this digital and cultural transformation. In addition to digital training programs, we encourage participation by launching the Change Ambassadors, Digital Gurus, and Vision Pioneers initiatives, as well as the Voice of Employee platform.

CUSTOMER EXPERIENCE

We regard our customers not merely as participants in the supply chain but as business partners and design a sustainable, outstanding customer experience built on trust, transparency, and innovative solutions.

At GCA, strong, sincere communication built on mutual trust forms the foundation of our approach to customer satisfaction. We position our customers as long-term business partners, going beyond a conventional supplier relationship. We listen carefully to their needs and co-develop the most suitable and sustainable glass packaging solutions within the technical capabilities of our facilities. Our commitment to keeping our promises and the flexibility we demonstrate in emergencies constitute our greatest strength in distinguishing ourselves from our competitors.

As a result of our customer-centric approach, our rate of ranking among our customers' top two preferred suppliers reached 96% in 2025.

Strategic Customer Projects Management and Co-Development

Our Customer Projects Management (CPM) works to perfect the end-to-end customer experience by providing prompt, proactive solutions in every area where our business partners need support. We are on-site at our customers' facilities during the commissioning of new products and participate in product trials. We maintain constant contact with strategic stakeholders through customer communication platforms and regular site visits.

Our technical teams conduct on-site observations of our customers' production lines, assess the lines' suitability for glass packaging, and provide reports recommending efficiency improvements. Based on customer feedback, we carry out product-lightweighting initiatives without compromising quality standards; create customized glass-packaging solutions aligned with our customers' brand objectives through joint product development and design projects; optimize shipments by increasing the number of products per pallet; and develop production-line-specific traceability solutions such as coding and marking.

A Transparent and Fast Experience Through Digitalization

We use advanced Customer Relationship Management (CRM) and Enterprise Resource Planning (ERP) systems in an integrated manner to manage the customer journey seamlessly while maintaining an institutional record. While digitalizing after-sales services and quotation processes, we proactively optimize inventory and production planning by tracking customer order trends through data analytics and performance monitoring tools. We manage our sales processes with a customer-centric approach, ensuring transparency and speed at all stages from order to delivery.

We are also digitalizing our commercial operations through our B2B Portal, which we began piloting in 2025 to take the customer experience to the next level. Through the B2B Portal, which we plan to make fully available to customers next year, our business partners can track orders, invoices, and deliveries in real time and quickly access analytical reports, inventory information, and technical documents. This digital platform increases transparency and speed in communication, providing a measurable improvement in our operational processes.

Management of NPS and Feedback Mechanisms

We view customer feedback not only as a measure of satisfaction but also as a strategic tool for continuously improving our service quality. Accordingly, we conduct annual Net Promoter Score (NPS) surveys through independent consulting firms to objectively measure customer loyalty and experience. We analyze the results by customer group to create improvement plans and keep our culture of continuous improvement alive by implementing these actions.

We record in detail in our CRM system all feedback and complaints received by telephone, email, or during site visits. We promptly evaluate this feedback, conduct root-cause analyses, and initiate corrective action to prevent errors from recurring. Each quarter, we share presentations containing trend analyses with all internal departments. We monitor process performance using KPIs such as resolution rates and customer-satisfaction scores and incorporate the results into the performance evaluations of the relevant departments.

In light of these analyses, we conduct our marketing and brand communication activities—including trade fair participations, industry publications, and digital communication efforts—with a focus on sustainability, design, and innovation to add value for our stakeholders. Through this strategic structure, we position GCA not only as a glass-packaging manufacturer but also as a business partner that develops alongside its customers and provides end-to-end solutions.

QUALITY ASSURANCE AND COMPLIANCE WITH INTERNATIONAL STANDARDS

We view our certification and compliance processes as more than a legal requirement; they are a strategic element that strengthens customer trust.

The top-tier AA+ rating that we have maintained for two consecutive years following unannounced BRC-PM audits is the strongest assurance of the trust we provide to our customers.

ISO 9001:2015 Quality Management System and ISO 50001:2018 Energy Management System

We manage quality, which has a direct impact on customer experience, and energy management, a fundamental component of sustainable production, through an integrated approach aligned with internationally recognized standards. Within the framework of our ISO 9001 Quality Management System, we continuously improve our processes with a focus on customer satisfaction, quality, and continual improvement. Through our ISO 50001 Energy Management System, we systematically monitor and improve our energy performance and implement initiatives aimed at improving energy efficiency. This integrated approach enables us to use resources more efficiently, strengthen operational excellence, and advance our commitment to sustainable production.

BRC-PM Product Safety Management Systems

We define our certification and compliance processes as more than a legal requirement; they are a strategic element that strengthens customer trust. The top-tier AA+ rating that we have maintained for two consecutive years following unannounced BRC-PM audits is the strongest assurance of the trust we provide to our customers. Under the coordination of our Quality Assurance Department, we systematically analyze field data and continuously improve our quality performance.

