



we treat life well

SUSTAINABILITY REPORT 2024

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Introduction



We are pleased to share with you our fifth sustainability report, which serves as an indicator of our progress in environmental, social and governance areas as well as the steps we have taken towards a sustainable future. In line with our growing responsibilities each year and our vision to create value for future generations, we continue to work with determination for a better world.

This report covers the activities carried out between 1 January 2024 and 31 December 2024 with the aim of sharing the sustainability performance of our detergent, tissue, hygiene and NW&FP factories in Kocaeli, Türkiye, as well as our tissue facilities in Mersin.

The collaboration and continuous communication we maintain with our stakeholders reinforce our commitment to minimizing our environmental impacts and increasing the value we create for society. This report was formulated in Turkish and English in accordance with the GRI Standards, the World Economic Forum (WEF) Stakeholder Capitalism Metrics and the United Nations Global Compact (UNGC) Communication on Progress. It also presents the outcomes of our efforts aligned with the United Nations Sustainable Development Goals (UN SDGs) and the Women's Empowerment Principles (UN WEPS).

This report provides a detailed account of the concrete steps we have taken to reduce our environmental footprint, enhance social benefit and establish strong partnerships with our stakeholders. In addition, it includes our future targets as well as our analyses of risks and opportunities. Throughout the reporting process, all data have been addressed with transparency, based on the principles of accuracy and accountability. We aim to report and share with our stakeholders our sustainability performance on a regular annual basis.

Your feedback provides valuable input that supports the development of our employees and enables us to plan our forward-looking projects more effectively. If you wish to share your valuable opinions with us, please contact us at hayataiyibakariz@hayat.com.tr.

We hope that this report, which presents our Company's priority areas and strategic approach on its sustainability journey, will be useful and inspiring for all our stakeholders.

Message from the CEO



Dear Stakeholders,

I am pleased to share our fifth sustainability report with you.

At Hayat Kimya, with our deep-rooted experience, strong brands and people-centred approach, we reach millions of households in more than 100 countries today through our 27 production facilities and 16 brands.

Recognizing the responsibility that comes with such a broad reach, we approach sustainability in a multi-dimensional manner that creates meaningful outcomes for the environment, society, our employees and our business partners, and we aim to generate long-term value across our entire value chain.

In 2024, we took determined steps to make our sustainability efforts more measurable. We identified the responsible management of water resources as one of our key focus areas. At our Kocaeli-Yeniköy facility, we met

45% of the water required for production from seawater. We continued to reduce our impact on water resources by using four times less water than the sector average in tissue paper production.

In energy management, we prioritized efficiency and took actions to increase the share of renewable resources. Through rooftop solar energy investments implemented at our Mersin facilities, we generated 11,913 MWh of electricity in 2024, while continuing to reduce our environmental impact through practices that enhance energy efficiency in our production processes.

We adopted an approach that safeguards human health in developing our products, and continuously reviewed our quality, safety and hygiene standards accordingly. To offer products that customers can safely use in their daily lives, we placed scientific criteria at the core of our R&D processes and implemented responsible practices at every stage, from production to the final product.

We consider fulfilling our responsibility to nature and society as a fundamental principle at every step we take towards a sustainable future. We carry out projects aimed at increasing resource efficiency in such critical areas as water, energy, raw materials and waste management, and continue to reduce our footprint day by day.

In 2024, we delivered 1,339 person*hours of environmental training with a view to enhancing employee awareness. Within this scope, we focus on strengthening resource efficiency across all our operations while in our supply

chain, we implement a comprehensive evaluation system to improve sustainability standards and support the majority of our most frequently engaged suppliers in participating in international sustainability assessments.

At Hayat Kimya, we place great emphasis on making practices that support sustainable growth an integral part of our corporate culture by combining our respect for nature, our mission to enhance social well-being, and our sense of social responsibility.

In this context, we reached approximately 200,000 citizens in 2024 through our social projects focusing on children's education, supporting youth and improving the quality of life for the elderly. While continuing to strengthen environmental awareness in schools through the We Treat Life Well – Ecological Literacy Project, carried out in cooperation with the Ministry of National Education; we also continued to make long-term contributions to social recovery and resilience in the earthquake-affected region through the Hayat Good Life Centre established in Malatya in cooperation with Hacettepe University.

Our fifth sustainability report transparently and holistically presents where we stand today, while also reflecting our determination for the future. As Hayat Kimya, we will continue to learn together, produce together and work together for a more liveable future. We thank all our stakeholders who accompany us on this journey.

M. Avni Kigili
Executive Chair

Hayat Sustainability Manifesto



As Hayat Kimya Family,

Recognizing our responsibility towards resources and humanity, we declare that we see ourselves as part of the effort to build a sustainable future;

That we act with the awareness that the sustainability of our business is only possible through a sustainable world and healthy societies;

That while aiming for the value we create in line with our core values, i.e., entrepreneurship, determination and courage, loyalty, open-mindedness, fairness and integrity, and respect for people and nature; to reach even the most remote corners of our planet, we will remain committed to global sustainability principles and ethical rules;

That while creating sustainable economic value for our stakeholders, we consider contributing to the solutions of the challenges faced worldwide as one of our key priorities;

That we will carry out all our activities with respect for the environment and society and will not deviate from this approach when setting our future goals;

And that
WE WILL TREAT LIFE WELL.



Our Sustainability Performance at a Glance*

WE TREAT LIFE WELL

- An annual average of **1,398,064** people ordered our products via online platforms throughout the reporting period.
- In 2024, the satisfaction rate of our consumers was rated **4.89** out of 5 based on the Call Centre Satisfaction Survey.
- Efficiency was boosted through digital transformation projects in the supply chain, and sustainable partnerships were established by ensuring alignment with suppliers.

WE TREAT OUR PLANET WELL

- **1.339** person*hours of environmental training were delivered, and regular training programmes were organized to raise environmental awareness.
- **11,913.13** MWh of renewable energy (solar) was generated at the Mersin facilities.
- • Approximately **45%** of the water used in production processes at the Yeniköy facility was supplied from seawater.
- As part of water recovery practices, anion-containing wastewater generated from liquid production processes was reused in powder production in 2024. As a result, **6,840 m³** of water was recovered annually, corresponding to approximately **9%** of the total well and mains water used at the detergent factory.

* In the reporting period

WE TREAT PEOPLE WELL

- The occupational accident frequency rate was **1.65** and the accident severity rate was **0.17**. A total of **1,300** Kaizen awards were granted to employees.
- A team of **118** researchers worked on R&D and innovation projects, completing more than 100 patent applications.
- Within the scope of the Türkiye Education and Development Platform (TEGEP) 2024 Training and Development Awards, we received **two** silver awards in the categories of Best Leadership Development Programme and Best Talent Development Programme.

WE TREAT SOCIETY WELL

- **69,008** packs of Molped were donated to 34,658 women as part of the “Molped Sisterhood of Sanitary Pads” project.
- Since 2019, under the “Molfix Bond with Love” project, **195,000** parents and **5,500** healthcare professionals have been reached, with **4,700** trainings and seminars conducted. Support was provided to **40 hospitals** in **31 provinces**, including the donation of **350** pieces of equipment to neonatal intensive care units.
- **3,300** teachers, **160,000** parents and **82,500** students were reached across **900** schools as part of the “We Treat Life Well Ecological Literacy Project”. A total of **318,000** educational and informative materials, **90,000** observation booklets and **650,000** game materials and equipment were distributed to schools.
- To date, we have reached a total of **115,000** persons through the activities carried out at the Hayat Good Life Centre.

About Hayat

As a global actor in the fast-moving consumer goods sector, we reach billions of people in more than 100 countries across 5 continents through our 16 brands. We offer innovative solutions to consumers through powerful brands such as Molfix, Bebem Natural, Molped, Bingo, Papia, Familia, Focus and Evony in home care, baby care, feminine care, personal health care, tissue and pet care categories.

We operate with 27 production facilities located primarily in Türkiye, as well as in Algeria, Iran, Egypt, Pakistan, Russia, Nigeria and Vietnam, and with sales offices in Morocco, Bulgaria, Kenya, Malaysia and Thailand.

We are the world's fourth-largest manufacturer of baby diapers and the leading producer of tissue in the Middle East, Eastern Europe and Africa. We play a shaping role in the industry with our strong manufacturing capabilities and innovative products. As of 2024, we have 4,082 employees in Türkiye and 10,809 employees worldwide. As a company based in Türkiye, we distinguish ourselves in the markets where we operate through our strong infrastructure and advanced technologies.

We shape our sustainability approach around the "We Treat Life Well" vision. Through environmentally responsible production processes and innovative practices, we protect natural resources as well as contributing to society. We meet our entire energy needs through the energy generated at our production facilities; in tissue paper production, where water consumption is high, we use four times less water than the industry average. While reducing the use of groundwater resources by half, we also continuously develop solutions to further reduce the amount of wastewater generated.

We view sustainability not merely as a business strategy but also as a responsibility towards society. In every market where we operate, we aim to create lasting value for our planet, society and all living beings.



Our Values at Hayat



ENTREPRENEURSHIP

Entrepreneurship

On the path to becoming a global company, we derive our energy from our entrepreneurship. We walk towards our goals with swift steps while realizing our dreams for the future with courage and determination.



LOYALTY

Loyalty

As Hayat Kimya, we are a big family. We are committed to our work not only mentally, but also heartily. We grow together with the belief that life gets better when you share it, and we shape our future together by bracing each other.



DETERMINATION AND
COURAGE

Determination and Courage

Those who believe in success deserve it. We embrace our goals, and we relentlessly and courageously struggle against hardship for success.



FAIRNESS AND
INTEGRITY

Fairness and Integrity

Integrity, loyalty, transparency and trust are the basis of our relations with all our stakeholders. We consider it our most fundamental motto to act as a fair company that respects people, the environment, society, laws, customs and traditions, and stays loyal to its commitments.



OPEN-MINDEDNESS

Open-Mindedness

We believe that development will be achieved through cognitive diversity, sharing and mutual learning. We grow together in an environment that allows creativity and where ideas can be shared freely, and we run towards our goals together.



RESPECT FOR PEOPLE
AND NATURE

Respect for People and Nature

We act responsibly for healthier generations, a better quality of life, and the future of our planet. We work for a better life with our easily accessible products that serve people's needs and our environmentally friendly production.

Milestones



1989

First exports to Iraqi and Russian markets are made with the Bingo brand.

1999

Hygienic pad brand Molped is introduced to the market.

2005

Hayat Kimya made its first overseas investment by establishing a detergent factory in Algeria. In the same year, as a result of joint efforts with Kastamonu Entegre, the craft paper factory in Bosnia and Herzegovina was acquired and starts production under the name Natron Hayat Kimya.

2007

Baby diaper factory was founded in Blida, Algeria. In the same year, Focus, Hayat Kimya's largest consumption brand, entered into the market offering professional hygiene solutions.

2012

The sector's first R&D centre was established in the Hayat Kimya Kocaeli campus. Hayat Kimya built a baby diaper factory in the 6th of October City, Egypt.

2015

A non-woven and flexible packaging factory and a fully automated elevated storage were commissioned in Kocaeli. A tissue production facility became operational in Mersin. A tissue manufacturing facility was established in Russia. The Molfix brand was launched in Nigeria.

2017

Tissue and flexible packaging facilities were commissioned in Egypt.

2019

The Molfix brand was launched in Kenya.

2021

Hayat Kimya entered the South Asian market with the establishment of a baby diaper factory in Vietnam. The Bebem Natural brand was added to the baby care category. Hayat Kimya entered the Malaysia and Thailand markets with the Molfix brand.

2023

The Molped brand was launched in Thailand and Vietnam.

1987

First investment in the home care category is made with the detergent factory. Bingo and Test brands are introduced to the market.

1998

Türkiye meets the Molfix brand with the establishment of the country's first baby diaper factory.

2001

Detergent, sanitary pad and baby diaper factories began production in Kocaeli.

2006

Papia and Familia brands met consumers with the tissue factory commissioned in Kocaeli.

2011

Sanitary pad and baby diaper production facility became operational in Iran.

2013

Hayat Kimya entered the personal health care category, introducing Jolly and Evony brands to consumers. The Molfix brand was introduced to the Moroccan market. Tissue production commenced in Iran. Papia and Teno entered into the market.

2016

A hygiene and tissue factory was opened in Nigeria. Non-woven production started in Egypt.

2018

Entry into the Pakistan market with the Papia, Molfix and Familia brands. Molfix was launched in Kenya.

2020

With the Evony and Goodcare brands, Hayat Kimya became Türkiye's largest surgical mask manufacturer.

2022

A new paper factory was established in Kaluga, Russia, and a non-woven factory was opened in Egypt.

2024

The Papia tissue product groups received the Environmental Label. By becoming the first company in Türkiye to hold an environmental label in the paper towel category, a significant milestone was achieved in sustainable production.

The Bingo Capsule detergent product was launched.

Our Brands

Baby Care



Bebem
Natural



Feminine Hygiene



Personal Health Care

Joly

evony

Home Care



HAS

Tissue



FOCUS



Pets



Hayat in Figures



16
Brands



27
Production Plants



10,000 +
employees



1 million/tonne of
annual detergent capacity



More than **100**
patent applications



Export to **100 +**
countries



770 thousand tonnes/year
total tissue capacity



The tallest and largest
storage in Europe in terms
of capacity



Total diaper capacity of
12 billion pieces/year



2.8 billion
USD turnover



4 billion pieces/year of
total sanitary pad capacity



Total mask capacity of
6 billion pieces/year



Global R&D Centre



129 scientists,
16 with doctoral and
29 with master's degrees



Operating in
13 countries

Our Achievements



Hayat Holding – We Treat Life Well Ecological Literacy Project, ACE of MICE Awards

- Best Social Responsibility Project

Hayat Holding – We Treat Life Well Ecological Literacy Project, Corporate Social Responsibility Summit

- Silver Award in the Biodiversity category
- Sustainability Communication Award

Hayat Holding – Hayat Good Life Centre, Corporate Social Responsibility Summit

- Social Investment Award
- Collaboration Award

Hayat Holding – We Treat Life Well Ecological Literacy Project, Climate and Sustainability Summit

- Gold Award for Corporate Social Responsibility Project of the Year

Hayat Holding – Hayat Good Life Centre, Stevie Awards

- Silver Award for Achievement in Corporate Social Responsibility

Hayat Holding – We Treat Life Well Ecological Literacy Project, Stevie Awards

- Bronze Award in the Sustainability Initiative of the Year category

Hayat Holding – Hayat Good Life Centre, Stevie Awards

- Silver Award for Achievement in Corporate Social Responsibility

Hayat Holding – The Hammers Awards

- PR: En İyi Sponsorluk ve Marka İş Birlikleri Ekibi Bronz Ödül

Hayat Holding – We Treat Life Well Ecological Literacy Project, The Hammers Awards

- Bronze Award for Best Corporate Social Responsibility Management Team

Hayat Good Life Centre, The Hammers Awards

- Silver Award for Best Corporate Social Responsibility Management Team
- Bronze Award for Best Team in Social Solidarity

Hayat Holding – We Treat Life Well Ecological Literacy Project, The Hammers Awards

- Bronze Award for Best Team in Social Solidarity

Hayat Holding – We Treat Life Well Ecological Literacy Project, Altın Örümcek Awards

- Third Place in the Education category

Hayat Holding – Türkiye Innovation Week

- Achievement Plaque

Hayat Holding – Most Admired Companies Survey

- 9th place in the Realta Consultancy ranking

Our Achievements



Hayat Kimya – Türkiye’s Top 500 Industrial Enterprises

- 39th overall

Hayat Kimya – Türkiye’s Top 500 Companies Survey

- Capital: 44th overall
- 1st in the sector

Hayat Kimya – Largest 50 Turkish Companies Established Abroad

- Capital: 10th place

Hayat Kimya – Türkiye R&D 250

- 68th among companies with the highest R&D investment
- 5th in the sector

Hayat Kimya – Top 50 Companies with the Highest Energy Management Expenditure

- 8th place in the Turkishtime list

Hayat Kimya – Most Admired Companies in the Business World

- 3rd place in the Capital survey

Hayat Kimya – OSBÜK Awards

- Highest Exporting Company
- Highest Sales Company
- Company with the Highest R&D Investment

Hayat Kimya – National Quality Conference (Nigeria)

- Most Reliable Manufacturer of Baby Care, Feminine Care, and Tissue Paper Products of the Year

Bingo – Sponsorship of the Turkish Women’s National Volleyball Team

- Gold Award in the Communication and PR Campaign of the Year category

Molped – May 28 World Menstrual Hygiene Day Project, GIGI Awards

- Achievement Award in the PR – Social Responsibility category

Molped – “This Girl” Campaign, TikTok Ad Awards 2024

- Silver Award in The Trendsetter category

Molped – “This Girl” and “Girl Promise” Campaigns, Felis Awards

- 2 Felis Awards in the Film Felis and Integrated Felis categories for the “This Girl” campaign
- 2 Silver Awards in the Creative Strategy category for the “This Girl” and “Girl Promise” campaigns

Molped – “This Girl” Key Visual Campaign, Crystal Apple Awards

- 2 Crystal Apple Awards in the Integrated Campaigns and Film categories

Molped & Molfix – Baykuş Awards

- Molped “Girl Promise Research”: Golden Persistent Owl Award
- Molfix Türkiye Research: Silver Young Owl Award
- Molped Egypt Studies: Silver Global Owl Award

Molped & Bingo – Effie Awards

- Gold Effie in the Sustained Success category with the Molped “Girl Promise” campaign
- Gold Effie in the Home Care category with the Bingo & Laundry Shampoo

Molped – NielsenIQ Bases Innovation

- Achievement Award (Egypt)

Hayat Holding – We Treat Life Well Ecological Literacy Project

- 2024 Ace of Mice Awards

Molped – Women in Marketing and Communications Conference and Awards (WIMCA)

- Outstanding Hygiene Product of the Year



we treat the society well



We Treat The Society Well

We embrace it as a core principle to produce long-term, impactful and lasting projects with a view to supporting sustainable development and enhancing social welfare in the regions where we operate. We aim to contribute to many generations by operating in line with a value-driven approach that pays attention to the priorities of communities.

Our sustainability vision is shaped by the “We Treat Life Well” approach, which we regard as an indispensable part of our business conduct. We acknowledge our responsibility to ensure quality and

accessible products and services, as well as making meaningful contact with human life in every domain in which we operate.

Delivering the value we create beyond geographical boundaries, reaching even the most remote locations, and transforming it into positive change in the lives of local communities is, for us, more than a purpose; it is a deeply rooted source of motivation and a true passion. With every step we take, we continue to remind ourselves and others that a more hopeful future is possible.



Çağlayan Kent
Global Corporate
Communications and
Sustainability Director

With our “We Treat Life Well” approach, we assess the impacts of all environmental, social and governance matters through a holistic perspective. In this respect, we believe that when we truly treat life well, the impact we create becomes deep and sustainable. Our vision of being an institution committed to sustainability principles and the Sustainable Development Goals goes beyond our strategic agenda and forms the foundation of our entire business conduct and corporate culture.

With 27 production facilities across 8 countries and 16 strong brands, we add value to the lives of billions of people every day. While creating such an impact, we focus on developing innovative solutions that minimize our environmental footprint and using our resources efficiently. This responsibility we bear towards nature and society strengthens our economic and commercial sustainability while also reinforcing our vision of leaving a healthier, safer and more liveable world for future generations.

Beyond growing our business objectives, we act with a strong sense of moral and ethical responsibility towards society and the environment. Accordingly, we develop sustainable projects that create social benefit and integrate these values into all our business projects. As Hayat Kimya, we aim to move forward with the vision of being a sustainable brand that meets not only today’s needs but also those of the future.

Hayat Good Life Centre

Hayat Good Life Centre - Malatya Samanköy Container City

Our “We Treat Life Well” approach focuses on protecting the environment and natural resources as well as on strengthening social inclusion and supporting social development. Inspired by this vision, we implemented concrete actions following the earthquakes of February 6, 2023, which deeply affected our country.

Following the disaster, a project providing 100 million TRY in cash support and 30 million TRY in in-kind and logistical assistance was launched in 2023 and continues throughout 2024. The project was designed as a permanent and scientifically grounded social support model that addresses not only the physical but also the psychological and social dimensions of the trauma. Moreover, it stands out as an exemplary model for potential future disaster response efforts.

A Social Living Space in Türkiye’s Largest Container City

In cooperation with the Disaster and Emergency Management Presidency (AFAD), the Malatya Governorship and Hacettepe University, we established the Hayat Good Life Centre in Samanköy, Malatya, Türkiye’s largest container city settlement, which hosts 20,000 earthquake survivors. The centre, which became operational on 14 December 2023, has become a leading example of private sector-

university collaboration with its academic foundation and community-focused vision.

The activities of the Hayat Good Life Centre were designed in alignment with the United Nations Sustainable Development Goals focused on “Good Health and Well-Being”, “Quality Education”, “Reduced Inequalities” and “Partnership for the Goals”.

The Centre is regarded as a social support model that aims to contribute to society physically, socially and psychologically through academic contribution and rehabilitation-focused initiatives, supported by infrastructure and equipment investments.