SEDEX-SMETA 7.0

In addition to customer audits, we consider SEDEX audits a strategic guide in shaping our action plans for the continuous improvement of social, environmental, and economic impacts. In 2025, we successfully completed the SEDEX-SMETA 7.0 audit, which documents that we operate in accordance with international standards in the areas of labor rights, occupational health and safety, environmental protection, and business ethics. With this successful result, we once again confirmed that our working conditions, human rights practices, and business ethics standards are in full compliance with global requirements.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We manage our supply chain not merely as a process focused on cost and quality but as an ethical, transparent, environmentally responsible, and resilient ecosystem that creates long-term value.

To ensure security of supply, we adopt a multiple-supplier approach aimed at reducing dependence on a single source for critical raw materials, other materials, and service categories.



At GCA, we do not view sustainability as limited to our own operations; we are committed to extending this approach throughout our entire value chain. We strengthen our sustainability vision by integrating environmental, social, and governance (ESG) criteria into our supply chain management, adopting long-term and responsible partnerships as our core principle. Our primary objective in procurement is to support our corporate resilience by purchasing the right product in the right quantity, with the desired quality, and at a competitive price. In the procurement of raw materials used in glass packaging production, we adopt an approach based on sustainability, traceability, and security of supply.

Broad Supplier Portfolio and Local Sourcing Priority
We work with numerous domestic and international business partners across a broad range, from raw material procurement to outsourced services. If a product we need can be sourced domestically, we prefer local suppliers. By participating in local trade fairs, we develop partnerships with new domestic producers and strive to include alternative suppliers in our network.

Our local supplier ratio reached **90%** as of 2025.

Security of Supply and Proactive Risk Management
To ensure continuity of supply for critical inputs, we establish alternative supplier arrangements and manage risks through a diversified supply network. To ensure security of supply, we adopt a multiple-supplier approach aimed at reducing dependence on a single source for critical raw materials, other materials, and service categories. This approach provides flexibility in our procurement processes while supporting operational continuity, delivery performance, and customer satisfaction. We conduct regular analyses to identify and evaluate alternative suppliers for strategically important inputs and ensure that they can be engaged when necessary.

Our multi-supplier approach aims not only to diversify risks but also to enhance the resilience of our supply chain. In this context, we regularly monitor our suppliers' performance and evaluate them against established criteria for continuity of supply, quality, and service reliability. When necessary, we support our processes through alternative sourcing plans, the designation of backup suppliers, and supply-risk analyses. Additionally, we periodically review our supply structure in response to changing market conditions, regional risks, and global supply chain impacts. By doing so, we aim to be prepared for potential disruptions, reduce the risk of interruptions in critical processes, and maintain business continuity.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

The average audit score in supplier audits conducted during 2025 was 94.85%.



To address supply-chain risks such as difficulties in sourcing raw materials, price fluctuations, and disruptions to continuity of supply, we explore alternative sources in different regions of the world and maintain inventory for supplies exposed to procurement risk. In line with this approach, we treat security of supply not just as an operational necessity, but also as a key element of sustainable growth and corporate resilience.

ESG Integration, Selection, and Audit Processes

We research domestic and international sources for the materials required by our plant and place orders accordingly. Our Procurement Department manages the process through close communication with internal customer units. We require at least three alternative suppliers to be evaluated for each product item. In supplier selection, in addition to factors such as price, lead time, payment terms, minimum order quantity, product/service quality, and after-sales support, we also consider our suppliers' sustainability performance. We conduct assessments based on criteria such as carbon footprint, energy and water management, waste management, sustainable product design, occupational health and safety, fair wages, and contributions to social responsibility projects. This allows us to holistically analyze our business partners' operational, environmental, and social sustainability performance.

As of 2025, our Procurement and Quality departments work together to identify the suppliers to be audited and establish the audit schedule. During the comprehensive audits conducted throughout the year, we perform detailed assessments of management structures, organizational processes, and quality criteria. In this context, the average audit score in supplier audits conducted during 2025 was 94.85%.

To assess the environmental and social compliance of our suppliers, we require them to complete the "Supplier Sustainability Questionnaire." Through this questionnaire, we monitor and evaluate their environmental, social, and governance performance. To strengthen our suppliers' sustainability capabilities, we also regularly administer the Supplier Social Responsibility Questionnaire and conduct holistic assessments by gathering information on business ethics, social responsibility, sustainability reporting, management systems, and training activities. We also require suppliers of critical inputs to sign the Ethical Trading Initiative (ETI) Base Code and ensure compliance with OHS specifications in the procurement of outsourced services.

Digitalization and Performance Tracking

We monitor our suppliers through the "Approved Supplier List" and score their performance against monthly KPIs. In this system, we expect suppliers scoring below 60 points to share their action plans with us to improve their scores. We recognize and thank suppliers who score 90 or above.

In 2025, we introduced several improvements to our supply-chain processes, including implementing an e-tendering system, establishing a feedback mechanism for procurement, defining action plans, and delivering departmental training.

Through these practices, we aim to create long-term value by building a supply structure that focuses not only on cost and quality but also on ethics, transparency, and environmental responsibility. We adhere to sustainability principles and strive for a more responsible, resilient, and effective structure in our supply chain.