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Hayat Good Life Centre

Academic Contribution and Rehabilitation-Focused Initiatives

Based on feasibility studies conducted to identify the region's priority needs, a strong collaboration network was established within the project, with 346 academics from Hacettepe University contributing to content development and implementation processes. AFAD, the Malatya Governorship, the Samanköy District Governorship, Turkish Green Crescent Society, Turkish Red Crescent, the Ministry of Family and Social Services, Family Health Centres, volunteers, local NGOs and Hayat Kimya Holding employees were also involved in the process. In addition, 73 Hayat Volunteers actively supported the Centre's activities, strengthening social solidarity.

Operating since 2023 with training programmes delivered by Hacettepe University academics, the Centre has reached 20,000 earthquake survivors, contributing to rehabilitation processes by providing psychological and social support.

The Hayat Good Life Centre regularly measures the social well-being of the local community using scientific methods, continuously updates its programmes based on data, and thus presents a data-driven social impact model. Prioritizing women's employment, bi-weekly content updates conducted with academics, and volunteer-based activities that broaden participation further strengthen the Centre's multidimensional structure.

An Impact Assessment Study conducted over six months by the Hacettepe University Research Group with earthquake-affected individuals revealed that the trainings and activities carried out at the Centre have led to lasting improvements in the well-being levels of container city residents as well as service providers. According to the findings, the social impact created by the Centre was felt most strongly among women, children, youth and the elderly. Residents of the Samanköy Container City described the Hayat Good Life Centre with such expressions as "an oasis in the desert", "a shining star", "a place to let out some steam", "a blessing" and "a space to breathe".

The Hayat Good Life Centre regularly measures the social well-being of the local community using scientific methods, continuously updates its programmes based on data, and thus presents a data-driven social impact model.



Hayat Good Life Centre

Infrastructure and Equipment Investments of the Centre

The following infrastructure and equipment investments were implemented at the Hayat Good Life Centre, designed in line with the SDGs:

- Mother and baby support room
- Elderly care room (65+)
- Ergotherapy room
- Play and art development areas
- Psychology room
- Dietitian area
- Reading-writing area
- Handicrafts area
- Physiotherapy room
- Computer room and library
- Laundry facility
- Multi-purpose sports facility

Social Contribution

A total of 115,000 people have been reached through the uninterrupted efforts undertaken as part of the project at the Hayat Good Life Centre.

The activities conducted at the Centre have increased awareness of maternal and child health, as well as enabling individuals to acquire new skills in areas such as literacy, music, painting and coding.

Children and young people improved their academic performance by studying and preparing for exams at the Centre. In addition, hygiene kits consisting of Hayat Kimya Holding products were distributed to approximately 3,000 people. As part of the project's communication efforts, the needs in the region were conveyed to a wider audience, reaching 4.5 million people via television, radio, print media and digital channels.

Designed to meet long-term recovery needs, the Hayat Good Life Centre establishes a sustainable model as a permanent infrastructure that will be handed over to local authorities as a public service



once container city life ends. Aiming to create lasting impact with a "living and cultural space" philosophy, the Centre can be easily adapted to different regions thanks to its academically grounded structure. With its volunteer network and collaborative governance model expanding its impact area each year, the Centre aims to reach broader segments of society in the coming years and to become a model practice in other disaster-affected regions.



You can scan the QR code to watch our **#BuSonOlsun** film by Hayat Good Life Centre.



Molfix Bond with Love Project

Molfix “Bond with Love” Secure Attachment Bonding Programme – from Türkiye to Algeria

Guided by the belief that “Every child born today is the future of tomorrow”, Molfix implements its projects with the awareness that access to qualified healthcare is a fundamental right for all. With this understanding, the Molfix Bond with Love Secure Attachment Bonding Programme, launched in 2019 in cooperation with the General Directorate of Public Hospitals of the Turkish Ministry of Health and the Infant Mental Health Association, has rapidly evolved into an exemplary social benefit model in Türkiye.

The main objective of the programme is to support babies born prematurely or with health complications in forming a loving connection to life, to strengthen secure attachment between mother and baby, and to contribute to reducing infant mortality.

Journey in Türkiye

Through the training sessions delivered since 2019:

- 4,700 training sessions and seminars were organized for 195,000 mothers and 5,500 healthcare professionals,
- As a result of the training sessions, parents’ knowledge levels regarding child development increased by 61%, awareness of secure attachment by 64%, and disease awareness by 99%,

- 350 medical equipment were donated to intensive care units in 40 hospitals across 31 provinces.

As part of the programme, seminars were organized for midwives and nurses using specialized training content developed by expert academics in the field.

Next Stop: Algeria

Successfully implemented over five years in 31 provinces across Türkiye, Molfix Bond with Love is now being introduced in Algeria. The project aims to strengthen early attachment and improve neonatal care standards by providing training for mothers of babies receiving treatment in neonatal intensive care units, as well as for the healthcare professionals supporting them, in addition to donating life-saving medical equipment.



Molped May 28 World Menstrual Hygiene Day Awareness Movement

Since 1999, Molped has stood by girls and women, supporting them in experiencing their menstrual periods more comfortably, healthily and safely. Yet, menstruation is still regarded as a taboo in many societies and often considered inappropriate to discuss. Recognizing this reality, Molped launched a social impact movement bearing the message “Menstruation Is Natural”, challenging taboos and creating a social space where women can freely talk about their biological cycles.

In this context, Molped has embraced May 28 World Menstrual Hygiene Day in Türkiye and carries out a long-term awareness-raising project aimed at reaching all segments of society and creating global awareness.

Special Bracelet Project: An Awareness Symbol of the Cycle

Molped designed special bracelets inspired by the menstrual cycle, which occurs every 28 days and lasts an average of 5 days.

- Red coral stone symbolizes the 5 days of menstruation,
- Citrine stone represents the 23 days associated with the body’s purification and renewal phase.

This year, the bracelets were designed and produced by women producers in collaboration with the Foundation for the Support of Women’s Work (KEDV).

In doing so, Molped not only raised awareness against menstrual taboos but also implemented a social project supporting women’s labour and economic empowerment.

In previous years, Molped had further strengthened this awareness through bracelets designed by women in earthquake-affected regions in cooperation with the Hayatım Yenibahar Association, and by creating and publicly sharing the Türkiye Menstrual Awareness Index.

Implemented simultaneously this year in Türkiye, Egypt and Algeria, the project is planned to be expanded in the coming years to other countries where Molped operates.



Molped has embraced May 28 World Menstrual Hygiene Day in Türkiye and carries out a long term awareness-raising project aimed at reaching all segments of society and creating global awareness.



We Treat Life Well Ecological Literacy Project

Climate Change Adaptation, Education and Development Programme

- 30 provinces
- 900 schools
- 3,300 teachers
- 160,000 parents
- 82,500 students
- 90,000 books
- 318,000 informative materials for teachers, students and parents
- Pre- and post-tests administered to 9,200 students
- 650,000 educational game materials

Investing in the Future through Ecological Literacy

Launched in cooperation with the General Directorate of Primary Education of the Ministry of National Education, the “We Treat Life Well Ecological Literacy Project” aims to increase environmental awareness among younger generations and enhance their capacity to adapt to climate change. The project targets 3rd and 4th grade primary school students as well as teachers and parents, promoting ecological literacy and raising awareness among society on the sustainable use of resources.

As part of the projects, applications were carried out in 20 provinces across Türkiye, selected based on the drought map issued by the General Directorate of Meteorology. In these provinces, the project focused on equipping individuals with knowledge and skills related to sustainable living and nature conservation, fostering environmentally conscious individuals for a greener future.

National and International Awards

The Ecological Literacy Project has received numerous national and international awards due to its environmental and educational contributions. The

success of our sustainability-focused educational initiatives is crowned by recognitions from prestigious platforms such as Brandverse Awards, Best Business Awards, The Hammers Awards, Stevie Awards, MarCom Awards, Istanbul Marketing Awards, ACE of M.I.C.E Awards, IPRA Golden World Awards and Sustainable Business Awards. These awards also stand as a strong testament to our commitment to making lasting investments for the future.

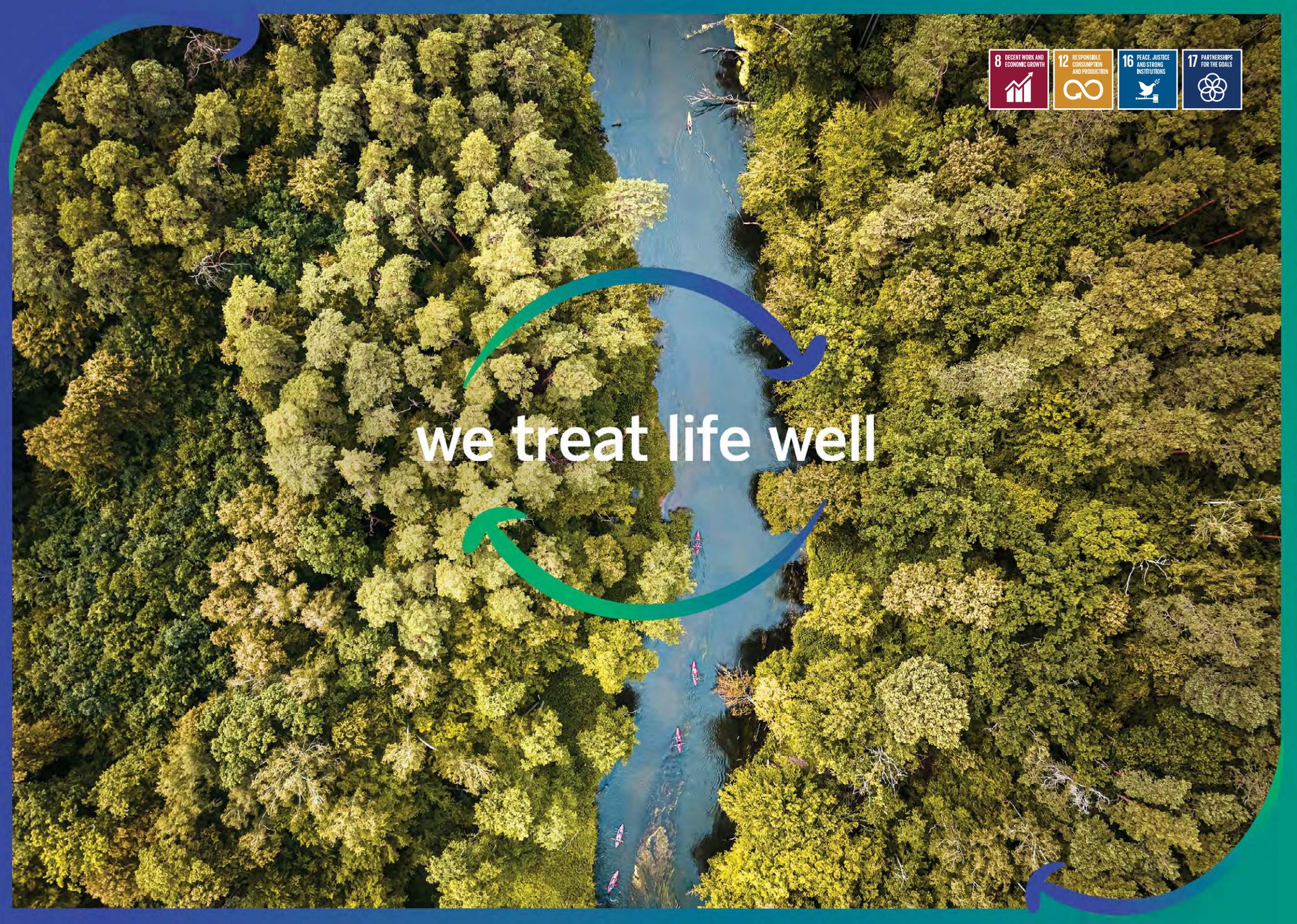


You can scan the QR code to watch our film on the ‘We Treat Life Well’ Ecological Literacy training.





we treat life well



We Treat Life Well

Since the very beginning of our journey, we have never viewed our business as being solely limited to economic value creation. We have shaped our organization as a multi-pronged structure that creates value for society, the environment and the future. In line with this understanding, we have made the “We Treat Life Well” approach the building block of our corporate governance philosophy. Accordingly, we manage all our processes in line with the principles of transparency, fairness and accountability, and shape our business conduct around these values.

We regard sustainability as an integral part of our operations. We continuously measure our environmental impacts, social responsibilities and governance performance, and consider achieving the targets we have set in these areas as true achievements. As Hayat Kimya, we believe that building a liveable future is possible not only through our own efforts but together with all our stakeholders. Therefore, we see sustainability as a shared journey and a shared responsibility.



Aysel Aydın
Vice President, Strategy
and Marketing

We operate with a people-oriented perspective and the goal of creating value for society. In this context, we closely monitor the changing needs and expectations of our consumers and develop products and services that genuinely touch their lives. By continuously analyzing market dynamics, we shape every step we take based on data-driven insights. With our inclusive product portfolio strategy, we not only strengthen our presence in existing categories but also lead the way into new opportunity areas. As Hayat Kimya, our brand philosophy is built not only on commercial success but also on the vision of building a better world. Our purpose-driven approach guides all our business processes, positioning us not merely as a product provider but also a solution partner that carries social and environmental responsibility. One of the core elements that ensures the sustainability of the value we create is innovation. We do not limit innovation to technology alone; we embrace it across all areas, from our business conduct to our product development processes. We differentiate ourselves in the market and make sustainable growth lasting with innovative solutions that rapidly respond to consumer needs, are environmentally conscious and contribute to society.

Corporate Governance

At Hayat Kimya, the highest governing and decision-making body is the General Assembly. The non-delegable powers of the General Assembly include the election and replacement of the Board of Directors, capital increases and amendments to the articles of association. In addition to the General Assembly, there are two governing bodies at Hayat Kimya: the Board of Directors and the Executive Committee. The Board of Directors is responsible for determining the management and operations of Hayat Kimya. Composed of a Chair, a Vice-Chair and a number of members elected by the General Assembly, the Board of Directors is the highest governing body responsible for the legal representation and supervision of the Company. Board members are elected by the General Assembly from among the candidates proposed by the shareholders, and the Board includes independent members.

The Executive Committee is authorized and responsible for carrying out the Company's daily and general operations, except for the non-delegable powers of the Board of Directors. The Executive Committee does not have legal representation authority under the Turkish Commercial Code. It functions as the de facto management body for internal operations and consists of presidents and vice presidents responsible for domestic and international operations. Members of the Executive Committee are generally selected from among full-time employees and typically have service contracts with the joint-stock company.

Reporting to the President of the Executive Committee are the Vice Presidents responsible for Domestic and International Operations, Strategy and Marketing, R&D,

Sales, Finance, Global Supply Chain and Procurement, Asia, Eurasia & Americas, Middle East and Africa, as well as the Advisor to the President of the Executive Committee.

Stakeholder Opinion Black Sea Trade and Development Bank

As the Black Sea Trade and Development Bank (BSTDB), our collaboration with Hayat Kimya spans many years. Hayat Kimya clearly demonstrates a strong commitment to sustainability and responsible business practices. Throughout all capital expenditure programmes that we have supported, including energy efficiency upgrades, capacity expansions and new facility developments, the company has consistently maintained exemplary environmental and social standards. Hayat Kimya operates with a robust Environmental and Social Management System (ESMS) with international certifications such as ISO 14001 (Environment), ISO 45001 (Occupational Health and Safety) and ISO 50001 (Energy Efficiency). These systems ensure continuous monitoring, risk mitigation and full compliance with national and local regulations. In recent years, Hayat Kimya has consistently met all legal requirements without receiving any non-compliance notifications. They have achieved significant progress in pollution prevention and resource efficiency, including advanced air emission controls, wastewater treatment and recycling rates of up to 99% at their detergent facility. Hazardous waste is managed responsibly through licensed contractors, while community health and safety risks are mitigated through transparent communication and a proactive Stakeholder Engagement Plan. In the social domain, Hayat Kimya remains committed to fair labour practices, offering competitive wages and comprehensive employee rights and benefits. With its recent expansion, the company has created more than 250 jobs, reinforcing its role as a responsible employer. Occupational Health and Safety measures are diligently implemented, with no major accidents recorded. Overall, Hayat Kimya's sustainability approach demonstrates strong alignment with the values of the Black Sea Trade and Development Bank by combining operational excellence with environmental sensitivity and social responsibility.



Hüseyin Okur
Vice President,
Finance

We regard financial strength as a critical for ensuring sustainable and inclusive success not only today but also in the future. In the face of changing global dynamics, economic volatility, and such risks as the climate crisis, we operate with an approach that safeguards Hayat Kimya's strong financial structure while also taking our environmental and social responsibilities into account. As Hayat Kimya, we continue our sustainable growth with determination.

We clearly experience the tangible benefits that investments aligned with environmental, social and governance criteria bring to our corporate reputation and our financial performance. In this direction, while managing risks effectively, we also shape future opportunities today. By placing sustainability at the core of our financial strategy, we aim to build a more resilient, more responsible and stronger future together with all our stakeholders.

Our Material Sustainability Issues

On this journey upon which we embarked to leave a more liveable world for future generations, we regard sustainability not merely as an objective but as an integral part of all our business practices. Our environmental, social and governance priorities guide our day-to-day operations as well as forming the foundation of our long-term strategies.

Since the publication of our first sustainability report in 2019, we have closely monitored developments in Türkiye and globally. Throughout this period, in addition to preserving our economic strength, we have re-evaluated our responsibility to create social value in the face of limited natural resources. With this perspective, we have redefined our sustainability priorities in line with global trends and stakeholder expectations.

In 2022, we formed a 41-member team with representatives from different units and organized a comprehensive sustainability workshop under the leadership of the “We Treat Life Well” Sustainability Committee. During the workshop, we identified 26 focus topics of strategic importance across social, environmental and governance areas.

In the light of these topics, we conducted an extensive analysis together with our internal and external stakeholders. A total of 468 participants, 428 of which are internal and 40 are external stakeholders, took part in this study conducted through online surveys. We updated our sustainability materiality matrix based on the data obtained.

In 2023, once again under the coordination of the We Treat Life Well Committee, we reassessed and updated the priorities through a new workshop, taking into account sectoral developments and global trends.

In 2024, we continued our efforts under the coordination of the We Treat Life Well Sustainability Committee. During this period, we closely followed current global developments in sustainability, national and international regulatory changes, and sectoral trends. In line with the outcomes obtained, we reviewed our sustainability approach and practices and ensured that our priorities continued to progress in alignment with evolving expectations.



Çetin Murat
General Manager,
Hayat Kimya Türkiye

As a company originated in Türkiye and growing on a global scale, we continuously advance our production capabilities with a focus on innovation, technology and sustainability. We plan every step we take with a perspective centred on creating long-term value and generating lasting impact. While carrying out our operations, we regard the contribution we provide to our country as a significant area of responsibility. As we continue to contribute to the Turkish economy through our investments, employment generation capacity and export performance, we also place particular emphasis on ensuring that this contribution is sustainable and inclusive. We continue to manage our strong operational structure in alignment with our long-term growth targets.

We act with an approach that takes societal needs into account and assume responsibility in areas that touch all segments of society. This perspective, which considers the expectations of the future as much as those of today, forms the foundation of our sustainability vision. Guided by the “We Treat Life Well” approach, we continue to move forward on this journey with long-term, lasting and sustainable targets, with the ultimate goal of leaving a liveable world for future generations.

Sustainability Materiality Matrix

Governance-related material topics:

- Customer Satisfaction
- R&D and Innovation
- Ethics and Compliance

Planet-related material topics:

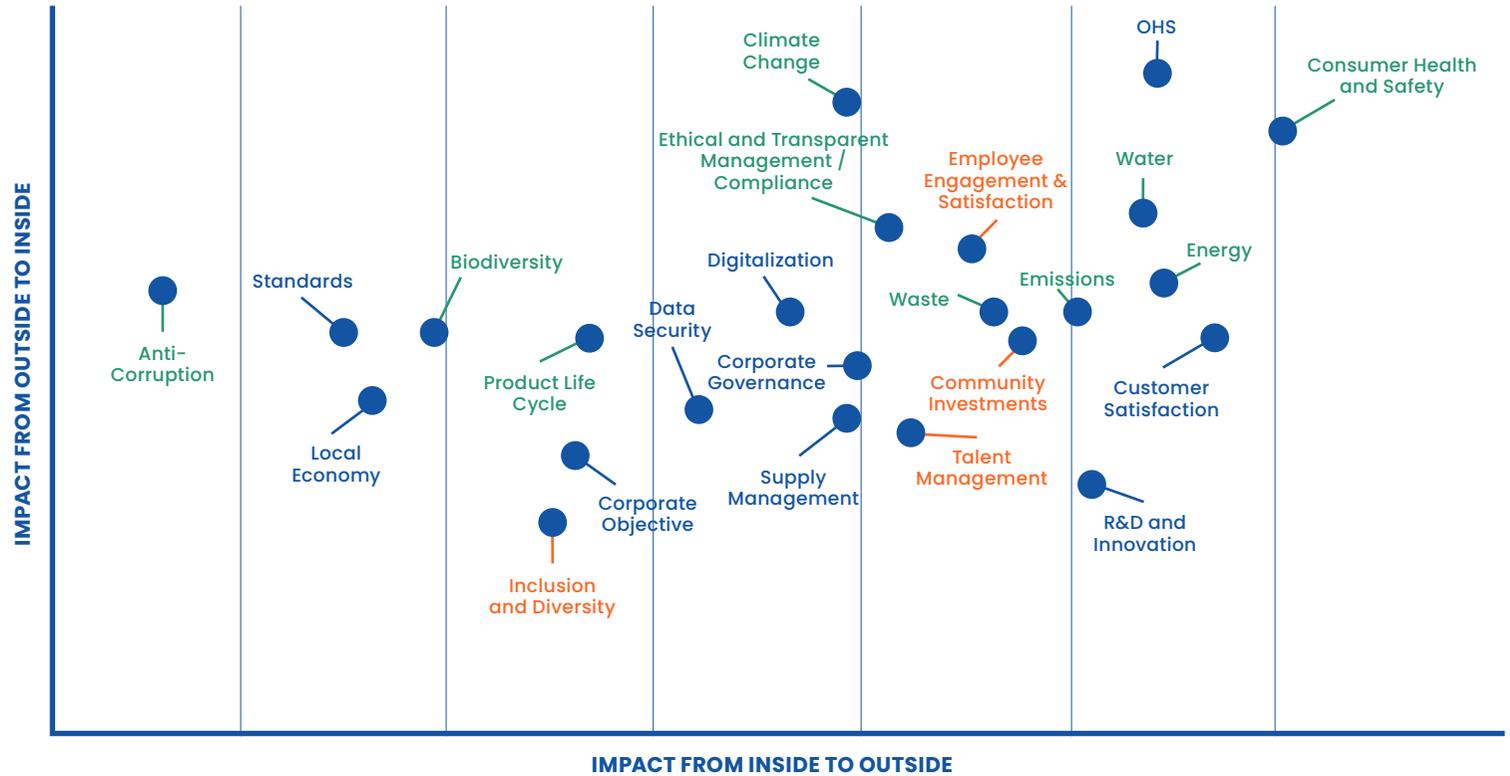
- Climate Change
- Water Management
- Waste Management

People-related material topics:

- OHS
- Employee Commitment and Satisfaction
- Talent Management

Society-related material topics:

- Social Investments and CSR
- Consumer Health and Safety



Our Sustainability Model

We gathered our sustainability materialities under four main headings: Governance, Planet, People and Society. In this context, we reflected our corporate governance approach, the “We Treat Life Well” model, in our sustainability philosophy.



WE TREAT LIFE WELL

With our “We Treat Life Well” approach, we take risks and opportunities into account to healthily advance towards the future, and we respond to the sector’s needs by keeping constant engagement and communication with our stakeholders.



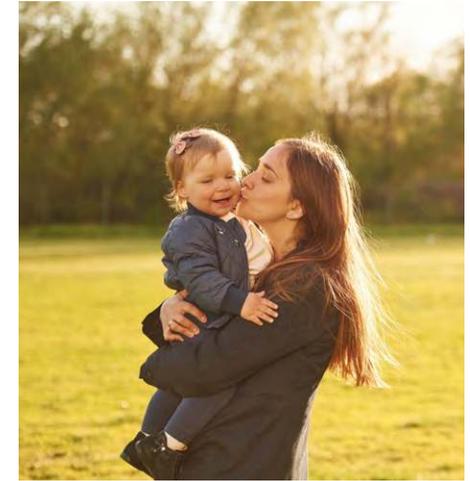
WE TREAT OUR PLANET WELL

With our “We Treat Our Planet Well” approach, we act with a strong sense of responsibility towards our planet, striving to leave a liveable world for future generations. We are aware that natural resources are not infinite, and in order to contribute to and safeguard a sustainable future, we protect freshwater resources and implement cleaner production methods.



WE TREAT PEOPLE WELL

At the core of our “We Treat People Well” approach lie the values of equality, justice and integrity. Within this framework, we create equitable working environments and design them to protect the health and safety of our employees. We are pleased to state that we have signed the United Nations Women’s Empowerment Principles (UN WEPs). All of these efforts are indispensable to establishing an inclusive corporate culture that embraces the diversity of people’s lives.



WE TREAT THE SOCIETY WELL

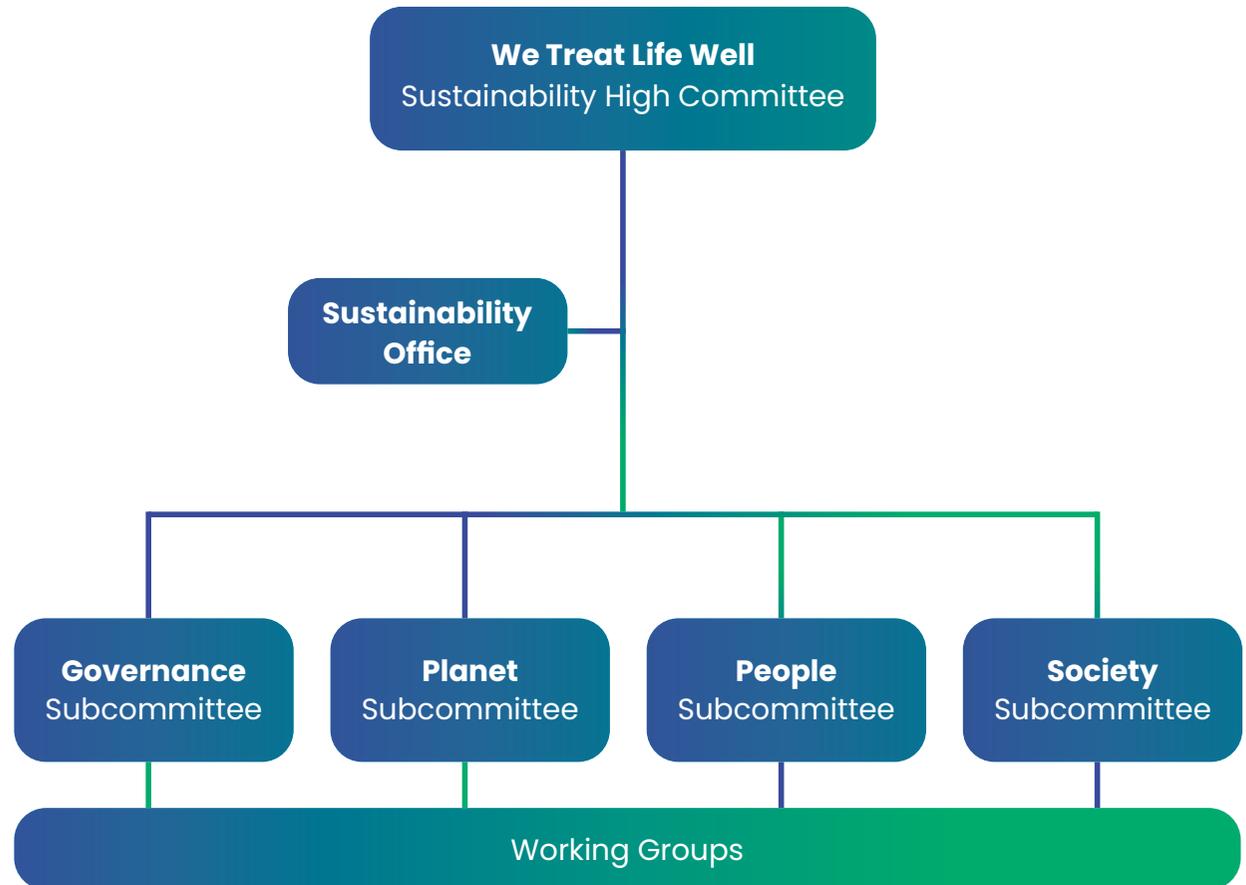
With our “We Treat Society Well” approach, in line with our mission to add value to every aspect of life, we strive to promote a corporate philanthropy mindset in the countries where we operate. We contribute to enhancing individual and societal well-being through our social impact projects in the fields of environmental and health,.

Our Sustainability Methodology

Effective sustainability management is possible through a strong leadership, a clear vision and the capacity to create strategic impact. With our “We Treat Life Well” approach, we are committed to implementing projects together with all our stakeholders that protect environmental resources, support inclusive social development and are economically resilient.

In order to effectively manage our sustainability efforts under the headings of Governance, Planet, People and Society, we established the We Treat Life Well Sustainability Committee, reporting to the Executive Committee, in 2023. In 2024, we are planning digitalization processes to monitor and manage our sustainability performance more effectively. Throughout 2025, we will further strengthen our efforts and decisively implement our digitalization initiatives.

The We Treat Life Well Committee consists of senior executives and directors, while the Governance, Planet, People and Society subcommittees are led by managers, senior managers and directors responsible for the respective areas.



Our Sustainability Methodology

The We Treat Life Well Sustainability Committee closely monitors the activities carried out throughout the year within the Governance, Planet, People and Society subcommittees and regularly reports the outcomes to the Executive Committee. The Executive Committee supports governance processes by monitoring these activities and also conducts communication efforts to ensure that Hayat Kimya's sustainability vision is shared with stakeholders. When necessary, it delegates the management of committees to senior executives and requests that these processes be regularly reported at Executive Committee meetings through those executives. In addition, the Executive Committee is responsible for submitting priority sustainability matters for the approval of the Board of Directors. Developments in sustainability performance are also periodically reported to the Board of Directors, which may, when deemed necessary, share these efforts with the General Assembly.

A Governance Subcommittee was established with a view to monitoring and continuously improving our governance performance. It focuses on corporate purpose, ethical principles, risk and opportunity management, supply chain practices and stakeholder relations. Four separate working groups

operate within the committee, each dedicated to these focus areas.

The Planet Subcommittee was established to analyze the environmental impacts of company activities, identify best practices, and develop strategies to reduce environmental harm. Centred on resource efficiency, this committee develops projects aimed at reducing environmental impacts throughout the product life cycle through four separate working groups focusing on energy, emissions, waste and water management.

The People Subcommittee operates with an inclusive employment approach and focuses on increasing the proportion of female employees, monitoring occupational health and safety, and creating working environments that respect human rights.

The Society Subcommittee operates with a mission to add value to every aspect of life. The committee has defined monitoring and evaluating the societal impact of sustainability efforts as a priority objective. Within this scope, working groups have been established in four different focus areas aimed at contributing to social well-being, and close monitoring of these areas has been targeted.

The We Treat Life Well Sustainability Committee closely monitors the activities carried out throughout the year within the Governance, Planet, People and Society subcommittees and regularly reports the outcomes to the Executive Committee.

Stakeholder Engagement

As Hayat Kimya, we believe that transparency and open communication form the foundation of sustainable relationships. In this direction, we develop trust-based collaborations by establishing strong communication networks with society and our business partners. In the projects we implement, we take local needs and societal expectations into account and encourage the active participation of our stakeholders in the process. In this way, we adopt an approach aimed at continuously improving our environmental and social impacts.

Channels (off-/on-line)	Customers, Domestic and International	General Public, Society	Civil Society, Sectoral NGOs	Civil Society, Non-Sectoral NGOs	Civil Society, Unions	Financial Institutions, Domestic and International	State, Sectoral Ministries	State, Non-Sectoral Ministries	State, Regulatory Bodies	Public, Legislative Bodies	Public, Judicial Bodies	Public, Local Central Stakeholders	Public, Local Elected Stakeholders	Academic Entities	Media Organizations	International, Sectoral Organizations	International, Non-Sectoral Organizations	International, UN and EU Bodies	Senior Management	Employees (White Collar)	Employees (Blue Collar)
Face-to-face interaction																					
Unit meetings																					
E-mail																					
Direct lines																					
Intranet																					
Internal screens																					

Stakeholder Engagement

Channels (off-/on-line)	Customers, Domestic and International	General Public, Society	Civil Society, Sectoral NGOs	Civil Society, Non-Sectoral NGOs	Civil Society, Unions	Financial Institutions, Domestic and International	State, Sectoral Ministries	State, Non-Sectoral Ministries	State, Regulatory Bodies	Public, Legislative Bodies	Public, Judicial Bodies	Public, Local Central Stakeholders	Public, Local Elected Stakeholders	Academic Entities	Media Organizations	International, Sectoral Organizations	International, Non-Sectoral Organizations	International, UN and EU Bodies	Senior Management	Employees (White Collar)	Employees (Blue Collar)	
In-house bulletin boards																						
Intro-kit																						
Meetings and visits																						
Briefings and Seminars																						
Websites (parent and subs)																						
Customer service																						
Social media																						
Conventional media																						
SCR activities																						

Our Civil Society Stakeholders

Association for Infant Mental Health

We create shared value through the Molfix Bond with Love project.

Interactive Advertising Association

We ensure that advertisements prepared for our brands comply with the principles of social responsibility.

Business Council for Sustainable Development

We strengthen our collaborations in sustainability and follow sustainability trends.

Sustainability Academy

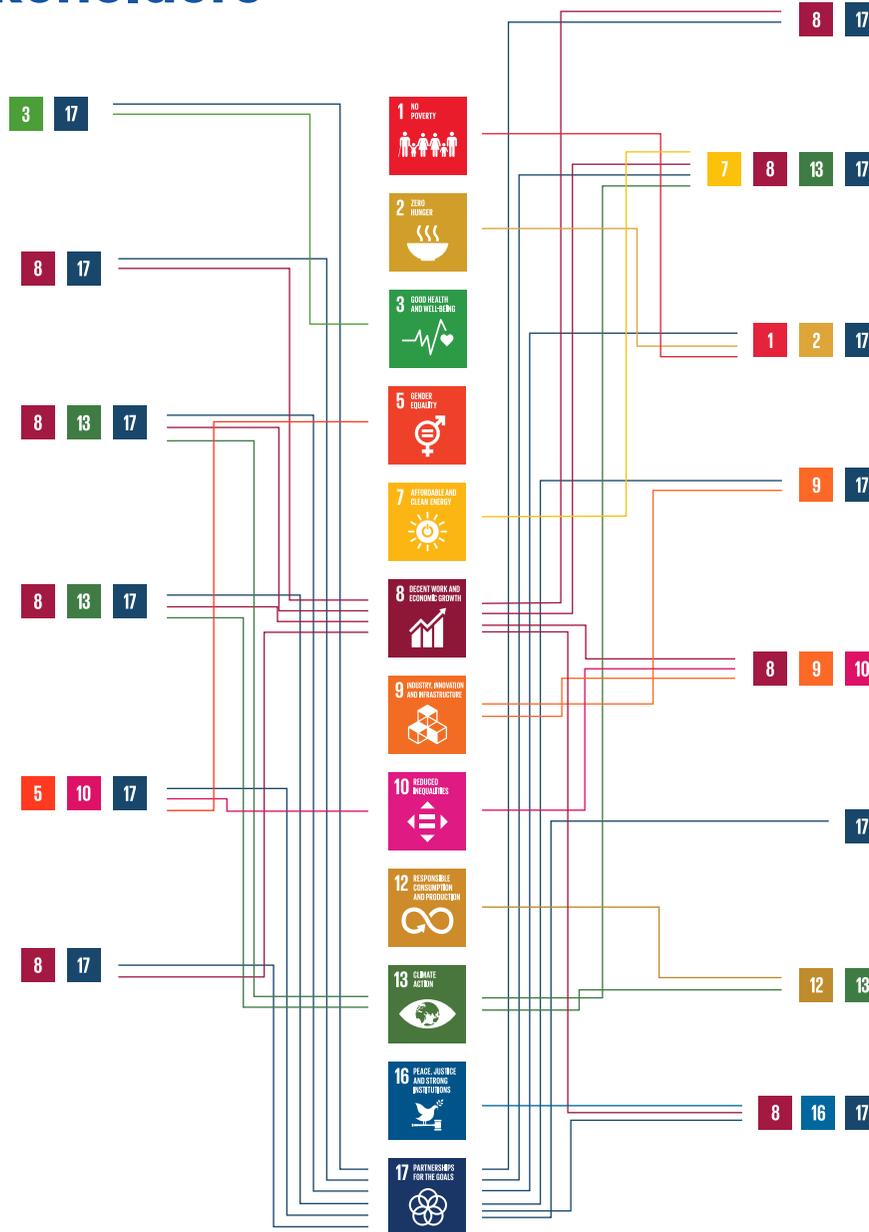
We share our practices with the sector to strengthen sustainability collaborations and benefit from best practices.

Konuşmamız Gerek (We Need to Talk) Association

We create shared value through the Molped Sisterhood of Sanitary Pads project.

Cosmetics and Cleaning Products Manufacturers Association

We share sectoral know-how and engage with our stakeholders.



Advertisers Association

We ensure the social responsibility of advertisements prepared for our brands.

Turkish Cogeneration Association

We share our expertise to promote the use and efficiency of cogeneration technologies in production.

UNICEF

We make regular donations to bring hope to children.

Cellulose and Paper Industry Foundation

We represent paper manufacturers at TOBB and submit regulatory and legislative proposals to the Ministry of Industry and Technology.

Chamber of Chemical Engineers

We carry out Responsible Manager and Responsible Technical Personnel activities through this membership.

Turkish Quality Association (KALDER)

We represent our company with projects on quality circles, kaizen, and sustainability, and participate in award programs.

ÇEVKO

We support the Foundation for Environmental Protection and Packaging Waste Recovery through our membership.

Turkish Corporate Governance Association

We enhance our corporate culture through trainings and webinars organized by the Association, which promotes best practices in corporate governance.

Supply Chain

To ensure sustainability in our supply chain, we expect our suppliers to comply with ethical standards, minimize environmental impacts and implement a sense of social responsibility throughout all processes. With this approach, we view our suppliers not merely as providers of products and services, but as long-term sustainability partners.

We establish a collaborative atmosphere based on mutual trust and manage our processes in line with the principle of transparency; we move forward together more confidently towards our sustainability targets. We prioritize health and safety at every stage, from the production of our products to their delivery to end users. Especially in sensitive categories such as single-use hygiene products, we act with due consideration for environmental impacts and ethical principles.

To safeguard the sustainability of our supply chain, we carefully assess our suppliers within the framework of the Supplier Selection and Evaluation Procedure and expect them to comply with the same high standards. To increase process efficiency and support sustainability, we carry out part of our packaging and raw material production at our own NW&FP plants, thereby ensuring flexibility as well as environmental benefits throughout the supply chain.

We evaluate our suppliers in two main groups:

- Raw material and packaging suppliers,
- Other material and service suppliers.

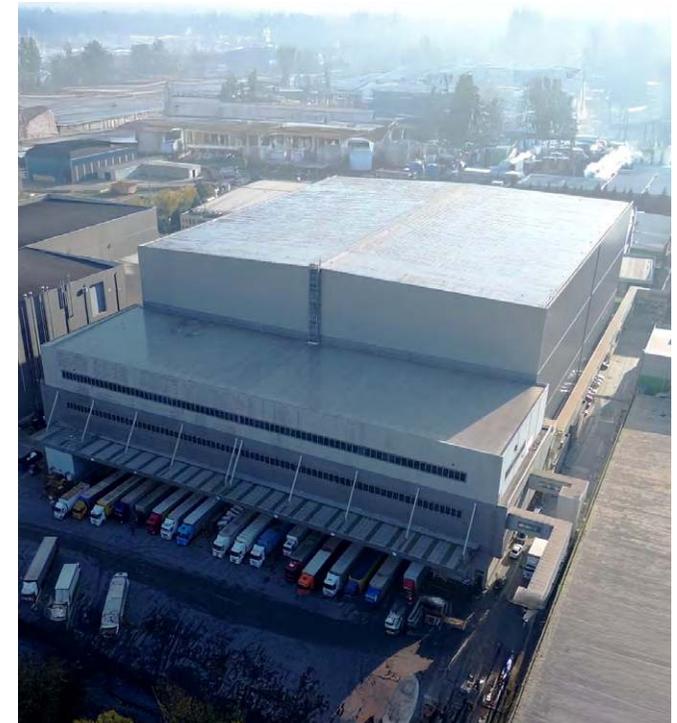
Each year, through performance evaluations and on-site supplier audits conducted via the SAP system, we assess our suppliers in detail based on such criteria based on quality, delivery speed and financial compliance. In this process, we collaborate with the Global Procurement, Quality, HSE and R&D directorates to create a dedicated performance profile for each supplier.

The data obtained are analyzed and reassessed annually within the scope of the Critical Supplier Matrix. Our suppliers are evaluated out of 1,000 points based on criteria including quality, environmental responsibility and compliance with human rights. These scores, recorded in the SAP system, enable us to provide improvement recommendations when necessary.

Suppliers with insufficient performance are expected to submit a solution-oriented action plan within 15 days under the Supplier Audit Improvement Plan. Suppliers scoring below 700 points are subject to a re-audit after six months. If deficiencies are not remedied, the following steps are implemented:

- Warning
- Sanctions
- If necessary, termination of business relationship.

We establish a collaborative atmosphere based on mutual trust and manage our processes in line with the principle of transparency; we move forward together more confidently towards our sustainability targets.



Supply Chain

Through this approach, we aim to further advance our goal of creating a sustainable value chain while reducing environmental impacts and reflecting our high standards across all business partners.