INSPIRED BY TRUST

DATA SECURITY AND PRIVACY

We place data security at the center of our digitalization journey and move confidently into the future by demonstrating the international standing of our cybersecurity infrastructure through our CyberVadis achievement.



At GCA, we manage all operational processes relating to data security and privacy under the leadership of the Gürok Group Information Technology Directorate. We fully comply with Law No. 6698 on the Protection of Personal Data (KVKK), the European Union General Data Protection Regulation (GDPR), and the ISO/IEC 27001 Information Security Management System standard.

As of 2025, we have further strengthened our multilayered cybersecurity architecture. At the network level, we have established a proactive protective framework using a firewall, intrusion detection and prevention systems (IDS/IPS), and a demilitarized zone (DMZ) architecture. We share data through encrypted environments using the Secure File Transfer Protocol (SFTP) and safeguard our information assets through data-masking and data loss prevention (DLP) policies. We currently use AI-powered threat-analysis systems and continue our efforts to transform this structure into an autonomous security model. We extend our security culture throughout our entire value chain through confidentiality clauses added to supplier contracts and regular awareness training for our employees.

International Recognition: CyberVadis Achievement

In 2025, we validated our maturity level in information security and cyber resilience through CyberVadis, an internationally recognized independent rating platform. As a result of this achievement, we earned a Bronze Medal.

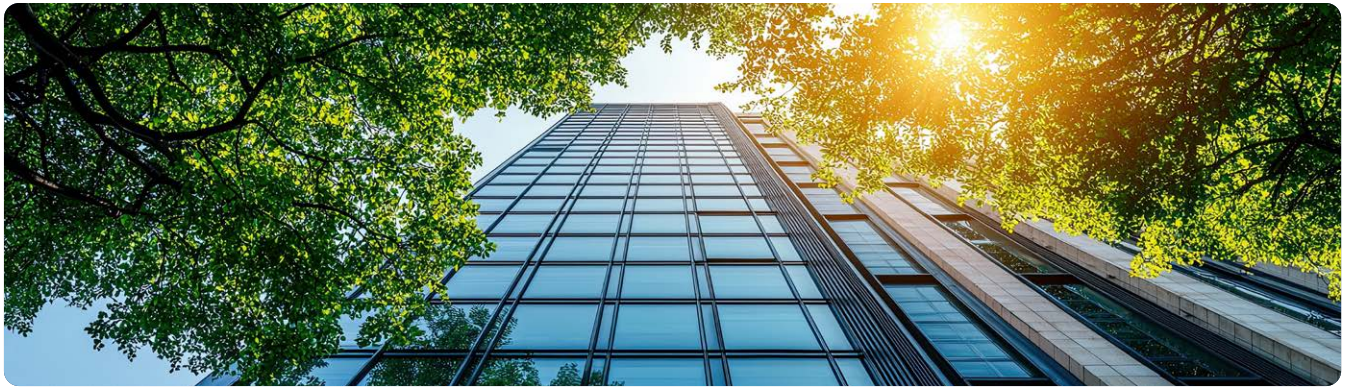
- We scored 755 out of 1,000 for our outstanding performance across all functions: Identify, Protect, Detect, and Respond.
- With this high score, we qualified for placement in the "Developed" category.
- The CyberVadis assessment demonstrated the Gürok Group ecosystem's proactive approach to data privacy and business continuity and once again confirmed that our cybersecurity infrastructure fully complies with global standards.

cybervadis

Identify | **Protect** | **Detect** | **Respond**

Outstanding performance across all four functions demonstrates a proactive approach to data privacy and business continuity, as well as full compliance with global standards.

CORPORATE GOVERNANCE



Guided by transparency, accountability, and ethical values, we are building an innovative governance model that creates lasting value for our stakeholders and future generations.

At GCA, we base our corporate governance approach on the principles of transparency, accountability, commitment to ethical values, and stakeholder orientation. Our decision-making processes are guided by our sustainable-development vision and a long-term approach that considers the needs of both present and future generations. We closely monitor changing industry dynamics and global trends, and we proactively update our governance roadmap through annual strategy workshops that include PESTEL analysis and trend assessments.

Acting under the strategic direction of our Board of Directors, GCA management determines the Company's long-term objectives and policy framework, while our senior management performs the executive functions. Following comprehensive departmental reviews, critical initiatives shaped by a culture of collaborative decision-making are submitted to the GCA General Manager and the Gürok Group Board of Directors for approval.

To keep our corporate objectives up to date and ensure operational excellence, we regularly hold strategy workshops, develop projects, and systematically review our goals.

We conduct regular audits to ensure that our processes comply with applicable laws and regulations and operate effectively. In line with the international certifications we hold in quality, product safety, and operational efficiency, including ISO 9001, ISO 50001, BRC-PM, and SEDEX, we conduct our internal audits meticulously and safeguard our processes through a continuous-improvement approach.