As a result of our local sourcing efforts, 97% of our total 65 suppliers consist of local suppliers.

In 2024, 68 of the 97 suppliers from whom we made the highest volume of purchases received EcoVadis assessments. This outcome clearly demonstrates not only the robustness of our procurement processes but also our determination and vision regarding sustainability. Conducting the majority of our supply chain with partners who adopt global standards in environmental, ethical and social responsibility criteria is not merely an achievement for us, but a tangible reflection of our commitment to future generations.

Supply Chain Occupational Health and Safety (OHS) Performance

Throughout 2024, we carried out various improvement efforts in occupational health and safety (OHS) across our supply chain and achieved meaningful results. The majority of incidents during the year occurred at low severity levels, such as Class 1 and Class 2. The proportion of cases that could lead to serious injuries remained at very low levels. Relatively higher incident density was observed particularly in outbound, technical maintenance and e-commerce

units, indicating the need to further strengthen safety measures in certain areas.

All (100%) OHS actions implemented throughout the supply chain are actively ongoing. Although some steps have not yet been completed, we continue to work determinedly to further enhance our occupational health and safety system.

Accident pyramid analyses conducted throughout the year helped us identify potential risks in advance. As a result, we successfully prevented accidents that could have led to serious outcomes such as loss of limbs or fatalities.

Key Highlights

- We successfully reduced lost day numbers throughout the year, with a further decline observed in the later months.
- We lowered the accident frequency rate to 0.17, achieving performance well below the sector average.
- **Our e-commerce and promotion teams operated for 1,117 consecutive days without any occupational accidents, effectively reflecting our strong safety culture.**

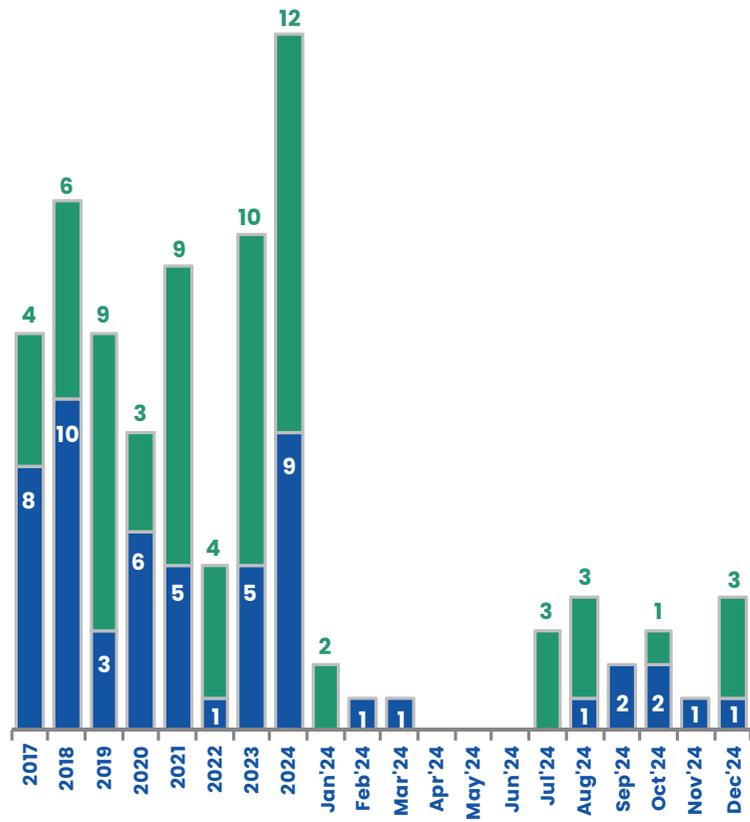


Tarık Demiryakan
Vice President, Global
Supply Chain and
Procurement

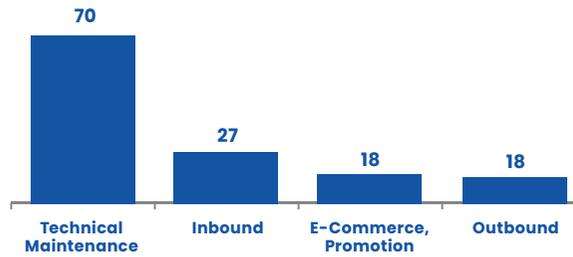
We position our supply chain as a strategic lever that manages product and service flows while supporting business continuity, environmental sensitivity and sustainable growth. Long-term collaborations established with stakeholders across different geographies form the foundation of our operations, which are based on international standards and ethical principles. Powered by data analytics and digitalization, our decision-making processes optimize resource use, increase operational efficiency and enable us to offer more sustainable products and services to our customers. In this way, in addition to meeting today's needs, we also build a more sustainable business model for future generations. On our journey towards the future, we embrace an approach that minimizes environmental impact, prioritizes social responsibility and creates value together with our suppliers. After all, a sustainable future is shaped by a resilient and responsible supply chain.

Supply Chain OHS Performance

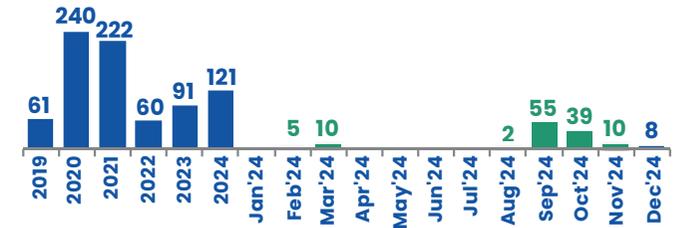
Number of Accidents



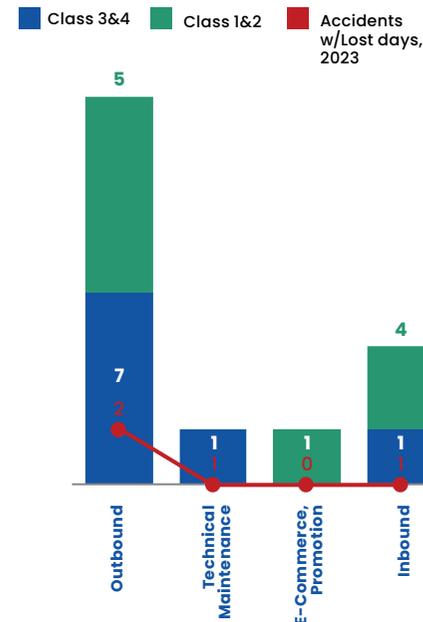
Number of Days wo/Accident



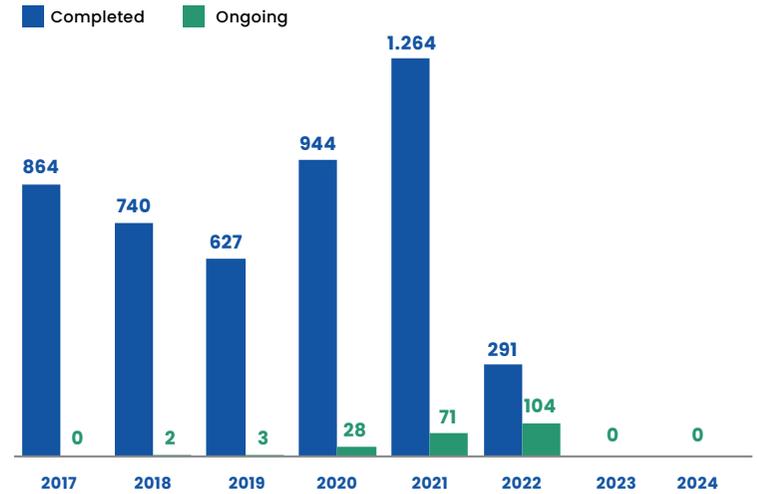
Number of Lost Days/Month



Accidents by Class, 2024



Action Details

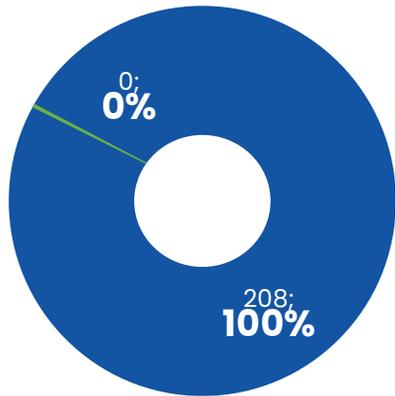


Supply Chain OHS Performance

Action Completion Rate

Open from previous years and 2024 actions

■ Completed ■ Ongoing



Classification of Incidents

2023 YTD

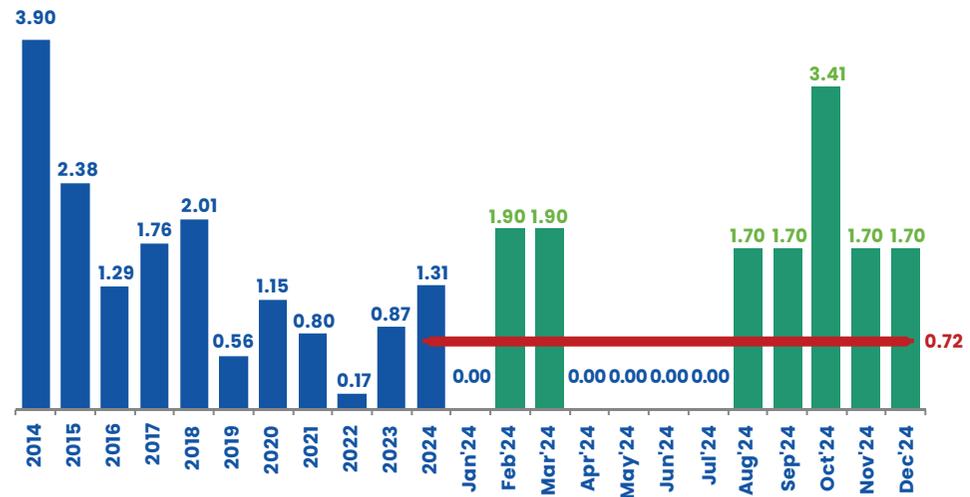
2024 YTD



Accident Frequency Rate (AFR)

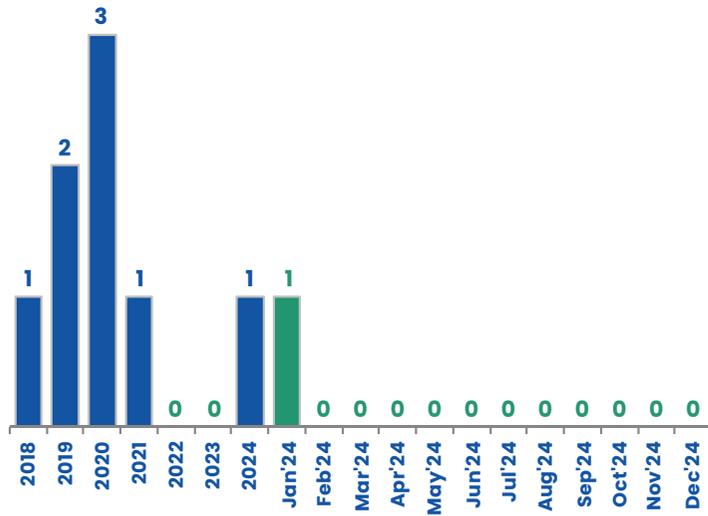
AFR = (Number of Accidents / Total Working Hours) x 200,000

■ Target

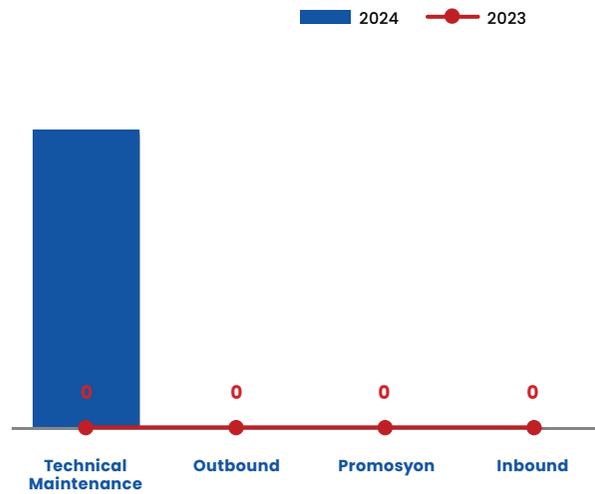


Supply Chain Fire Safety Performance

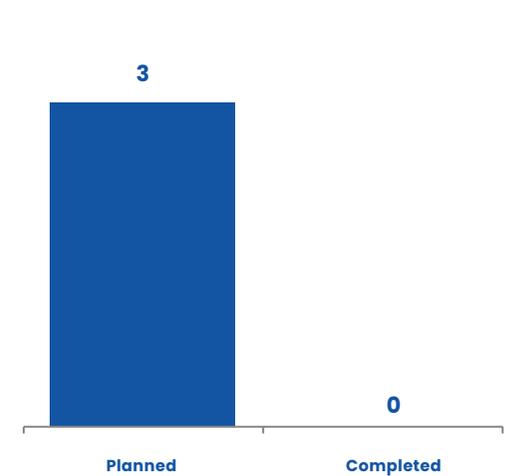
Number of Fire Incidents



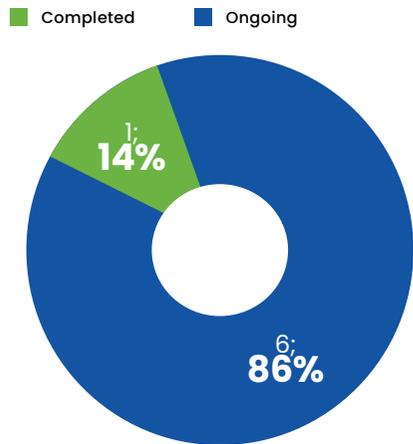
Fire Incidents, 2024



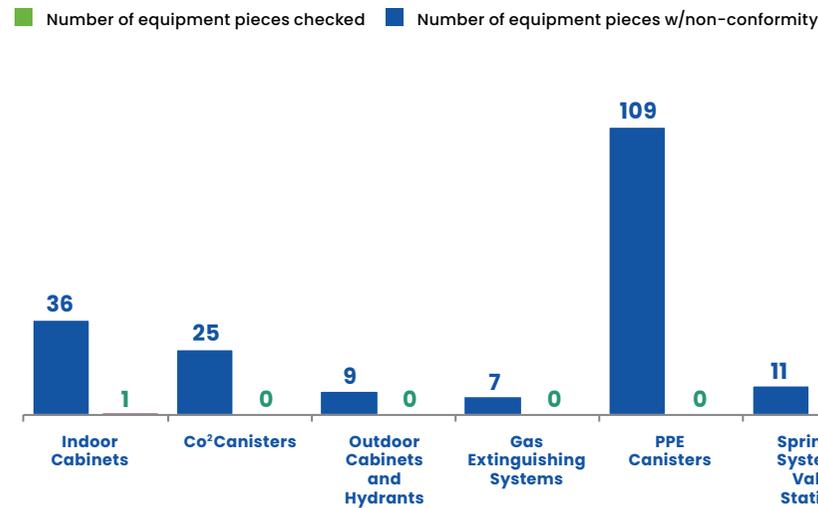
Evacuation Drills Completion Rate



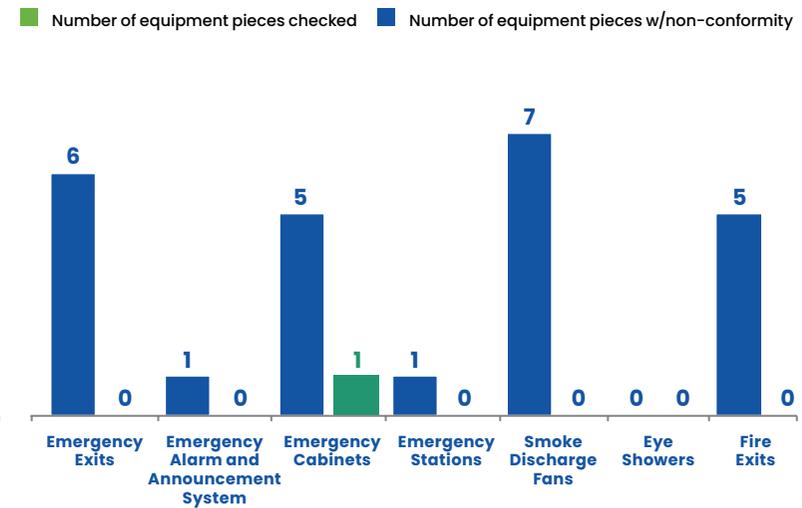
Action Completion Rate



Extinguishing Equipment Checks



Emergency Equipment Checks



Consumer Satisfaction

We touch billions of lives every day through the fast-moving consumer goods we produce to support hygiene and health in daily life. Aware of this responsibility, we regard consumer feedback as a valuable guide to better understand expectations and provide the most appropriate solutions. All feedback received via our call centre, e-mail and social media channels is meticulously recorded by our Consumer Relations Centre (CRC). Each piece of feedback is carefully evaluated, and prompt and effective actions are taken when necessary to ensure consumer satisfaction. Through this process, we continuously improve the quality of our products and services while further strengthening the bond of trust with our consumers.

As a result of our efforts, the number of complaints received in 2024 decreased by 15% compared to 2023, and 95% of all complaints were resolved.

Consumers Are Satisfied with Our Products and After-Sales Services, According to Call Center Satisfaction Survey Results

With advancing technology and changing post-pandemic habits, consumer interest in our products through online shopping platforms increased significantly. During the reporting period, an annual average of 1,398,064 individuals ordered our products via online channels.

Within the scope of the Satisfaction Survey conducted by our Call Centre, customers evaluated their experiences with our products and call centre services on a scale from 1 to 5. In 2024, we were very

pleased to see that our consumer satisfaction rate reached a high level of 4.89 out of 5.

Complaints Communicated to Customer Communication Centre	2020	2021	2022	2023	2024
Complaints	5,958	6,495	5,117	7,187	6,127
Complaints Resolved	5,958	6,495	4,933*	7,169	5,809



Ethics and Compliance

We conduct all our business processes in line with the principles of fair trade and ethical values and adhere strictly to anti-corruption policies. Through our internal audit mechanisms and ethical trade rules, we build a transparent and trust-based working environment together with our employees and business partners. In all countries where we operate, we not only fully comply with legal regulations but also regard respect for human rights, the environment, societal values and local cultures as a corporate responsibility.

With this understanding, we have shared our Code of Ethics and Working Principles, prepared to guide all employees, with all stakeholders via our website. Each employee is responsible for complying with these principles and reflecting them in their daily work practices.

Drafted by the Board of Directors, this document consists of two main parts:

- Part one covers the codes of conduct related to fundamental ethical values,
- Part two addresses the ethical governance structure and implementation principles.

The main topics addressed within the Code of Ethics and Working Principles include:

- Our Fundamental Ethical Values
- Management of Conflicts of Interest
- Our Responsibilities

- Protection of Trade Secrets
- Confidentiality

The evaluation and resolution of ethical violations are carried out by the Hayat Kimya Global Ethics Committee. It is chaired by the President of the Hayat Kimya Executive Committee, with permanent members including the Directors of Global Human Resources, Legal, Business Development and Corporate Communications. When necessary, temporary members from the country or unit where the violation occurred may be included in the process. The Audit Directorate serves as the rapporteur of the Committee. In addition, ethics sub-committees may be established at the country level when required to effectively manage the process locally.

All Hayat employees and business partners may submit reports related to ethical violations via ethics.hayat.com.tr. Reports are reviewed by the Ethics Committee Rapporteur and shared with the relevant units. When deemed necessary, the Audit Directorate or other relevant units are involved in the investigation process.

During the reporting period, no reports of ethical violations were received, which is a testament that our ethical culture is strongly integrated into our business processes.

Anti-Corruption and Prevention of Conflicts of Interest

At Hayat Kimya, we place ethical values at the core of all our processes, from raw material procurement to product sales and delivery to consumers. We adopt the principle of avoiding any conflicts of interest that could undermine our corporate integrity and value working with employees and business partners who share the same awareness.

Our Code of Ethics and Working Principles clearly defines acceptable behaviours in relationships with suppliers, customers and competitors. Clear boundaries have been set regarding practices such as gift exchanges that could be interpreted as bribery, and employees are expected to strictly comply with these rules. In line with our ethical principles, employees are responsible for reporting any witnessed instances of bribery or corruption via the Ethics Hotline.

We act in full compliance with the laws and regulations of the countries in which we operate in all our business activities, without any expectation of benefit in our relationships with public institutions, administrative bodies, non-governmental organizations or political parties. Handling this process in line with the principles of integrity and transparency is an integral part of our corporate culture.

Risk and Opportunity Analysis

As we progress towards our goals, we aim to anticipate potential risks and opportunities in advance and translate them into value-creating strategies for our organization. We conduct this process under the leadership of the Audit Directorate, adopting a holistic perspective that encompasses not only business continuity but also employee safety, financial resources and environmental impacts.

Our risk management approach identifies potential threats and also aim to develop flexible and effective solutions against them. In line with insights obtained from the World Economic Forum's (WEF) Global Risk Perception Survey 2022, we address risk areas

that are likely to come to the forefront in the future, closely monitor developments in our sector, and track changing consumer behaviours. We evaluate emerging opportunities as potential drivers of innovation and transformation, viewing these changes as significant steps towards increased resilience and growth.