Compliance with International Standards and Dissemination of Policies

As an export-oriented company, compliance with global regulations is our priority. Through our FEVE membership, we closely monitor European Union standards and international regulations. Through our collaboration with the Union of Chambers and Commodity Exchanges of Türkiye (TOBB) and chambers of industry, we also adapt rapidly to regulatory processes. We enact our sustainability policies with the approval of senior management and disseminate them throughout the organization via a centralized document management system. We integrate these policies into our daily workflows through regular training, orientation programs, and internal communication activities.

Sustainability Management and Dissemination of Corporate Policies

Under our sustainability procedure, we establish our environmental, social, and governance priorities, form focused working groups, and conduct supplier assessments. We use a structured communication and monitoring model to ensure the effective implementation of our corporate policies throughout the organization.

While monitoring the effectiveness of our practices through internal audit mechanisms, we also draw on the feedback loops we have established with our stakeholders. Through employee satisfaction surveys, suggestion boxes, and the annual Net Promoter Score (NPS) studies we conduct with our customers, we integrate the voice of our stakeholders into our processes and continuously advance our governance model on a more participatory and transparent foundation.

BUSINESS ETHICS, LEGAL COMPLIANCE AND TRANSPARENCY

Through our zero-tolerance approach, we place business ethics and regulatory compliance at the foundation of our corporate culture and act with transparency and integrity throughout our operations.



A Corporate Foundation Strengthened by Compliance Policies

We manage our business ethics and legal compliance processes in line with the ethical principles and corporate framework of Gürok Group. We conduct our activities in full compliance with all relevant legal regulations, particularly Labor Law No. 4857, Occupational Health and Safety Law No. 6331, and Social Insurance and General Health Insurance Law No. 5510.

Through the Code of Ethics Policy, Code of Ethics Procedure, and Business Ethics Rules Procedure structured within Gürok Group, we establish clear rules on anti-bribery and anti-corruption, prevention of money laundering, gift-giving and receiving, and prevention of retaliation. We make these rules accessible to all our employees via our internal portal.

Training, Auditing, and Transparent Reporting

In line with our policies supporting social compliance, we provided a total of 90.5 hours of corporate social responsibility and business ethics training to approximately 14% of our employees in 2025.

Through compliance training specifically designed for our managers, we raised awareness of human rights, the prevention of child labor, combating discrimination, and the functioning of the Ethics Committee.

Through annual audits conducted by the Gürok Group Internal Audit Directorate, we evaluate all business units within GCA and report the findings directly to the Board of Directors in accordance with the principle of transparency. The SEDEX-SMETA 7.0 audit, successfully completed in 2025, once again demonstrated that our working conditions, human rights practices, and business ethics standards comply with international norms. During the reporting period, we encountered no sanctions or incidents relating to anticompetitive behavior, monopolistic practices, or noncompliance with applicable laws and regulations.

Whistleblowing Hotline and Secure Feedback

We provide a transparent communication channel through which potential violations can be reported securely. We enable our stakeholders and employees to report matters such as respect in the workplace, business ethics, theft, misconduct, and misuse of assets directly to us at ihbar@gca.com.

Through the feedback and suggestion boxes, located in our work areas, we ensure that our feedback mechanism operates continuously and that internal improvement remains ongoing.

In addition to this structure within GCA, the Ethics Committee, which operates under the direct authority of the Gürok Group Board of Directors, works to strengthen a culture of ethical conduct across the Group, prevent conflicts of interest, and ensure that employee behavior aligns with the Gürok Group Code of Ethics. The Committee, which oversees secure reporting mechanisms, implements corrective measures in collaboration with management when necessary, while adhering to the principles of confidentiality, transparency, impartiality, and accountability in its decision-making and investigation processes.

PROACTIVE RISK AND CRISIS MANAGEMENT

Through our proactive approach to anticipating potential crises, we manage risks effectively and safeguard our operational resilience and business continuity.

We assess each risk by evaluating its likelihood of occurrence alongside its potential impact on key areas, including financial performance, corporate reputation, customer satisfaction, business continuity, and compliance with legal and regulatory requirements.



At GCA, we address risk and crisis management processes with a systematic approach to ensure business continuity and enhance our operational resilience. Drawing on the business-continuity procedure and crisis-management plans established within Gürok Group, we develop GCA-specific business-impact analyses, crisis-management plans, and business-recovery plans. Under the leadership of our Quality Assurance Department, we use process-based risk analyses to manage the operational, environmental, financial, and reputational risks that may arise across our different areas of activity from a holistic perspective. At our annual strategy workshops, we review our risk analyses against the established objectives and maintain a dynamic framework for responding to changing industry conditions and emerging risks.

Our Risk Assessment Methodology

We use a 5x5 L-type matrix methodology to identify our corporate risks. We score each risk based on impact criteria such as financial consequences, company reputation, customer satisfaction, service continuity, and legal obligations, as well as its likelihood of occurrence (probability). Based on the risk priority values obtained by multiplying the impact and probability scores, we determine the most appropriate management strategy and swiftly implement the necessary preventive actions.

Under the procedure, we analyze each risk by scoring it from 1 to 5 on the dimensions of impact and probability. In terms of impact, we classify risks as very low, low, moderate, high, or critical. In terms of likelihood, we classify risks as very low, low, moderate, high, or certain. In this context, we assess the frequency with which the risk may occur, its potential to disrupt services, possible sanctions, and the degree of exposure to the risk.

In the final stage, we determine the risk priority value by multiplying the impact and probability scores. Based on this prioritization, we select the appropriate risk management strategy and implement the necessary action plans. Through this systematic approach, we minimize risks and safeguard the organization's business continuity.



APPENDICES

PERFORMANCE INDICATORS

ENVIRONMENTAL	2023	2024	2025
Energy Management			
Renewable Energy Consumption (GJ)	0	0	3,511
Non-Renewable Energy Consumption (GJ)	1,578,153	1,655,030	1,659,448
Direct Energy Consumption (GJ)			
Natural Gas Consumption (GJ)	1,372,879	1,445,165	1,453,113
Indirect Energy Consumption			
Conventional Electricity Consumption (GJ)	*205,275*	*209,865*	*206,334*
Renewable Electricity Consumption (GJ)	*0*	*0*	*3,511*
Total Energy Consumption (GJ)	1,578,153	1,655,030	1,662,958
Energy Intensity (GJ/t)			
Energy Consumption per Ton of Packaged Product (GJ/t Net Glass)	7,550	7,861	7,931
Emissions Management			
Scope 1 (tCO_2e/t Gross Glass)	0.519	0.485	0.479
Scope 2 (tCO_2e/t Gross Glass)	0.104	0.104	0.106
Total Scope 1 and 2 Emission Intensity (tCO_2e/t Gross Glass)	0.623	0.589	0.585
Scope 1 and Scope 2 GHG Emissions Reduction from 2023 Baseline	-	5.46%	6.15%
Water Management			
Total Water Consumption (m^3)	117,298	122,868	126,374
Water Consumption per Ton of Packaged Product (m^3/t Net Glass)	0.561	0.584	0.603
Amount of Water Recovered (m^3)	-	1,695,060	1,695,060
Waste Water Discharge (m^3)	40,356	39,635	44,633

ENVIRONMENTAL	2023	2024	2025
Waste and Circularity Management			
Total Amount of Waste (tons)	998.0	1,084.8	1,044.823
Hazardous Waste (tons)	*49.7*	*48.7*	*48.823*
Non-Hazardous Waste (tons)	*948.3*	*1,036.1*	*996*
Percentage of Non-Hazardous Waste Sent for Recycling	99%	99%	99%
Number of Chemical Spill Incidents	0	0	0

SOCIAL	2023	2024	2025
Distribution by Age			
Under 30	239	265	331
30-50	258	288	272
Over 50	18	18	16
Employee Distribution			
Female	66	77	82
Male	449	494	537
Total Number of Employees	515	571	619
White-Collar Distribution by Gender			
Male	65	69	77
Female	18	22	25
Female Employee Ratio	21.7%	24.2%	24.5%
Percentage Increase in the Number of Female White-Collar Employees Compared to the 2023 Baseline Year	0.0%	22.2%	38.9%

PERFORMANCE INDICATORS

SOCIAL	2023	2024	2025
Blue-Collar Distribution by Gender			
Male	384	425	460
Female	48	55	57
Female Employee Ratio	11.1%	11.5%	11%
Distribution by Employment Type			
Full-time	515	571	619
Intern	38	46	64
Diversity, Equity, and Inclusion			
Female Employee Ratio	12.8%	13.5%	13.3%
Percentage of Women in Managerial Positions at Manager Level and Above	35%	35%	38%
Ratio of Employees with Disabilities	2.14%	2.80%	4.68%
Occupational Health and Safety (OHS)			
Accident Severity Rate	6.40	4.18	2.78
Accident Frequency Rate	66.39	70.55	53.46
Occupational Disease Rate	0.00	1.75	3.23
Number of Fatal Occupational Accidents	0	0	0

SOCIAL	2023	2024	2025
Training by Type			
Professional Development (hours)	3,357	7,319	7,134
Personal Development (hours)	2,085	2,159	9,342
Occupational Health and Safety (hours)	10,329	11,734	10,700
Environmental Training (hours)	613	803	740
Product Safety / BRC (hours)	1,522	1,762	1,001.80
Total Training (hours)	17,906	23,777	28,918
Training Hours per Capita (hours/ person)	34.8	41.6	46.7

ECONOMIC	2024	2025
Local Supplier Ratio	86%	90%
Supplier Satisfaction Score	89%	85%
Export Ratio	30%	26%
Number of Recall Incidents	0	0

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the Turkish version of the report.