We follow a structured four-step system in managing risks and opportunities:

1. Identification of risks and opportunities
2. Impact and probability analyses
3. Development of monitoring and action plans
4. Reporting of the entire process to the Executive Committee

The Audit Directorate conducts independent and impartial analyses at every stage of this process.

As of 2022, we systematically monitor 23 risks and 14 opportunities and take sustainable, value-creating actions based on the insights obtained from these analyses. In 2024, we continued this process with the same diligence, taking proactive measures against emerging risks and, in the coming year, we aim to review all risks and opportunities through a sustainability risks project.





we treat our planet well



We Treat Our Planet Well

We operate as part of a globally integrated structure in all stages, from raw material procurement and production to delivering our products to consumers and the recovery process at the end of their life cycle. We regard safeguarding the continuity of our business and leaving a liveable environment for future generations as an inseparable part of our responsibility. With this understanding, we conduct our activities with a sense of universal responsibility.

The main focus of our environmental policy is to reduce the environmental impacts of our operations and ensure the sustainable use of natural resources. Within this framework, we took significant steps in 2024 to strengthen our environmental performance. In all our facilities, we continued to implement systematic practices in water management, waste control, energy efficiency and emissions reduction. We regularly monitored data at each facility and implemented necessary improvements to manage water use effectively. In addition, we continued to use the seawater treatment plant commissioned in 2016 to support our goal of protecting water resources. Through this practice, we reduce pressure on freshwater resources, build a system resilient to drought risks and make a tangible contribution to environmental sustainability. The treatment and use of seawater represents a critical step in deploying alternative water resources, particularly in today's

world where water scarcity is increasing. This practice not only meets our current operational needs but also stands out as a reflection of our responsibility to leave a liveable environment for future generations.

In the context of waste management, we continue to develop and implement programmes to minimize the negative environmental impacts of hazardous and non-hazardous waste. We reduced the amount of waste generated from our production processes through recycling and reuse practices. We contributed to reducing environmental risks by directing 99% of all waste generated at our facilities to recovery.



Enes Çizmeci

Vice President, Eurasia & America Operations

In line with our continuously growing and diversifying global business portfolio, we maintain a leading competitive position in the sector with all our brands and products, each in its respective category. Türkiye, where our success story began, remains our most important source of inspiration in this strategic journey. After implementing our innovative ideas and projects in Türkiye, we transfer this experience to other countries based on the strong achievements and pioneering practices we have established. While at least one Hayat Kimya brand reaches 9 out of every 10 households in Türkiye, we achieve penetration rates ranging from 60% to 90% in other geographies where we operate. We strive to conduct all our operational processes, which are managed with strategic alignment and strong coordination, in line with our long-term targets shaped by our sustainability vision. In this direction, we have implemented many pioneering practices to date and continue to work with determination to realize even more. In line with our vision of contributing to future generations, Hayat Kimya not only grows within the sector through the investments we make in our country, the employment opportunities we create and our strong export performance, but also generates significant value for the Turkish economy.

We Treat Our Planet Well

We Treat Our Planet Well

We conduct regular training programmes to increase the level of environmental awareness among our employees and suppliers. We believe that raising individual awareness is one of the most critical steps in effectively combatting climate change.

	2022	2023	2024
Environmental Training (person*hour)	954	1.426	1.339

We deploy the “Hayat Excellence System” (HES) to align our business conduct with international best practices and aim for operational excellence on a global scale. We continuously improve our production processes in an environment where our companies can learn from one another and development is supported through knowledge and experience sharing. We also carry out our environmental processes in accordance with the legal regulations of our countries of operation and international standards, within the framework of our Health, Safety and Environment (HSE) Management Policy. Our environmental investments continue to increase year by year.

	2022	2023	2024
Environmental Investments (USD)	80.000	254.000	562.132

We manage all our facilities in Türkiye in compliance with the ISO 14001 Environmental Management System Standard. In addition, with the responsibility of being the first Turkish company to obtain ISO 50001 Energy Management System certification in an accredited manner in Türkiye, we prioritize energy management and energy efficiency efforts.

Our Commitments under the HSE Management Policy:

- Designing environmentally friendly products aligned with customer expectations and that ensure user safety.
- Providing regular training to encourage our employees and suppliers to embrace a culture of continuous improvement.
- Ensuring stakeholders’ access to our Environmental, Occupational Health and Safety policies and enabling them to freely share their feedback.
- Creating healthy and safe working environments by leveraging environmentally friendly advanced technologies and offering products manufactured under these conditions to international markets.
- Assessing occupational health, safety and environmental risks with a preventive approach and taking necessary measures to prevent work accidents, occupational diseases and environmental incidents.
- Ensuring full compliance with local and international Environment and Occupational Health

We believe that raising individual awareness is one of the most critical steps in effectively combatting climate change.

and Safety legislation, and maintaining continuity by continuously improving management systems.

- Using natural resources efficiently, aiming to prevent environmental pollution before it occurs and taking the highest level of precautions in this regard.

With the contributions of our stakeholders, we have identified energy management, water management and climate action as our priority sustainability issues. These topics are monitored under the responsibility of the Planet Sub-Working Group operating within the Sustainability Committee.

Water Consumption and Water Conservation

In a world where freshwater supply is limited, water efficiency ranks high on the agenda of institutions. The World Resource Institute's (WRI) Water Risk Atlas identifies Türkiye as among the countries experiencing high water stress due to climate change and inefficient use of existing resources. This situation makes the impact of water access on business continuity more visible.

Home care products and tissue paper included in our portfolio involve production processes that require high water consumption. Water plays a critical role

in the production of these product groups, in various processes such as raw material processing, cleaning, heating, cooling and formulation. Therefore, conserving and using water efficiently is not only an environmental responsibility but also an indispensable requirement for the sustainability of our operations.

Today, with water becoming an increasingly scarce resource, every drop of water carries significance. With this awareness, we invest in technologies that increase water efficiency in our production processes, implement recovery systems and carry out continuous

We invest in technologies that increase water efficiency in our production processes, implement recovery systems and carry out continuous improvements aimed at minimizing our water footprint.



[1] WRI, Aqueduct Water Risk Atlas

Water Consumption and Water Conservation

improvements aimed at minimizing our water footprint. In doing so, we continue our production without compromising product quality while contributing to the protection of natural resources.

We support our water management approach with facility-level targets. As total water consumption may vary periodically depending on changes in production volume, we assess our performance based on the “water intensity” indicator and shape our efficiency-boosting actions accordingly. Through this approach, we aim to strike a balance that contributes to the conservation of natural resources. When water intensity is examined, the ratio recorded as 2.89 m³/tonne of product in 2023 was again observed as 2.89 m³/tonne of product in 2024, maintaining stability.

At our production facilities in Kocaeli and Mersin, we invest in specialized engineering projects to reduce water consumption and protect existing resources. In

2016, we sought alternative resources in order to reduce groundwater use and protect the groundwater assets of our regions of operation; as a result of such efforts, we commissioned a Desalination Plant that enables the use of seawater treated with reverse osmosis and ultrafiltration technologies in production. During the reporting period, 46% of our total water need was met through seawater treated at this plant.

We treat wastewater generated from production processes in compliance with legal discharge standards. Treatment operations are carried out by a team consisting of 2 engineers, 2 treatment foremen and 15 personnel. We take samples before and after treatment to evaluate COD performance and keep treatment efficiency under control through regular internal monitoring analyses. Wastewater discharge parameters are measured and monitored at intervals stipulated in legislation, by authorized accredited laboratories.

Water Consumption Data	2022	2023	2024
Water from mains network (m ³)	730,320.00	788,985.00	817,661.00
Surface waters (wetlands, rivers, lakes, sea, etc.) (m ³)	578,931.00	489,183.00	600,534.00
Groundwater (well water) (m ³)	471,071.00	608,797.00	609,163.00
Total Water Consumption (m ³)	1,780,322.00	1,886,965.00	2,027,358.00
Water Use Intensity (m ³ /tonne of product)	2.99	2.89	2.89

When water intensity is examined, the ratio recorded as 2.89 m³/tonne of product in 2023 was again observed as 2.89 m³/tonne of product in 2024, maintaining stability.

In 2024, we began reusing anionic wastewater generated from liquid production processes in the powder production process. In this context, the amount of water reused annually is 6,840 m³, corresponding to approximately 9% of the total well and grid water used at the detergent factory.

In 2024, we installed Continuous Wastewater Monitoring Stations (CWMS) on the discharge lines of the Treatment and Desalination Plants serving our factories in Kocaeli. The system operates on a 24/7 basis and reports collected data to the relevant authorities. It enables the monitoring of discharge quality in real time and enhancement of reporting processes, making them stronger, more transparent and more traceable, thereby ensuring environmental compliance within a more effective monitoring framework.

Combatting Climate Change – Energy and Emissions Management

Today, climate change has become a priority topic on the agendas of all stakeholders, not only in environmental terms but also with its economic and social dimensions. The impacts of the climate crisis materialized and made increasingly visible by extreme weather events, drought, floods and wildfires, obligating public and private sectors to take determined steps towards carbon reduction.

At the global level, states have long been seeking a common direction under the United Nations Framework Convention on Climate Change (UNFCCC). One of the most significant milestones of this effort, the Paris Agreement, aims to keep the global temperature increase well below 2°C and to limit it to 1.5°C. Policy instruments developed to support these targets, such as the European Green Deal, the Emissions Trading System (EU ETS) and the Carbon Border Adjustment Mechanism (CBAM), clearly demonstrate that the private sector must also assume responsibility in the combat against climate change.

In line with our “We Treat Life Well” approach, which shapes our activities, we focus on reducing our climate impacts and align our business strategy with international climate targets as well as regulatory expectations. Within this scope, we develop projects

aimed at reducing carbon emissions, enhance operational efficiency and continue to build a more resilient and sustainable business model over the long term.

During this reporting period, we once again identified energy and emissions management as one of our top priorities. With the responsibility of being the first Turkish company to hold ISO 50001 Energy Management System certification in Türkiye, we address energy performance in our production and support processes in a systematic manner. For this purpose, we defined the core principles governing the system, established by our Energy Policy, and supported it with facility-based, actionable targets. We monitor performance through regular measurement and monitoring mechanisms, guarantee it through audit and verification processes, and implement actions aimed at efficiency improvement and emissions reduction with a continuous improvement mindset. This data-driven structure in our decision-making processes places our emissions reduction efforts within a consistent framework, strengthens regulatory compliance and supports business continuity. In this way, we do not limit the transformation required by the climate agenda to commitments alone, but make it permanent through operational practices.



İbrahim Güler
Vice President,
Hayat Kimya Operations

For us, sustainability is more than a responsibility; it is a fundamental component of long-term value creation. We conduct each of our production operations by evaluating our economic targets as well as their environmental and social impacts. This holistic approach prioritizes the conscious use of natural resources, increasing energy efficiency, and long-term sustainability targets. In all our operational processes, we utilize environmentally friendly technologies and develop innovative solutions to reduce our carbon footprint. In line with the “Produce locally, consume locally” principle, we invest more in renewable energy and aim to minimize the environmental impact arising from our production activities. Through these investments, we meet current needs as well as taking concrete steps towards fulfilling our mission of creating sustainable business models for the future. We view sustainability not as a fixed target, but as a process that requires continuous improvement. In this direction, we lead projects that support sustainability at local and global levels. As Hayat Kimya, we continue to act with a strong sense of responsibility towards society and the environment while contributing to global sustainability goals through our energy investments, innovative technologies and rapid adaptation capability in implementing new solutions.

Combatting Climate Change – Energy and Emissions Management

Our Energy Policy

- Developing performance indicators covering energy efficiency and energy intensity across all our processes,
- Reducing costs in our processes through energy-saving-focused improvements,
- Continuously monitoring technological developments to enhance energy management and maintaining a leading position in energy efficiency within the sector,
- Ensuring continuous improvement through well-trained and knowledgeable employees and a management approach that supports open communication,
- Fully complying with all national and global legal regulations related to energy management,
- Reducing emissions and maintaining environmental sensitivity by prioritizing efficiency in energy production and consumption,
- Ensuring sustainability in the energy field by diversifying fuel types and supply sources,
- Ensuring transparency and traceability by accurately measuring, analyzing, and reporting energy use,
- Making energy-friendly choices in design, products, and services to improve energy efficiency and allocating the necessary budget to these processes,
- Increasing production capacity based on renewable energy sources in order to reduce fossil fuel use.

Stakeholder Opinion

Confident Steps Towards a Carbon-Free Future with Set Teknik

As Set Teknik, we provide Continuous Emissions Measurement Systems to enterprises in order to contribute to the control of air pollution. We also supply Process Gas Analysis Systems to support more efficient operation of processes and activities with minimum carbon emissions. We do not limit our environmental and sustainability vision solely to sales and service activities, but also aim to deliver solutions that provide maximum benefit to end users of these systems. We continue to maintain our leading position in Türkiye and neighbouring countries with the solutions we offer in the areas of energy efficiency, carbon footprint reduction, monitoring of pollutant emissions, waste management, and industrial green transformation. As Set Teknik, we develop systems that enable sustainable reporting by continuously monitoring the emissions of the largest stationary sources of air pollution in Türkiye, and we pull out all the stops for a clean future.

Guided by our motto “Clean Air, Clean Future” which we have embraced in all our investments and R&D activities, we take great pride in being a solution partner to industry-leading companies such as Hayat Kimya, which stand out for their sensitivity to the environment and human health.

Hayat Kimya is an industry-leading company that stands out with its sustainability-oriented and environmentally friendly production approach, prioritizing environmental protection and human health. It sets an example on a global scale with the steps it has taken towards its zero carbon emissions target and the sustainable projects it has developed in this direction. This vision encourages us to develop more environmentally friendly and innovative solutions and serves as the main source of inspiration for our collaborative efforts. The Continuous Emissions Measurement Systems we have established to support Hayat Kimya’s goal of eliminating greenhouse gas impacts not only ensure process and emissions control, but also provide valuable data infrastructure for future R&D activities. Playing an active role in all initiatives focused on industrial green transformation and transforming our collaboration with Hayat Kimya into a long-term partnership are of great importance to our company.

Ertan Aydemir
Set Teknik Department Head

Combatting Climate Change – Energy and Emissions Management

Energy Consumption, Scope 1	Birim	2022	2023	2024
Natural Gas	MWh	1,353,501.42	1,353,024.29	1,338,685.25
Electricity (electricity + steam + drying)	MWh	1,012,296.82	1,015,728.79	1,034,427.18
Specific Energy Consumption	(sm ³ /kWh)	0.1393	0.1388	0.1348
Diesel Fuel	Litre	338,769.61	358,048.64	399,204.11
Gasoline	Litre	376,606.56	475,390.24	475,834.10

We implement energy efficiency-focused projects within a framework guided by our Energy Policy. In 2022, we planned a total of 70 projects for our facilities, ranging from quick-win initiatives such as burner maintenance to comprehensive systems that generate energy from hot water. These projects were evaluated and prioritized during an Energy Workshop attended by senior executives and employees (33 participants), based on criteria including efficiency impact, contribution to sustainability, and investment cost. As of 2024, we continue to manage the selected projects through regular monitoring and feedback mechanisms.

In order to reduce dependence on fossil fuel and increase the share of renewable energy, we initiated a SPP investment at our Mersin factory in 2021, which was commissioned in 2024, with a target annual production capacity of 450 MWh. During the reporting period, operating at full capacity, we generated 11,913.13 MWh of electricity from solar energy and achieved approximately 845,000 EUR in energy savings. Through this investment, we reduced emissions 2,167 tCO₂e and contributed to effective operational cost management.

Energy Generation from Renewable Energy Sources	2022	2023	2024
Solar (MWh)	384.24	482.48	11,913.13

The Trigeneration Plant installed at our Mersin and Yeniköy factories to meet the heating and cooling requirements of production processes constitutes a central component of our energy efficiency programme. Within this scope, we conducted a “compressed air line loss and leakage assessment” in the auxiliary systems of the plant, implemented improvements at identified points with a target project efficiency of 80%, and achieved annual energy savings of 512 MWh (approximately 95 tCO₂e) during the reporting period, along with a financial gain of approximately 36,300 EUR. At our tissue paper facility in Kocaeli, we replaced the electric motors of production machines, resulting in energy savings of 1,640 MWh. This improvement reduced energy costs by 2.7 million TRY and prevented 298 tCO₂e of emissions.

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Combatting Climate Change – Energy and Emissions Management

In order to clearly monitor our direct and indirect impacts on climate change and implement necessary improvements, we regularly calculate our Scope 1 and Scope 2 carbon footprints at our Kocaeli and Mersin facilities, and evaluate the findings together with our performance targets and operational plans. In addition, as of 2024, we have initiated efforts to calculate our Scope 3 emissions.

Greenhouse Gas Emissions	2022	2023	2024
Scope 1 (tCO ₂ e)	272,525	272,710.26	271,987.25
Scope 2 (tCO ₂ e)	15,770	9,360.26	10,235.93

Emissions Intensity	2022	2023	2024
Greenhouse Gas Intensity (tCO ₂ e/tonne)	0.49	0.43	0.40

With a view to monitoring production-related emissions, we conduct measurements at all stacks every two years through an accredited laboratory in compliance with applicable legislation and report the results to the Ministry of Environment, Urbanization and Climate Change. In addition, emissions are monitored in real time through the Continuous Emissions Measurement System (CEMS) installed on the process stack of our detergent factory, with data transmitted to the Ministry's system on a 24/7 basis.

Air Emissions	2021		2023		2024	
(kg/hr)	Yeniköy	Mersin	Yeniköy	Mersin	Yeniköy	Mersin
Particulate Matter (Dust)	2.10	1.03	0.08	2.02	0.08	0.45
Nox	29.49	63.36	25.72	71.75	25.72	75.98
Sox	0.00	0.77	0.01	0.96	0.01	0.00
VOC	1.11	0.00	0.00	0.00	0.00	0.00
TOC	11.08	0.00	0.00	0.00	3.07	0.59
Heavy Metal	0.02	0.00	0.01	0.00	0.01	0.00



Waste Management

As Hayat Kimya, we ground our waste management approach in circular economy principles that prioritize the efficient use of resources and conduct all our business processes in alignment with zero waste targets. In this context, we adopt as fundamental principles the reduction of hazardous and non-hazardous waste at source, in-process reutilization, and the use of best available techniques.

We classify waste by type in accordance with applicable legislation and temporarily store it in impermeable areas. Waste is sent to licensed recovery or disposal facilities at regular intervals in order to minimize environmental risks. The impact of our efforts to effectively separate and collect recyclable waste generated in external storage areas is reflected in our annual data. The amount of recyclable waste, which stood at 12,640 kg/year in 2023, increased to 38,740 kg/year in 2024. We strengthen our source separation processes to boost the efficiency of our processes.

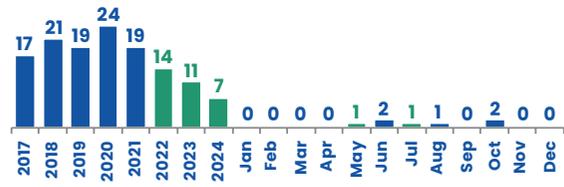
For single-use product groups such as sanitary pads, baby diapers and tissue paper, we inform consumers about post-consumption waste and continue awareness-raising activities that promote correct separation and appropriate waste management practices.

Waste Type	2022	2023	2024
Total Quantity of Hazardous Waste (tonne)	2,024.84	2,173.92	2,640.56
Total Quantity of Non-Hazardous Waste (tonne)	14,992.96	16,155.15	20,777.70



Our Environmental Performance in Türkiye

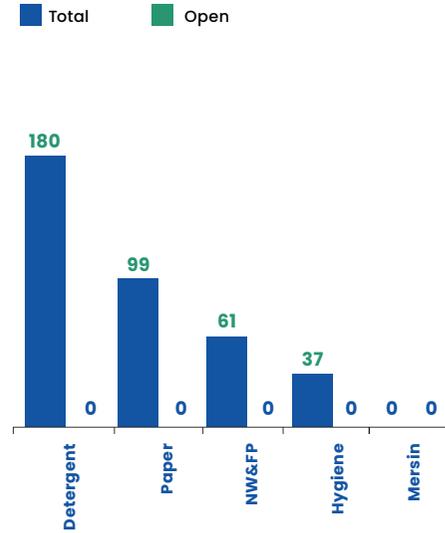
Number of Environmental/Process Incidents



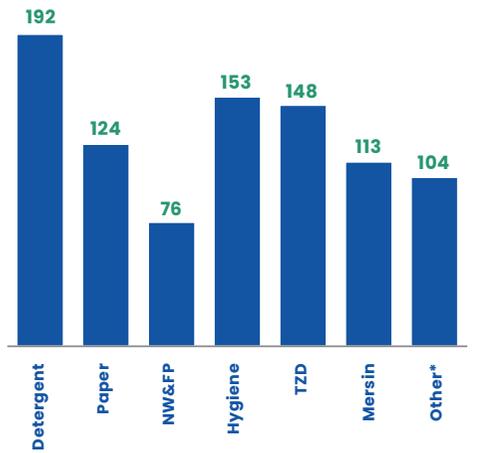
DIF / Action, 2024 (count/year)



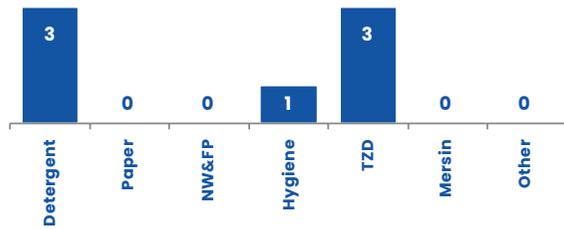
Process Safety and PKD Action, 2024



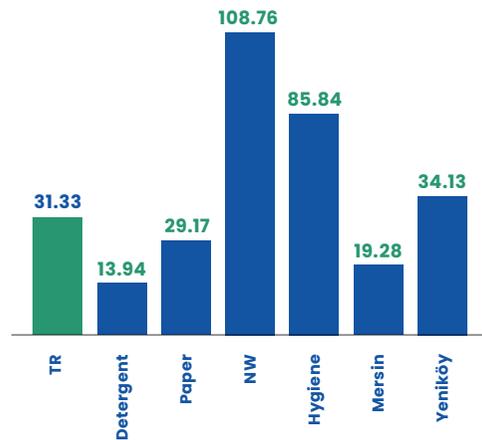
Environmental Training Hours, 2024 Person/Hour



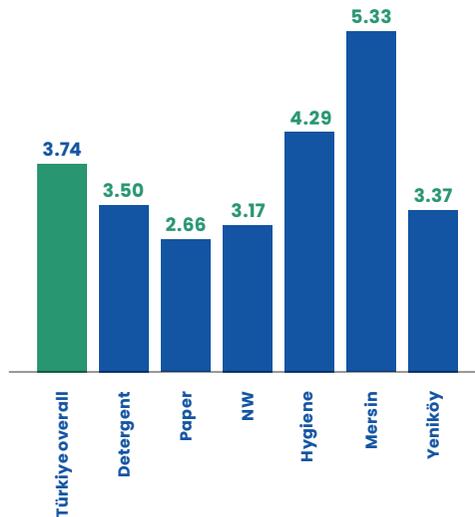
Environmental/Process Incidents, 2024



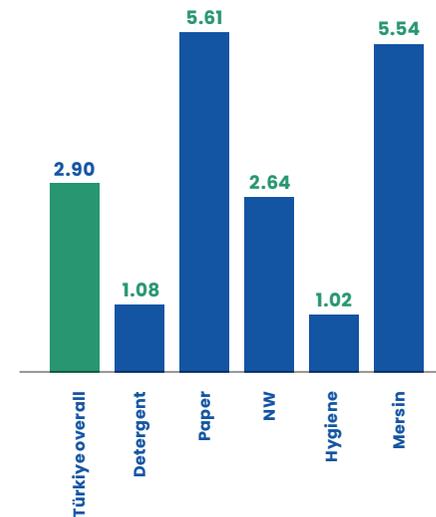
Total Waste 2024 YTD (kg/ton FP cum.)



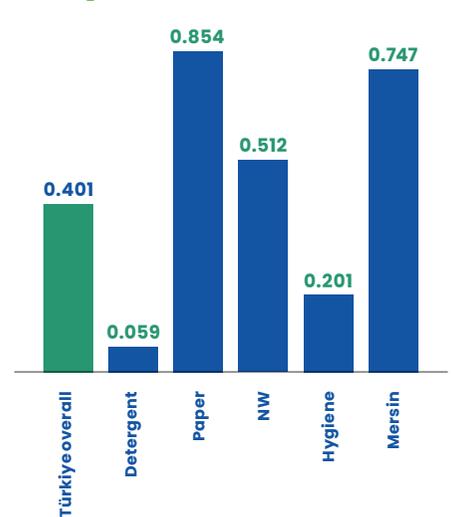
Hazardous Waste, 2024 (kg/ton)



Water Consumption, 2024 (m³/ton)



Greenhouse Gas Emissions, 2024 (tCO₂/ ton/month)



Biodiversity Approach

At Hayat Kimya, we define biodiversity as a “library of life”, recognizing that our planet is home to millions of species beyond humans, each playing a vital role in the ecosystem. However, this diversity is rapidly declining, putting the balance of nature at risk and threatening the functioning of existing ecosystems. With the aim of reversing this adverse situation in the library of life, protecting species diversity, combatting practices that disrupt ecosystems and building a sustainable future, we seek to raise social awareness and nurture generations that are environmentally conscious and that embrace inclusivity. In line with this goal, we regard education as the most powerful and effective tool and develop projects with the aim of fostering a well-informed society. At the same time, we prioritize the biodegradability of our products and aim to minimize our environmental impact by producing with natural ingredients.



Products with Environmental Labels

At Hayat Kimya, recognizing our responsibility towards the environment and future generations, since 2023, we have been prioritizing the development of products bearing environmental labels (Papia toilet paper and paper towels). Our Environmental Label Certificate demonstrates that the environmental impacts of our products are reduced throughout their entire lifecycle, from production to disposal, and that compliance with environmentally friendly criteria has been verified by independent organizations. By offering environmentally responsible solutions, we promote environmental sustainability as well as providing our customers with reliable and responsible



No	Product Name
1	Papia 8-Roll Toilet Paper
2	Papia 12-Roll Toilet Paper
3	Papia 16-Roll Toilet Paper
4	Papia 24-Roll Toilet Paper
5	Papia 32-Roll Toilet Paper
6	Papia Towel 3-Roll Paper Towel
7	Papia Towel 12-Roll Paper Towel
8	Papia BioCare 6-Roll Paper Towel
9	Papia BioCare 8-Roll Paper Towel
10	Papia BioCare 8-Roll Paper Towel
11	Papia BioCare 12-Roll Toilet Paper
12	Papia BioCare 16-Roll Toilet Paper
13	Papia BioCare 40-Roll Toilet Paper





we treat people well



We Treat People Well

In line with our vision “We Treat People Well”, we continuously strive to create fair, equitable, safe and decent working conditions for all our employees. We embrace a workplace culture that is free from discrimination and engages with diverse cultures. While continuing our efforts without interruption, we strive to ensure that all our employees feel that they are an integral part of the Hayat Kimya Family. Protecting labour and human rights is among our core corporate principles. Guided by this approach, we formulated our Global Human Rights Policy which sets out the corporate commitments we undertake as a company, with a holistic perspective on human rights, equal opportunities, adherence to ethical principles, working rules and protection of personal data.

Our Sustainable Human Rights Strategy

At Hayat Kimya, we place sustainability at the core of our human resources strategy and develop practices aimed at strengthening employee commitment, supporting talent development and ensuring business continuity. Through the HR SAP Re-Gen Project, which has digitalized HR data across all countries in which we operate, we digitally report key indicators such as employee count, turnover rates and justifications on a country basis. As of 2024, we also analyze reasons for leave of employment in detail by function, gender and tenure, and follow preventive action plans.

We support sustainable growth in line with our HR strategy developed with a digital transformation and data-driven management philosophy. In this context, in 2024 we established a digital management system that enables end-to-end tracking of subcontractor requests, recruitment and employee exist processes. As a result, our recruitment and onboarding processes are managed through our ATS system, which enables application and hiring data and reporting to be carried out digitally. In addition, we expanded our Human Resources Key Performance Indicator (KPI) set and

monitor all metrics on a monthly basis, sharing reports with country managers. Furthermore, as of 2024, we began monthly reporting of Opex and Capex budget tracking and explanations.

We support sustainable growth in line with our HR strategy developed with a digital transformation and data-driven management philosophy.



We Treat People Well

In line with our sustainable HR strategy, we report vacant positions within the current organizational setup and track employees' target cards within the scope of performance management. We conduct our performance management processes through the Dialogue infrastructure, which is actively used across HR and all our subsidiaries. This system ensures active employee participation while making performance management more inclusive, transparent and sustainable.

We adopt the Objectives and Key Results (OKR) approach, which is yet to be widely used in Türkiye, as a core element of our performance system. This enables alignment between corporate and functional targets and individual goals. Through the OKR methodology, our targets become measurable, concrete and transparent, enabling employees to establish a strong link between business outcomes and strategic targets. In addition, we integrate modern performance management approaches such as agility, focus and prioritization into our corporate culture. At the beginning of each year, after defining our main strategic targets through goal-setting sessions with senior management, we further detail them at the functional and country levels. The Dialogue system enables employees to view company, manager and team goals, thereby ensuring a fairer and more transparent process at every stage, supporting the alignment of targets, and encouraging employees

to progress in an integrated manner with company objectives. We enhance efficiency in goal-setting and achieve more effective outcomes with artificial intelligence assistance used in target entries.

At the beginning of each year, simultaneously with the goal-setting process, we organize OKR and Dialogue trainings in all our countries to refresh employees' knowledge of the performance system and share best practices related to the OKR methodology. In this context, we foster a holistic awareness of the performance management process for our employees and make them better equipped in terms of achieving strategic targets. Throughout the year, we provide our employees with an opportunity to review, and where necessary, update their targets over four 1:1 Check-in periods. At the same time, employees have the opportunity to meet one-on-one with their managers to evaluate target progress, identify development areas and discuss career planning in depth. This process strengthens employee commitment while building a sustainable bridge between individual development and corporate success. At year-end, we measure employee satisfaction and feedback system through a performance evaluation survey and integrate the insights obtained into our processes, aiming for continuous improvement and sustainably increased efficiency.

Furthermore, we monitor annual training and development actions linked to talent management and leadership development processes and evaluate participation rates and achieved efficiency. Through development centre initiatives implemented as part of talent management, we enable employees included in succession plans to prepare for new roles in advance. We also organize one-on-one meetings with employees and HR business partners to create individual development plans, formulate development-oriented training plans and formulate career roadmaps.

Stakeholder Opinion Management Centre Türkiye

We contribute to the development of leaders who will shape the future of this organization through the MT Development, Manager Onboarding and Executive Onboarding programmes conducted within the scope of the Leadership Academy. Our programmes aim to equip participants with lasting competencies in such areas as strategic thinking, people-oriented leadership, a culture of sustainable success, empathy, collaboration and effective communication. Participants internalize leadership behaviours that support not only individual performance but also team efficiency, corporate sustainability, cultural transformation and long-term value creation. We are proud to contribute to this development journey.

Diversity and Inclusion

As we continue to grow globally, we strive to further strengthen our people-centred approach every passing day. We offer various inclusive and supportive development opportunities to our employees to foster a positive work environment and believe that embracing diverse cultures and supporting diversity add value to our corporate culture. Placing diversity and inclusion at the core of our human resources policies, we value the contribution of every employee and prioritize creating a sustainable working environment. In this direction, treating all employees fairly and equally and refraining from discrimination based on gender, religion, language, race, sect, marital status or political views constitute our fundamental principles, and we expect all employees to act in line with these principles.

As a company that aims to strengthen women's participation in business and prioritizes women's employment, we support the UN WEPs and continue to demonstrate our commitment in this regard through our Opportunity Equality Model (FEM) certification awarded by the Women Entrepreneurs Association of Turkey (KAGIDER).

At Hayat Kimya, we manage our human resources processes in line with our Equal Opportunity Policy to provide equal opportunities for all employees.

In 2024, compared to 2023, our total number of employees increased by 10%, the number of female employees by 13%, female white-collar employees by 10%, female employees under the age of 30 by 14%, and female employees aged 30–50 by 9%. These developments strongly support our objective of increasing female representation in managerial positions.

Our Equal Opportunity Policy

- Hayat Kimya is committed to respecting human rights, ensuring fair treatment for all employees and promoting this approach throughout the company.
- Recruitment and promotion decisions are based solely on the knowledge, skills and experience required for the position and are shaped by organizational needs.
- All forms of discrimination are rejected; our Company creates a working environment based on diversity and inclusion, regardless of religion, gender, ethnicity, political opinion, disability or social status.
- Equal opportunity is ensured throughout all human resources processes, including the content of job postings, interviews and candidate selection.
- Transparent and fair criteria are applied in remuneration and performance management, and

equal training and development opportunities are offered to employees.

- Women's active participation in management roles and gender balance in managerial positions are regularly evaluated.
- Trainings and social projects are organized to ensure that the culture of equal opportunity is embraced by all employees, and employees are encouraged to act respectfully and without discrimination in their relations with internal and external stakeholders.
- All processes and practices are regularly reviewed in line with the Equal Opportunity Policy, and necessary improvements are planned.
- The Ethics Committee ensures the implementation of these policies; an active system is in place through which employees can report any inequality or violations and have such reports assessed.

Employee Commitment

At Hayat Kimya, we accept the sense of belonging as a corporate value and place it at the core of our practices aimed at employee commitment. The strong relationships we have established with our employees reduce turnover rates and enable us to take steadier and more determined steps in our sector by maintaining our institutional knowledge.

We offer various Social Clubs to help boost our employees' motivation in areas they are interested in or have talents for. We also help strengthen communication and social bonds by bringing together employees from different departments. Our Arts, Sports, Travel Clubs and the Hayat Kimya Pet Friends Club continue their activities actively.

In addition, to enhance employee commitment and motivation, we organize a wide range of activities for white- and blue-collar employees, including open-buffet breakfasts, off-campus iftar dinners, cold beverage and fruit offerings throughout the summer, barbecue events, tournaments (such as backgammon and bowling), production record celebrations, open-door communication meetings, seniority award ceremonies, and April 23rd celebrations for employees' children. Moreover, in August, we introduced a digital feedback system called "Campus Voice" specifically for our blue-collar employees.

For our white-collar employees, we organize events such as "Let's Finish the Workday at the Beach" and "Welcome Summer" at different locations, the "Life in the Field" initiative where sales support representatives gain one-day work experience in supermarkets, and marathon participations (Istanbul and Mersin marathons).

As Hayat Kimya, we continue our efforts to provide a healthy, happy and productive work environment for our employees. We offer benefits to support them in maintaining a healthy work-life balance.

Benefits Offered to Employees

We have implemented numerous practices and continue to work on new initiatives in order to provide a comfortable working environment for our employees and to identify and develop talent for the sustainable success of our organization. For our white-collar employees, we introduced talent and leadership development programmes such as HGEN Leads the Future, Lead to Grow, Lead to Impact and Lead to Inspire; a performance management approach based on the New Generation OKR Methodology; the Wezone Reward Programme; the Flex Flexible Benefits Platform; and a hybrid working model. All of these practices are continuously improved and enhanced.

Side Benefits for Our Employees

Fuel Assistance	Health Insurance	Heltia – Online Therapy and Dieting App
Holiday Assistance	Dining Hall	Administrative Leave
Education Assistance	Shuttle Service	Executive bonus (for positions of manager and above)
Food Package (1 every 2 months, 1 additional package during Ramadan)	Meal Assistance (For Hybrid Employees)	Sales bonus
Paper and Hygiene Package (1 every 2 months)		Performance bonus (for positions of senior specialists, managers)
Internet Service Support (monthly)	Company Phone and Line	Company Vehicle (for positions of manager and above)

Employee Commitment

Through our Candidate Referral System, we also enable blue-collar employees to refer candidates and be included in the reward process. All white- and blue-collar employees can recommend suitable candidates for announced vacant positions via our Candidate Referral System and are rewarded under our incentive programme. In our recruitment processes, open positions are shared through internal announcements, allowing employees who wish to apply to do so. In this way, we increase our internal fill rates by enabling internal transfers and rotation opportunities.

In the upcoming period, we aim to implement initiatives such as the 2nd Employee Engagement Survey, Digital Academy, Commitment Champions Programme, Career Architecture, Technical Career Studies and Values-Oriented Programmes.

We developed the FLEX Flexible Benefits Platform to meet the needs and expectations of our employees. Through this platform, employees can choose alternative options based on their individual preferences instead of unused existing benefits, thereby providing financial support tailored to their needs. Within the scope of the FLEX Platform, benefits such as holiday allowances, education support, fuel assistance and food packages can be customized according to individual preferences.

In addition, employees can use their flexible benefits through the Gift Catalogue on the Wezone platform. This catalogue offers a wide range of gift options in various categories, including home appliances, small electrical appliances, clothing and footwear, computers and tablets. Furthermore, through the Opportunities Club, employees are offered special discounts at many brands via the Wezone platform.

In addition to benefits, the recognition and appreciation feature on the Wezone platform allows employees to send appreciation and thank you messages to one another. Managers can award points to team members, which can be redeemed through the gift catalogue.

Strengthening Employee Commitment

We implemented numerous programmes and practices in line with our goal of strengthening employee commitment, which is one of the most significant components of creating a sustainable workforce. We expanded the Wezone Reward Programme to cover all employees, enabling blue-collar and field staff to benefit from the system as well. Through the Candidate Referral System, we encourage employees to earn rewards by recommending candidates.

We developed the FLEX Flexible Benefits Platform to meet the needs and expectations of our employees.

All these initiatives are undertaken to strengthen employee commitment and increase satisfaction in the workplace.

Employee Commitment

Flexible Work and Benefits

In addition to our approach that supports diversity and inclusion, we strive to integrate flexible working practices into our processes to help employees maintain a healthy work-life balance. We support work-life balance through the Hybrid Working Model we have implemented, while the FLEX Flexible Benefits System enables benefits to be tailored to individual needs. We also develop systems that can adapt to the specific conditions of each country in establishing global standardization of benefits.

Employee Support Programme

We provide our employees and their families with 24/7 consultancy and information services offered as part of the Employee Support Programme. Within this scope, we support employees in managing challenges in their professional and personal lives that may affect their performance and creativity.

We offer newly joined employees “welcome” gifts that reflect our sustainability approach.

We support the expansion of the Hayat Kimya Family by providing employees who are new parents with baby diaper assistance from our own brands. During the reporting period, return-to-work rate after parental leave was recorded at 75% for female employees and 87% for male employees.

We support work-life balance through the Hybrid Working Model we have implemented, while the FLEX Flexible Benefit System enables benefits to be tailored to individual needs.

make your
move 

FLEX 

Talent Management

At Hayat Kimya, our aim is to expand internal career opportunities and enable our employees to realize career paths in which they will feel happier. The entire relevant process is designed in a way that enhances employee commitment and satisfaction. Guided by the principles of objectivity and transparency, we manage the process with great care and continue our efforts based on principles and standards determined by taking into consideration our corporate culture and market dynamics.

For internally opened positions, we adopt an approach that encourages internal mobility and support our employees in transitioning to different roles. In this context, we ensure that technical knowledge and competencies remain within the organization and give precedence to our own employees for new internal opportunities. In 2024, within the scope of operational and organizational changes, we filled 36% of managerial and senior roles through internal candidates, thus contributing to our employees' career development.

Our primary priority in managing career processes is to ensure the sustainable success of Hayat Kimya and to prepare our employees for the future. In this direction, we diligently implement talent management and performance management processes, identify backup candidates for critical roles together with relevant department heads, and make final decisions jointly with senior management.

We regularly monitor the development areas of backup candidates through tailored development programmes designed in line with individual development plans. During the planning of these programmes, we include our employees in Development Centre practices within the scope of our corporate competency set and analyze their development needs in detail.

In this framework, we support our employees' development and enable them to acquire the knowledge and skills required for their careers through dedicated talent development programmes such as "Lead to Grow" and "Lead to Impact". In addition, by prioritizing employee development through the Development Centre processes and succession plans, we support career progression via career roadmaps and professional training programmes. We continue to promote continuous development through flexible and easily accessible training solutions offered via our Digital Learning Platform, Digital Academy.

In line with our belief that development is achieved through diverse perspectives, sharing and mutual learning, we manage all our processes under the guidance of our Human Resources and Equal Opportunity Policies to create an innovative, inclusive and fair work environment where ideas can be freely expressed. We attach great importance to providing equal opportunities to our existing employees as well as potential candidates in all areas such as recruitment,



Alper Tokalp
Global Human Resources
Director

At Hayat Kimya, we shape our sustainability strategy with a holistic perspective that covers the development, satisfaction and well-being of our human capital, in addition to our environmental and economic responsibilities. In line with our people-oriented approach, which forms the foundation of our corporate culture, we value the ideas of each colleague and place their experiences at the heart of our business conduct. The practices we laid the foundations for in previous years are now being sustained as a structure that reinforces trust within the organization and strengthens commitment and a shared sense of purpose. We view development as a continuous journey and prioritize standing by our colleagues in their professional and personal lives. We design our training and development programmes not merely as tools for competency building, but also as instruments that foster belonging and transformation. We align our human resources policies with Hayat Kimya's core values and remain committed to creating a respectful, inclusive and fair working environment. We make our employees' needs visible and respond to them sincerely and effectively through our feedback mechanisms. We reflect the most tangible expressions of our "We Treat Life Well" approach through our internal practices. We regard our colleagues, who actively participate in areas ranging from volunteering to sustainability-focused projects, not merely as employees but as the driving force, vision partners, and sources of inspiration within this structure. As we have done so far, we will continue to place people at the centre of our success, because we believe that the future can only be built by acting together around a shared purpose.

Talent Management

career development, salary increases, training and personal development.