Statement of use	GCA has reported for the period January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	As a GRI Sector Standard specific to the glass packaging sector has not yet been published, no GRI Sector Standard was used in this reporting.	
GRI STANDARD	**DISCLOSURES**	**LOCATION AND/OR DIRECT ANSWERS**
GENERAL DISCLOSURES		
	Organization and Reporting Practices	
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report, page 4 About Gürok Group, pages 8-10 About GCA, page 11
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 4
	2-3 Reporting period, frequency and contact point	About the Report, page 4 Contact: sustainability@gca.com
	2-4 Restatements of information	The methodologies used to calculate water intensity, the percentage of female white-collar employees, and training hours have been revised.
	2-5 External assurance	No external assurance statement has been obtained for the report.
	Activities and Employees	
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	About Gürok Group, pages 8-10 About GCA, page 11 Sustainable Value Chain, page 21 Sustainable Supply Chain Management, pages 77-78
	2-7 Employees	Human Resources, pages 55-63 Performance Indicators, pages 85-86
	2-8 Workers who are not employees	Cleaning and cafeteria services are provided by workers engaged through indirect employment arrangements. 40 workers work in this capacity.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Governance	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-10 Nomination and selection of the highest governance body	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-11 Chair of the highest governance body	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance and Organization, pages 22-24 Sustainability Approach and Strategy, pages 25-27
	2-14 Role of the highest governance body in sustainability reporting	About the Report, page 4 Sustainability Governance and Organization, pages 22-24 Sustainability Approach and Strategy, pages 25-27
	2-15 Conflicts of interest	Business Ethics, Legal Compliance and Transparency, page -82
	2-16 Communication of critical concerns	Sustainability Governance and Organization, pages 22-24 Sustainability Approach and Strategy, pages 25-27 Stakeholder Map and Stakeholder Relations, pages 28-30 Material Topics and Materiality Matrix, pages 32-33 Business Ethics, Legal Compliance and Transparency, page 82
	2-17 Collective knowledge of the highest governance body	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-18 Evaluation of the performance of the highest governance body	Sustainability Governance and Organization, pages 22-24 Corporate Governance, page 81
	2-19 Remuneration policies	Human Resources, pages 55-63
	2-20 Process to determine remuneration	Human Resources, pages 55-63
	2-21 Annual total compensation ratio	As GCA is a privately held company, this data is classified as confidential and therefore cannot be publicly disclosed.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Strategy, Policies, and Practices	
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Message from the Chairman of the Board, page 5 Sustainability Governance and Organization, pages 22-24 Sustainability Approach and Strategy, pages 25-27 Our Sustainability Goals, pages 39-40
	2-23 Policy commitments	Corporate Governance, page 81 Business Ethics, Legal Compliance and Transparency, page 82
	2-24 Embedding policy commitments	Corporate Governance, page 81 Business Ethics, Legal Compliance and Transparency, page 82
	2-25 Processes to remediate negative impacts	Stakeholder Map and Stakeholder Relations, pages 28-30 Business Ethics, Legal Compliance and Transparency, page 82 Customer Experience, page 75
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Map and Stakeholder Relations, pages 28-30 Business Ethics, Legal Compliance and Transparency, page 82 Customer Experience, page 75
	2-27 Compliance with laws and regulations	No legal or regulatory non-compliance or related penalties occurred during the reporting period. Business Ethics, Legal Compliance and Transparency, page 82
	2-28 Membership associations	Corporate Affiliations and Supported Initiatives, page 31
	Stakeholder Engagement	
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder Map and Stakeholder Relations, pages 28-30
	2-30 Collective bargaining agreements	There are no collective bargaining agreements in place at GCA.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix, pages 32-33
	3-2 List of material topics	Material Topics and Materiality Matrix, pages 32-33
	Combating Climate Change and Decarbonization	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Combating Climate Change and Decarbonization, pages 42-45
GRI 102: Climate Change 2025	102-2 Climate change adaptation plan	Combating Climate Change and Decarbonization, pages 42-45
	102-5 Scope 1 GHG emissions	Combating Climate Change and Decarbonization, pages 42-45 Performance Indicators, pages 85-86
	102-6 Scope 2 GHG emissions	Combating Climate Change and Decarbonization, pages 42-45 Performance Indicators, pages 85-86
	Energy Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Energy Management, pages 46-48
GRI 103: Energy 2025	103-1 Energy policies and commitments	Energy Management, pages 46-48
	103-2 Energy consumption and self-generation within the company	Energy Management, pages 46-48 Performance Indicators, pages 85-86
	103-5 Reduction in energy consumption	Energy Management, pages 46-48 Performance Indicators, pages 85-86
	Business Ethics, Legal Compliance and Transparency	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Business Ethics, Legal Compliance and Transparency, page 82
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were encountered at GCA during the reporting period.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, no legal proceedings were initiated against GCA for anti-competitive behavior, antitrust, or monopolistic practices. Business Ethics, Legal Compliance and Transparency, page 82
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred during the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GCA respects the rights to freedom of association and collective bargaining. To GCA's knowledge, no violations of union rights occurred at any of its suppliers during the reporting period.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GCA does not employ child labor in any form and expects its other stakeholders in the value chain, particularly its suppliers, to comply with the age provisions set forth in the relevant laws and regulations.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GCA and all stakeholders in its value chain, particularly its suppliers, do not engage in forced labor in any form.
	Water and Wastewater Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Water and Wastewater Management, pages 49-50
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management, pages 49-50
	303-4 Water discharge	Water and Wastewater Management, pages 49-50 Performance Indicators, pages 85-86
	303-5 Water consumption	Water and Wastewater Management, pages 49-50 Performance Indicators, pages 85-86