We regularly assess our employees' professional development and implement practices that enable them to unlock their full potential. We offer comprehensive learning opportunities to encourage employees to acquire new skills and prepare them for the business of the future.

Within the scope of talent management, we provide a wide range of development programmes to support our employees' career growth and help them adapt smoothly to their roles. While a total of 34,885 training hours were delivered in 2023, this figure increased by 9% to 38,118 hours in 2024, demonstrating the emphasis we place on employee development.

Through the "Digital Academy" platform, we have consolidated all development activities into a digital environment, making our learning and development processes more accessible and centralized. In this direction, we facilitate employees' access to personal and professional development opportunities and make a significant contribution to our talent management strategy.

We aim to enhance our employees' leadership skills, core competencies and knowledge by ensuring participation from all management levels in our training programmes. In the context of digital transformation, we continue to identify the competencies and skills our employees will need in line with changing future conditions and to support

their development in these areas. We initiated efforts in 2024 to digitalize all talent management process and by 2026, aim to manage processes such as talent identification, evaluation, promotion, career path mapping, technical skill assessment and individual development planning through a digital platform. At Hayat Kimya, we aim to consolidate all critical information and data related to talent and career management on a single digital platform to support the sustainable success of our organization.

We plan our training programmes in collaboration with expert and competent institutions, using a hybrid approach that includes face-to-face training, virtual classrooms, e-learning and micro-learning.

In line with our sustainability targets, we will implement many new projects and programmes in the coming years to further strengthen our HR strategy. Through such initiatives as the Commitment Champions Programme, which is planned to be implemented, we aim to enhance employee commitment and further digitalize our training programmes. In addition, we contribute to the long-term career planning of our employees through Career Architecture and Technical Career Studies.

Recognizing the value that diverse perspectives and cultural diversity bring to our organization, we encourage all our leaders and teams in our development programmes to embrace diversity and inclusion, consider different points of view and act with sensitivity towards different cultural norms.

In this framework, we support our employees' development and enable them to acquire the knowledge and skills required for their careers through dedicated talent development programmes such as "Lead to Grow" and "Lead to Impact".

We delivered many training programmes through Academy Hayat Kimya, ensuring the participation of employees from all managerial positions in order to strengthen their leadership skills, basic knowledge and technical competencies. We will continue to undertake efforts in this regard in the coming years.



Talent Management

We prepared skill matrices specific to 140 different positions with a view to analyzing, developing and ensuring continuity in the technical knowledge and skill levels of our blue-collar employees at our factories. Based on these matrices, we identified approximately 3,000 training topics and enriched the training content with documents and videos prepared in accordance with the 4 STEP® Method.

The 4 STEP® Method is a systematic training and teaching approach that enables the practical application of technical topics in operational processes. We trained and assigned 130 internal trainers, and 20 supporting supervisors, to deliver training using this method.

After launching the project in 2023 by selecting pilot locations, we expanded it to all locations in 2024. Taking a fair and objective approach in line with our Equal Opportunity Policy, we included all employees in the performance evaluation system.



Talent Management

Talent and Leadership Development Programmes	Programme Scope
	<p>Leadership Development Programme for levels of Group Manager and Director. 3 modules, 7 days involving face-to-face training and webinars.</p>
	<p>B. Leadership Development Programme for Manager level. 3 modules, 7 days involving face-to-face training and webinars.</p>
	<p>A. Leadership Development Programme for levels of Chief/Manager. 7 modules, 16 days involving face-to-face training and webinars, experience-sharing, simulations, projects and follow-on work.</p>

Talent and Leadership Development Programmes	Programme Scope
	<p>Young Talents Development Programme. 6 modules, 16 days involving face-to-face training and webinars, experience-sharing, simulations, projects and follow-on work.</p>
	<p>MT Development Programme. 6 modules, 13 days involving face-to-face training and webinars, experience-sharing, projects and follow-on work.</p>
<p>New Manager Onboarding</p>	<p>4 modules, 8 days involving face-to-face training and action-learning.</p>
<p>New Executive Onboarding</p>	<p>4 modules, 8 days involving face-to-face training and action-learning.</p>

Training and Development

As Hayat Kimya, we prioritize the development of our employees' professional knowledge and skills. In this context, we implemented many projects and programmes during the reporting period. In addition to classroom training, we applied a hybrid approach by integrating e-learning, webinars and project work under the Digital Academy. Training catalogues were redesigned as comprehensive development journeys incorporating various development tools, beyond merely classroom or virtual classroom sessions.

Talent and Leadership Development Programmes

As part of the Talent and Leadership Development Programmes launched in 2023 for young talents and employees from all management levels, a new program cycle was implemented in 2024 with new participants.

Lead To Impact- A

It is a 16-day programme consisting of 7 modules, including face-to-face training, webinars, experience sharing sessions, simulations, projects and follow-up activities, delivered to employees in supervisor and managerial roles. In 2024, a total of 1,131 hours of training was delivered.

Lead To Impact- B

This 7-day programme consisting of 3 modules, including face-to-face training and webinars, is delivered to employees in manager positions. In 2024, a total of 1,757 hours of training was delivered.

Lead To Grow

This 16-day programme consists of 6 modules and includes face-to-face training, webinars, experience sharing sessions, simulations, projects and follow-up activities. A total of 4,219 hours of training was delivered in 2024.

H Generation Management Trainee (MT) Programme

We implemented the H Generation Management Trainee (MT) Programme in order to support the career journeys of young talents and prepare them as future leaders. The programme consists of 6 modules and lasts a total of 13 days, including face-to-face training, webinars, experience sharing sessions, projects and follow-up activities. Participants are given the opportunity to become familiar with different departments at Hayat Kimya, learn and gain command of business processes, and are supported in their career development through training plans, mentoring and rotation programmes. Throughout the programme, regular feedback sessions are held with participants, and the process is continuously improved based on mentor and participant opinions.

In 2023, 55 young talents from among the 4,735 applications received were selected to participate in the H Generation MT Programme. A total of 2,540 hours of training was delivered in 2024 as part of the programme. In addition, 9 interns from the Explore

Stakeholder Opinion

BMI Business School

The sustainable success of organizations depends on their investment in unlocking the potential of their employees. Guided by this vision, the Lead to Grow and Lead to Impact programmes implemented by BMI Business School enable professionals to develop their competencies and create tangible value for their organizations. Supported by practical training and simulations, these programmes ensure that learning is lasting and can be translated into behaviour. Lead to Grow and Lead to Impact are not merely training journeys; they are holistic development experiences that focus on human development, create meaningful impact and strengthen organizations' strategic capacity, empowering organizations today while shaping the leaders of tomorrow.



Training and Development

Hayat Kimya Long-Term Internship Programme transitioned to the MT Programme and continued their careers at Hayat Kimya as management trainees.

New Manager Recruitment Programme

It is a development programme designed for employees who have been promoted to manager positions. It is an 8-day programme consisting of 4 modules, including face-to-face training and action learning activities. In 2024, a total of 1,055 hours of training was delivered.

New Executive-Supervisor Recruitment Programme

It is a development programme designed for employees who have been promoted to executive and supervisor positions. It is an 8-day programme consisting of 4 modules, including face-to-face training and action learning activities. In 2024, a total of 588 hours of training was delivered.

Other Training and Development Programmes

Navigator Mentoring Programmes

As part of the Navigator Mentoring Programme implemented during the reporting period, 17 mentor-mentee pairings were established and mentors were enabled to share their knowledge and experience, inspire their mentees and guide them in their career planning.

Explore Hayat Kimya Internship Programme

In line with our sustainable HR strategy, we recognize that one of the most effective ways to relay our experiences is to attract young talents to Hayat Kimya. Through the long-running Explore Hayat Kimya Internship Programme, we place students continuing their education in different departments in line with their knowledge and competencies, enabling them to experience business first-hand.

As of 2023, the internship programme was opened to third-year university students, receiving approximately 5,000 applications. From these applications, 33 interns were selected and joined the Hayat Kimya family to work in hybrid or office settings in relevant departments.

Explore Hayat Kimya Long-Term Internship Programme

We began to implement the Explore Hayat Kimya Long-Term Internship Programme in 2021, taking into consideration pandemic conditions, to enable fourth-year university students to gain work experience while continuing their education by working three days per week at Hayat Kimya. Applications for the third cycle of the long-term internship programme in 2023 were collected through three different platforms, receiving a total of 4,343 applications. 1,185 were evaluated through our candidate assessment system in line with

In line with our sustainable HR strategy, we recognize that one of the most effective ways to relay our experiences is to attract young talents to Hayat Kimya.

our equal opportunity principle. During this period, 2 interns transitioned from the short-term programme to the long-term internship programme while 23 new young talents began their career journeys with Hayat Kimya.

Hayat Kimya Way of Marketing Project

Within the scope of the Hayat Kimya Way of Marketing Project, we launched a 15-module training programme on Hayat Kimya's marketing processes and established the foundations of marketing business conduct through training support. During the reporting period;

- The number of female employees participating in performance evaluations was recorded as 653,
- In 2024, internal promotion rates were 3% for female employees and 12% for male employees.

Remuneration and HR Analytics

Fair Remuneration

As Hayat Kimya, we adopt an equal and fair approach towards all employees from the very beginning of the recruitment process. We manage our HR processes efficiently and reward employee achievements through fair remuneration policies and a performance evaluation system.

The fair remuneration system at Hayat Kimya is managed by the Total Remuneration Department within the Human Resources function. We seek expert advice from external remuneration consultants to ensure that our pay structures are competitive and fair. In particular, we receive support in benchmarking against other organizations in the sector, reviewing best practices and developing a fair remuneration system.

Our Remuneration and Benefits Team establishes salary scales for each position in line with job descriptions and the Hayat Kimya Remuneration Policy, taking into account market conditions, salary survey results, the Labour Law and the company's financial structure. These scales come into effect upon approval by the Chief Executive Officer.

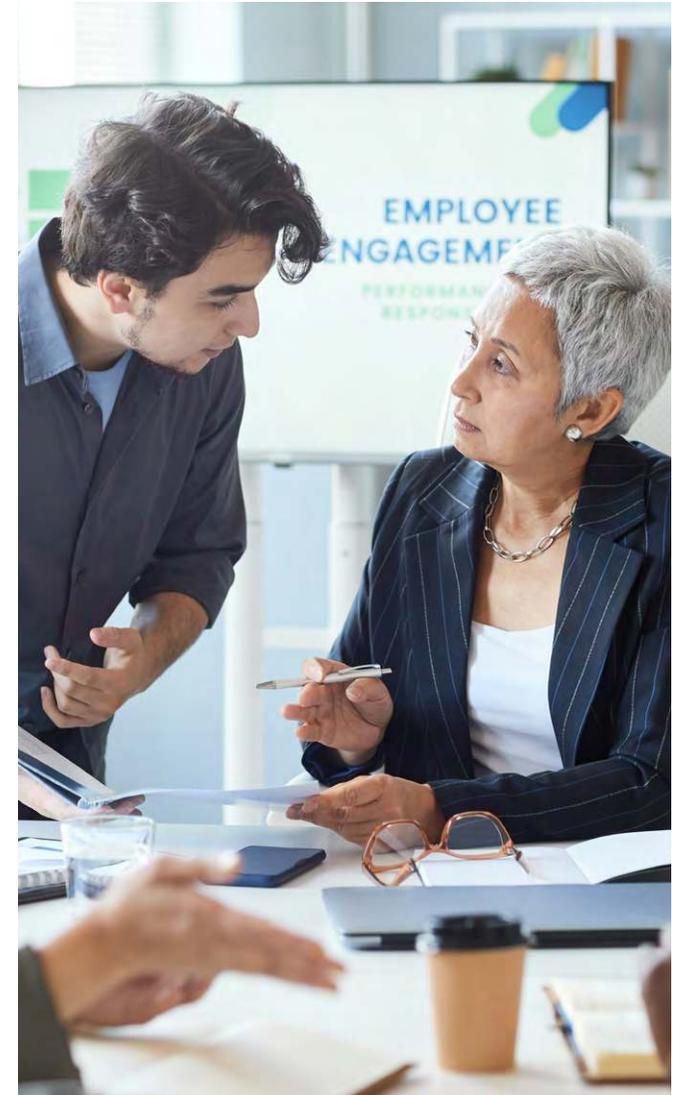
Employees with the same job description and seniority are paid equally; however, employee

salaries may vary based on performance and seniority. We deploy the performance evaluation system to reward high-performing employees through a bonus system.

Employees who leave the company receive all their legal entitlements in accordance with statutory notice periods, and necessary severance payments are made in line with exit codes.

The remuneration policies for members of governance bodies and senior executives are based on Hayat Kimya's financial performance and its achievement of environmental sustainability and social responsibility targets. Executives are encouraged not only to focus on profitability but also to contribute to sustainability and social impact targets. Financial performance is assessed based on such criteria as revenue increase, cost control and long-term profitability.

At Hayat Kimya, we began to take the necessary steps to obtain the "Equal Pay for Equal Work" certification to have our remuneration processes audited by an independent body. Our Audit Department also conducts periodic audits of the designated salaries.



Occupational Health and Safety (OHS)

OHS processes, which are among our sustainability priorities shaped by stakeholder contributions, are managed in line with our respect towards people. We view providing healthy working environments and protecting employee safety as a responsibility and take inclusive, sustainable and holistic approaches in handling this process.

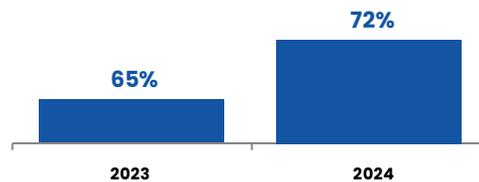
Throughout 2024, we continued our OHS efforts in line with ISO 45001:2018 Occupational Health and Safety Management System standards, maintaining our commitment to creating a healthy, safe and sustainable working environment.

In this context:

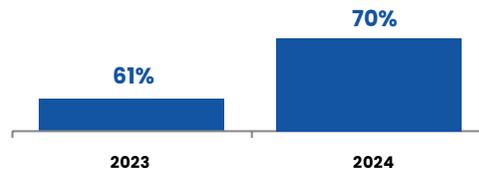
- We regularly reviewed our processes through internal and external audits.
- We enhanced occupational safety and contributed to extending equipment lifespan through periodic equipment inspections.
- We prioritized safety in workspaces and focused on protecting employee health through exposure and hygiene measurements.
- In addition to OHS training sessions delivered as legal requirements, we kept employees' knowledge and awareness levels up to date through toolbox trainings.

- We conducted proactive occupational safety exercises using HSE Error Cards and increased the closure rate of proactive actions by 7 points compared to 2023 and the overall action closure rate by 9 points.
- We prevented recurrence of incidents through root cause analyses.
- We continued improvement efforts targeting unsafe conditions and behaviours by analyzing the current situation through hazard tours, BBS (Behaviour-Based Safety) observations and OHS Committee Meetings.

Proactive Action Closure



Action Closure Rate



Awareness Raising and Corporate Engagement

In order to disseminate the OHS culture throughout the organization and contribute to the prevention of occupational accidents:

- We conducted an awareness initiative by displaying screen savers titled "Our Life Saving Rules" on all employee computers. The rules were also displayed in the most visible areas at our sites, and training sessions were delivered to blue-collar employees by their supervisors.

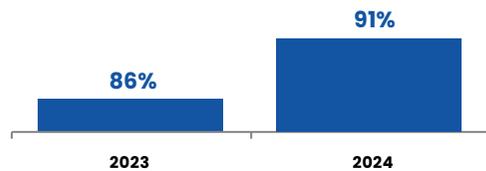
Disaster Awareness and Emergency Management

We aim to build a sustainable workforce for disaster preparedness by prioritizing employee safety. In this direction;

- We continue to conduct regular disaster information and awareness activities.
- Through the Disaster Volunteers Team established, we strengthen proactive measures and aim to enhance our rapid and effective response capacity in the event of potential disasters.
- We conduct 20 planned and unplanned drills with a view to improving our rapid evacuation capabilities.
- We carried out Single Point Trainings to raise awareness among employees regarding on-site risk identification. We increased blue-collar employee participation by 5 points compared to the previous year.

Occupational Health and Safety (OHS)

Toolbox Meeting Participation Rate



We set a zero-incident target (occupational, process and environmental accidents and fire incidents) to ensure a safe and sustainable working environment for our employees and stakeholders. In line with this target, we consider it a fundamental responsibility to ensure that all OHS processes operate in compliance with legal regulations and international standards, in a sustainable and effective manner. At Hayat Kimya, all our factories operating in Türkiye and our R&D Centre are classified as “hazardous”, while our head office is categorized as “low hazard”. We established OHS committees at all factories and provided OHS training to committee members. In 2024, a total of 2,117 white-collar and blue-collar employees received OHS training. OHS committees meet regularly every two months, with each meeting beginning with a “Safety Touch” on a topic selected by one member. Subsequently, HSE performance, including action lists and periodic inspections, is reviewed, previous decisions are evaluated, new agenda items are discussed and meetings continue as an open forum. No critical OHS issues were raised at the podium throughout 2024.

“We achieved a 62% safety action completion rate within the scope of the safety measures implemented at our Tissue Paper factory”.

Throughout 2024, the HSE Teams, HSE Committees and Leaders’ Committees which were structured in 2023 continued to work determinedly to ensure more effective execution and continuous improvement of occupational health and safety (OHS) processes at our factories as well as ensuring the integration of employee engagement in all processes.

In 2024, a total of 2,117 white-collar and blue-collar employees received OHS training.

Occupational Health and Safety Data	2021	2022	2023
Accident Frequency Rate	1.17	1.46	1.65
Accident Severity Rate	0.1	0.14	0.17

In addition to the legally required OHS Committees, these structures, in which blue- and white-collar employees from different functions are represented, aimed to have the OHS culture reflected on the field and to improve employee behaviours.

Occupational Health and Safety (OHS)

HSE Teams

Throughout 2024, HSE teams continued to conduct observations focused particularly on employee behaviours through weekly 30-minute field tours. In cases of identified inappropriate behaviours or conditions;

- Relevant employees are immediately informed,
- Work is halted until the risk is eliminated,
- The incident is recorded.

Non-conformities requiring operational, financial or managerial approval are reported to the HSE Committee as the next highest structure.

HSE Committees

HSE Committees, composed of supervisors and engineers, convene regularly on a monthly basis to:

- Plan actions addressing critical non-conformities identified during field tours,
- Refer relevant matters to the Leaders' Committee to submit the solution for the approval of upper management.

Risk Assessment and Field Management

In order to enhance the effectiveness of HSE processes, all production locations were divided into sections in 2024, and separate risk assessment reports were formulated for each section. Through weekly field tours:

- Identified non-conformities are immediately shared with the relevant officials,
- All non-conformities are tracked through a single centralized control list,
- The control list is continuously updated to ensure safer working spaces for our employees.

Leadership Engagement and Awareness

Monthly hazard tours were continued in 2024 to increase active leadership engagement with a view to ensure ownership of the OHS culture at the corporate level. Through these tours, leaders became more visible on the field and directly interacted with employees, contributing to increased OHS awareness. In addition, at least 80% of OHS leaders participated in the tours.

Incentives and Participation

Blue- and grey-collar employees who actively participated in OHS processes continued to be incentivized through a reward system throughout 2024, with the incentives measured in terms of performance on a quarterly basis. Employees who;

- Submitted OHS notifications,
- Participated in field tours,
- Reported unsafe conditions were recognized, thereby supporting sustainable participation.

During the reporting period, comprehensive and systematic measures were implemented to strengthen our OHS practices and increase safety levels throughout all operation points.

Our OHS Performance

During the reporting period, comprehensive and systematic measures were implemented to strengthen our OHS practices and increase safety levels throughout all operation points.

Current conditions were continuously monitored through daily reports, while accident frequency and lost workday data were tracked regularly on a monthly basis; these data were analyzed to evaluate our OHS performance and identify continuous improvement opportunities.

Safety Action

62% of the planned actions were successfully completed as part of the safety practices implemented specifically at our Tissue Paper factory. This rate indicates that a significant portion of critical safety measures has been effectively implemented and that our occupational safety culture has been integrated into on-site operational processes.

Occupational Health and Safety (OHS)

Training, Guidance and Awareness Activities

OHS trainings delivered regularly to all employees aimed to enhance safety awareness. In this context;

- Additional safety measures were implemented, particularly in high-risk areas,
- Site-specific guidance was provided on the use of personal protective equipment (PPE).

Employee Engagement and Proactive Approach

To ensure the permanent establishment of the OHS culture;

- Safety meetings and
- Risk assessment activities were carried out at regular intervals.