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Circular Economy and Responsible Waste Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Waste Management and Circular Economy, pages 51-53
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, pages 51-53
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, pages 51-53
	306-3 Waste generated	Waste Management and Circular Economy, pages 51-53 Performance Indicators, pages 85-86
	306-4 Waste diverted from disposal	Waste Management and Circular Economy, pages 51-53 Performance Indicators, pages 85-86
	306-5 Waste directed to disposal	Waste Management and Circular Economy, pages 51-53 Performance Indicators, pages 85-86
	Responsible Supply Chain	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Sustainable Supply Chain Management, pages 77-78
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	During the reporting period, there were no significant negative environmental impacts in GCA's supply chain network. Sustainable Supply Chain Management, pages 77-78
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	During the reporting period, there were no significant negative social impacts in GCA's supply chain network. Sustainable Supply Chain Management, pages 77-78

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Occupational Health and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Occupational Health and Safety, pages 64-65
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Occupational Health and Safety, pages 64-65
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 64-65
	403-5 Worker training on occupational health and safety	Performance Indicators, pages 85-86 Occupational Health and Safety, pages 64-65
	403-6 Promotion of worker health	Occupational Health and Safety, pages 64-65
	403-9 Work-related injuries	Occupational Health and Safety, pages 64-65 Performance Indicators, pages 85-86
	403-10 Work-related ill health	Occupational Health and Safety, pages 64-65 Performance Indicators, pages 85-86
	Employee Development and Talent Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Human Resources, pages 55-63
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Resources, pages 55-63 Performance Indicators, pages 85-86
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources, pages 55-63
	Corporate Social Responsibility	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Corporate Social Responsibility, page pages 66-67
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility, pages 66-67

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Product Safety and Quality	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Our Product Portfolio, page 14 Customer Experience, page 75 Quality Assurance and Compliance with International Standards, page 76
	Customer Experience and Satisfaction	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Customer Experience, page 75
	Digitalization and Artificial Intelligence	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 R&D, Innovation and Digitalization, pages 70-74
	R&D and Innovation	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 R&D, Innovation and Digitalization, pages 70-74
	Local Employment and Contribution to Regional Development	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Corporate Social Responsibility, pages 66-67
	Proactive Risk and Crisis Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 32-33 Proactive Risk and Crisis Management, page 83

SASB INDEX

Topic	Metric	Unit of Measure	GCA's Response
Greenhouse Gas Emissions	Total global Scope 1 emissions and the percentage of emissions covered under emissions-limiting regulations	Metric tons (t) CO_2e, Percentage (%)	Combating Climate Change and Decarbonization, pages 42-45 Performance Indicators, pages 85-86 Scope 1: 0.479 (tCO_2e/t Gross Glass) Scope 2: 0.106 (tCO_2e/t Gross Glass) Total: 0.585 (tCO_2e/t Gross Glass)
	Disclosure of short- and long-term strategies or plans for managing Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	NA	Combating Climate Change and Decarbonization, pages 42-45 To reduce our emissions by 30% by 2030 compared to 2023. Total Scope 1 and 2 emissions were reduced by 6.1% compared to 2023.
Energy Management	(1) Total energy consumption, (2) percentage of grid electricity, (3) percentage of renewable energy, and (4) total self-generated energy	Gigajoule (GJ), Percentage (%)	Energy Management, pages 46-48 (1): 1,662,958 GJ (2): 12.41% (3): 0.21% (4): SPP: 3,510.7 GJ Energy Recovery (Waste Heat): 24,840 GJ
Water Management	(1) Total water withdrawal, (2) total water consumption; percentage of each in regions with high or extremely high water stress	Cubic meters (m^3), Percentage (%)	Water and Wastewater Management, pages 49-50 Performance Indicators, pages 85-86 (1):126,374 m^3 (2): 126,374 m^3
	Number of incidents of non-compliance with water quality permits, standards, and regulations	Number	Water and Wastewater Management, pages 49-50 0
Waste Management	(1) Amount of hazardous waste generated and percentage recycled (2) Amount of non-hazardous waste generated and recycling rate	Metric tons (t), Percentage (%)	Waste Management and Circular Economy, pages 51-53 (1): 48.8 tons (Percentage of hazardous waste sent to recycling: 100%) (2): 996 tons (Percentage of non-hazardous waste sent to recycling: 99%)

SASB INDEX

Topic	Metric	Unit of Measure	GCA's Response
Product Safety	(1) Number of recalls, (2) total number of units recalled[1]	Number	(1): 0 (2): 0
Product Life Cycle Management	Percentage of raw material sources: (1) recycled content, and (2) renewable resources	Percentage by weight (%)	Our 2025 Sustainability Performance, pages 17-19 (1): ~18%
	Disclosure of strategies to reduce the environmental impact of packaging throughout its life cycle	Not Applicable	Sustainability Approach and Strategy, pages 25-27 Combating Climate Change and Decarbonization, pages 42-45

**Topics not directly related to our activities have been excluded.*

Activity Metrics

Activity Metric	Unit of Measure	GCA's Response
Production quantity (by substrate type)[2]	Metric tons (t)	Our 2025 Sustainability Performance, pages 17-19 ~250 thousand tons
Distribution of production: (1) paper/wood, (2) glass, (3) metal, and (4) plastic	Percentage by revenue (%)	Our Product Portfolio, page 14 (2) Glass: 100%
Number of employees	Number	Human Resources, pages 55-63 Performance Indicators, pages 85-86 619 people

*[1]**Note to RT-CP-250a.1 –** The entity shall disclose significant recalls. In this context, recalls that affect a significant number of products, involve a large number of units of a specific product, or are associated with situations that result in serious injury or death should be considered.*
*[2]**Note to RT-CP-000.A –** Relevant substrate types include paper and wood fiber substrates, glass, metal, and petroleum-based (polymeric) substrates.*

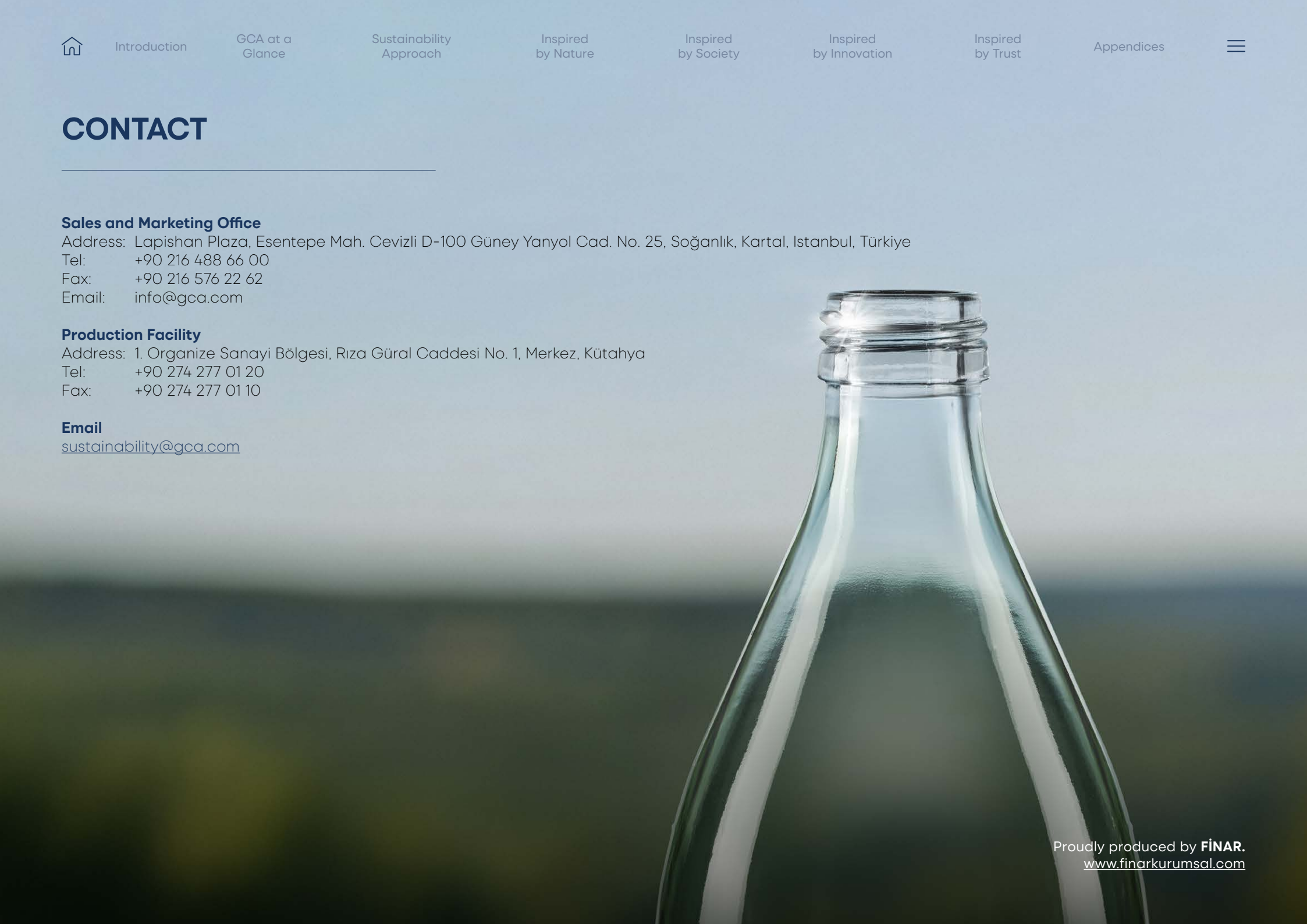
** Metrics not included in the report are not presented in this section.*

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