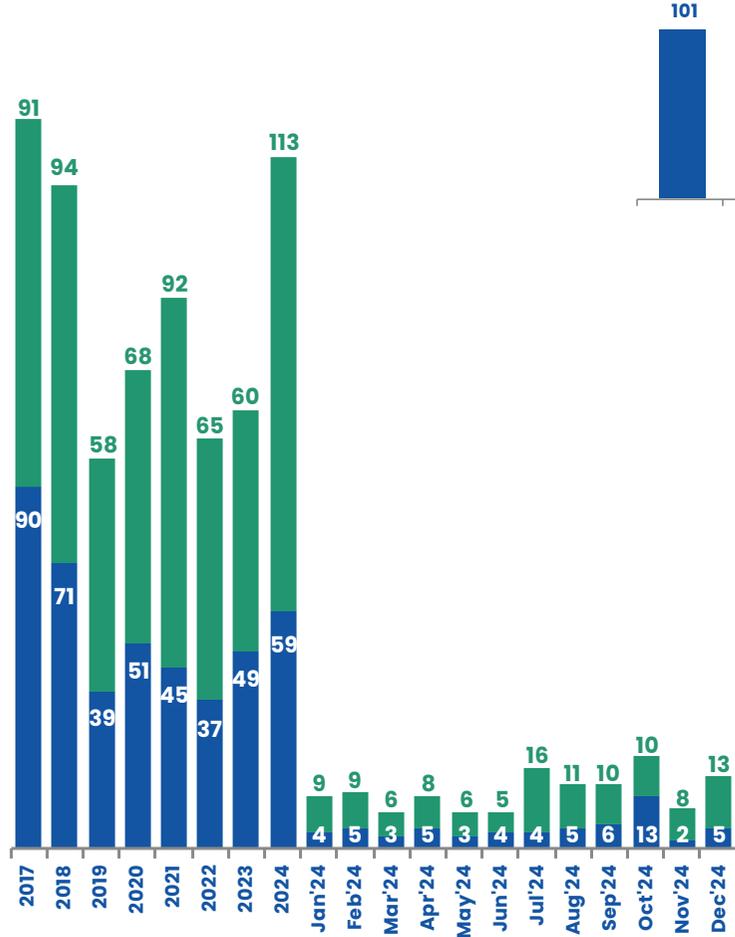
Through these activities, employees' active engagement in the process was encouraged; high-risk situations were identified at an early stage, enabling timely preventive measures within a proactive safety approach.

This holistic approach has helped to protect employee health as well as reinforcing the effectiveness of our corporate OHS management system.

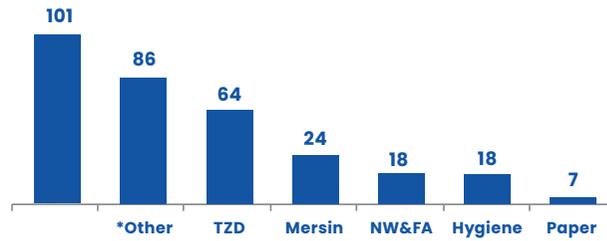


Our Overall OHS Performance in Türkiye

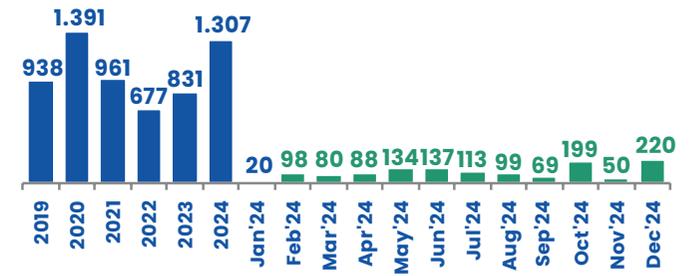
Number of Accidents



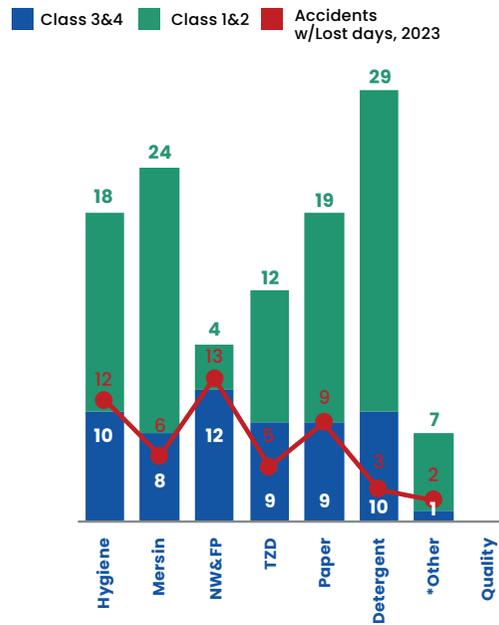
Number of Days wo/Accident



Number of Lost Days/Month

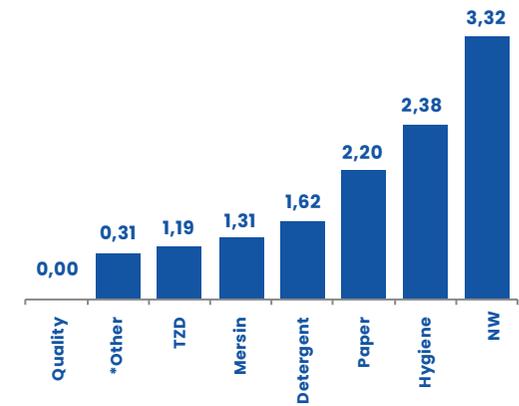


Accidents by Class, 2024



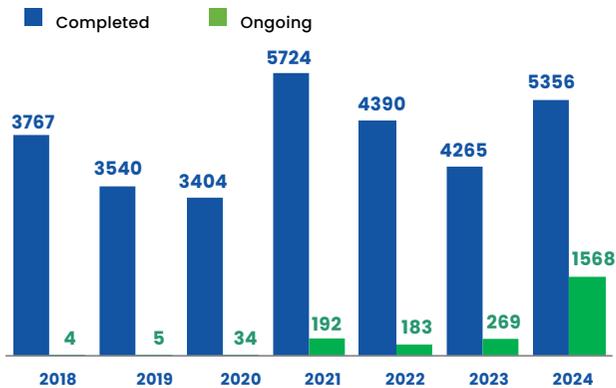
FI Benchmark

* Other: R&D, HR, HSE



Our Overall OHS Performance in Türkiye

Action Details



Classification of Incidents

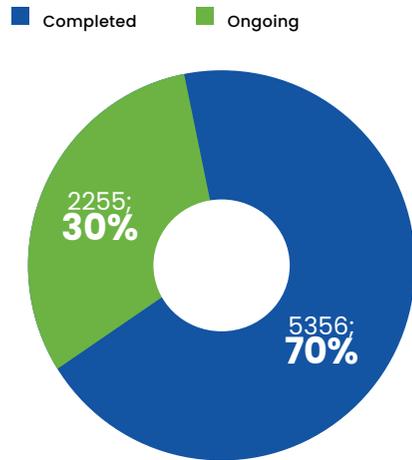
2023 YTD

2024 YTD



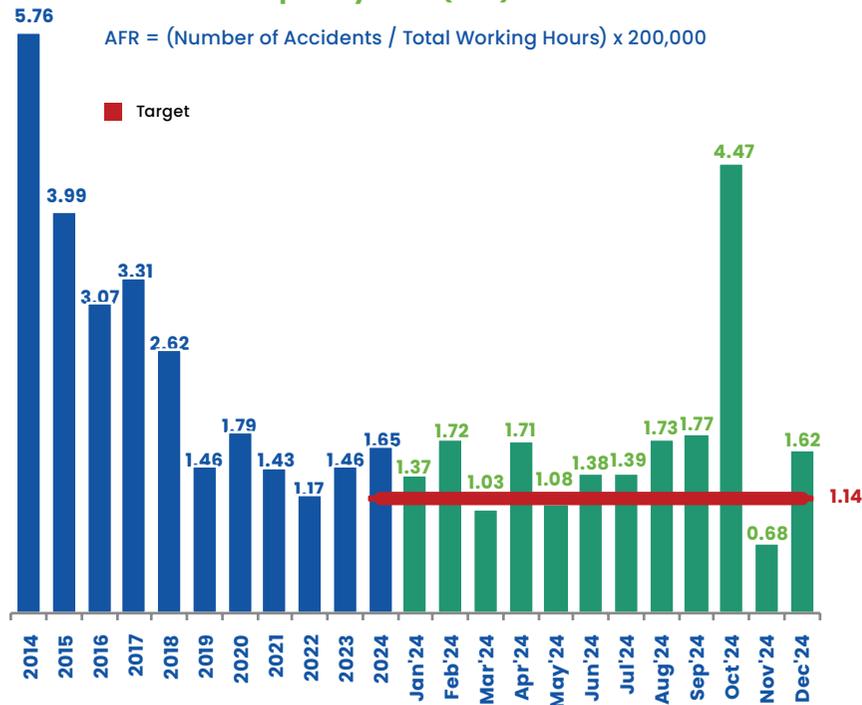
Action Completion Rate

Open from previous years and 2024 actions



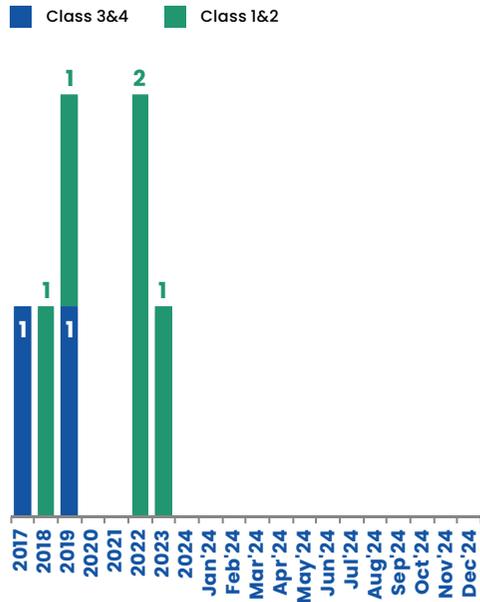
Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000

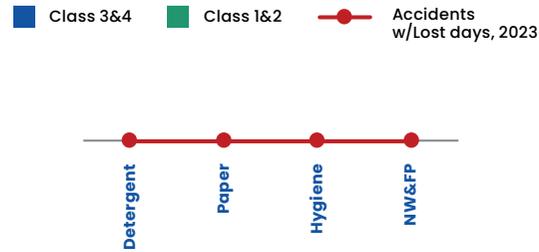


Quality OHS Performance

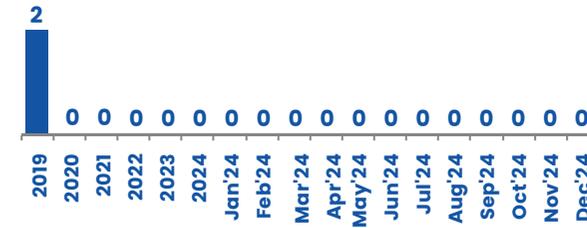
Number of Fire Incidents



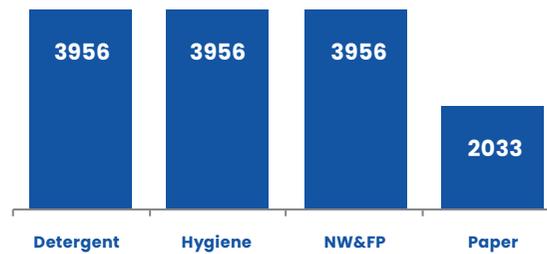
Accidents by Class, 2024



Number of Lost Days/Month

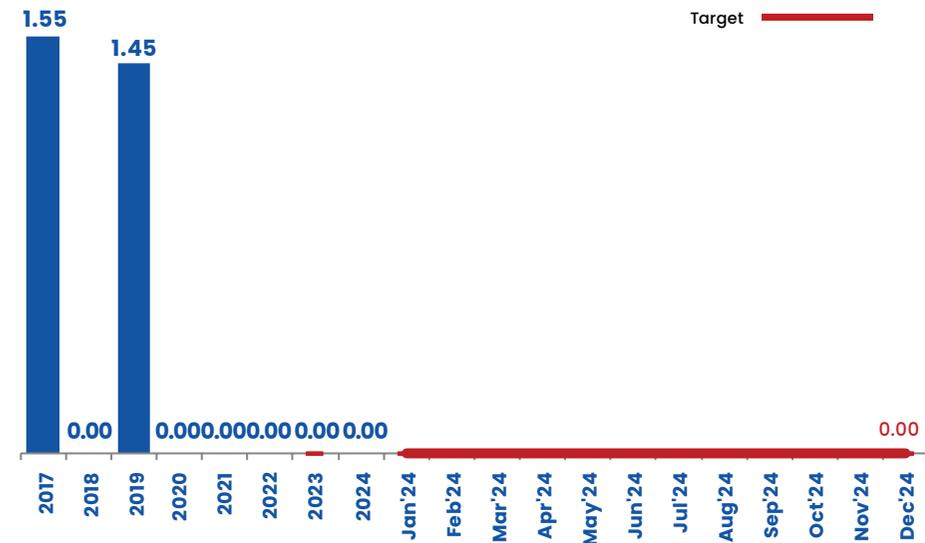


Number of Days wo/Accident



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000



Classification of Incidents

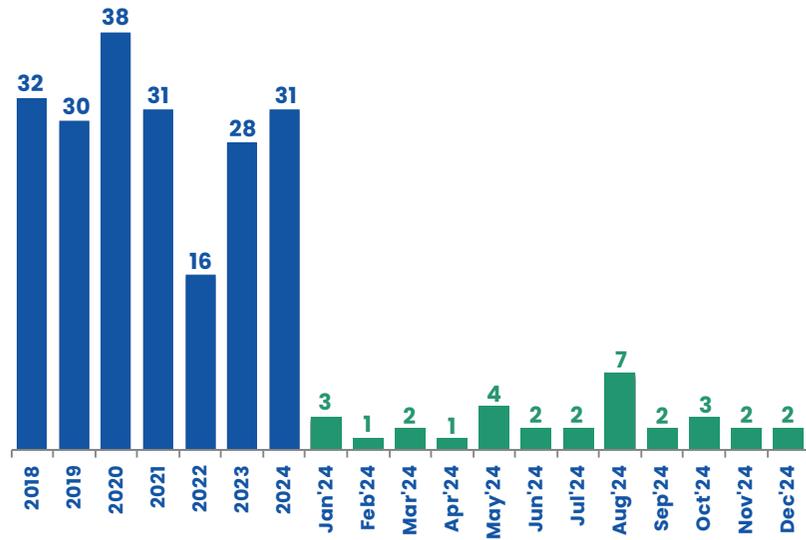
2023 YTD

2024 YTD

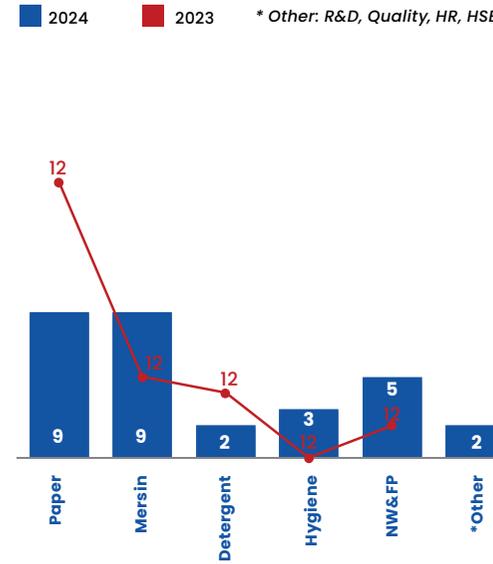


Our Overall Fire Safety Performance in Türkiye

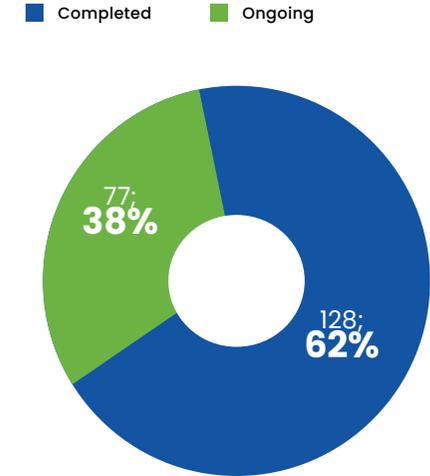
Number of Fire Incidents



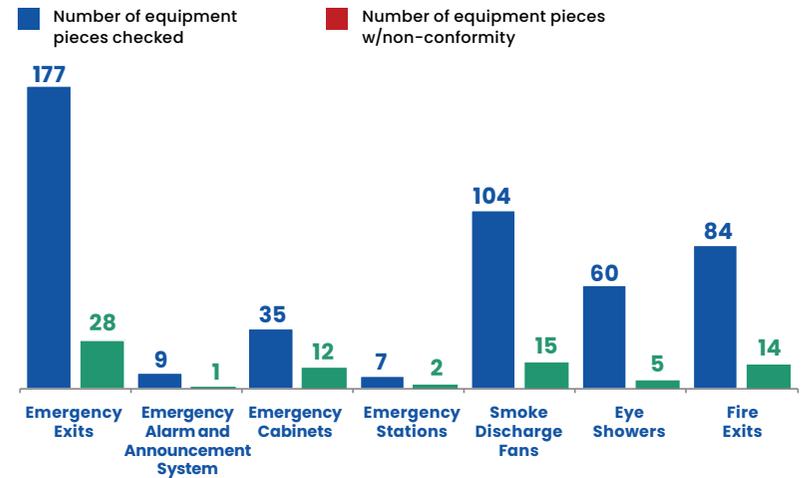
Fire Incidents, 2024



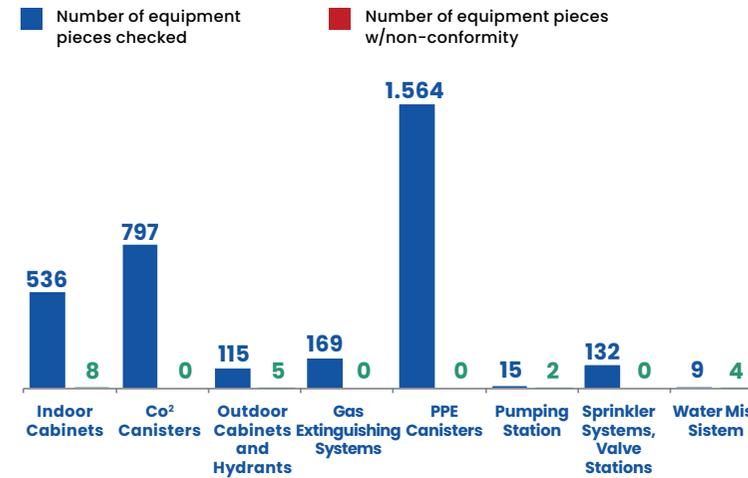
Action Completion Rate



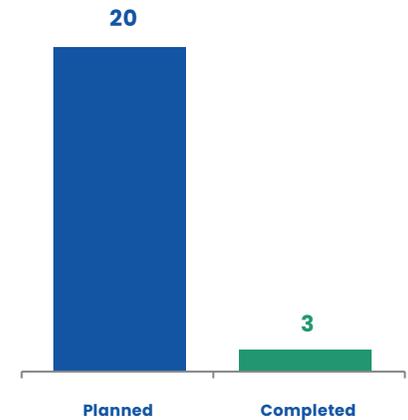
Emergency Equipment Checks



Extinguishing Equipment Checks



Evacuation Drills Completion Rate



Türkiye OHS Performance

Factory-Based OHS Performance

Throughout 2024, we closely monitored the OHS performance of each of our factories and implemented a comprehensive OHS strategy. Key findings such as accident frequency, number of lost workdays and safety action completion rates were diligently tracked.

Tissue Paper Factory OHS Performance

The OHS initiatives launched in 2023 were continued throughout 2024. Within the scope of the action plans implemented to enhance employee safety and support business continuity, the process was continued by adding new practices to those completed in 2023.

In this regard;

- 62% of OHS actions were successfully completed in 2024,
- Implementation of the remaining actions continued throughout 2024,
- A total of 600 actions were completed by the end of 2024,
- The implementation of 372 actions progressed in line with the planned schedule during 2024.

These efforts enabled safety risks to be identified and controlled in advance; data supported by accident

pyramid analyses demonstrated that the preventive approach was effectively reflected on the field.

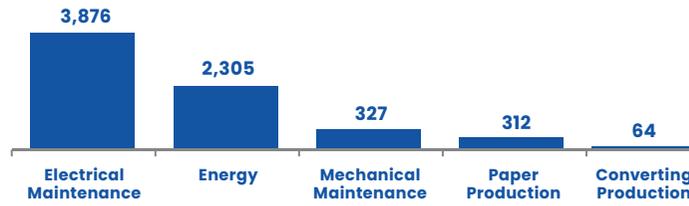
Throughout 2024, no occupational accidents resulting in serious injury or fatality occurred; incidents that did occur were low-risk in nature and resulted in limited lost workdays. This once again demonstrated the effectiveness of the actions implemented and their contribution to the on-site safety culture.

Throughout 2024, no occupational accidents resulting in serious injury or fatality occurred.

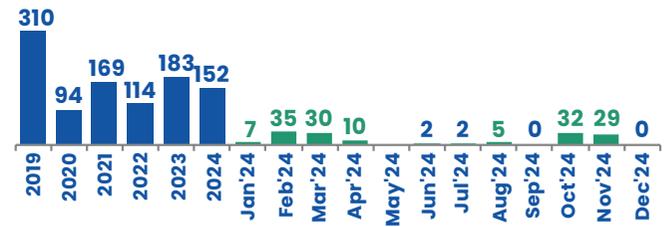


Tissue Paper Factory OHS Performance

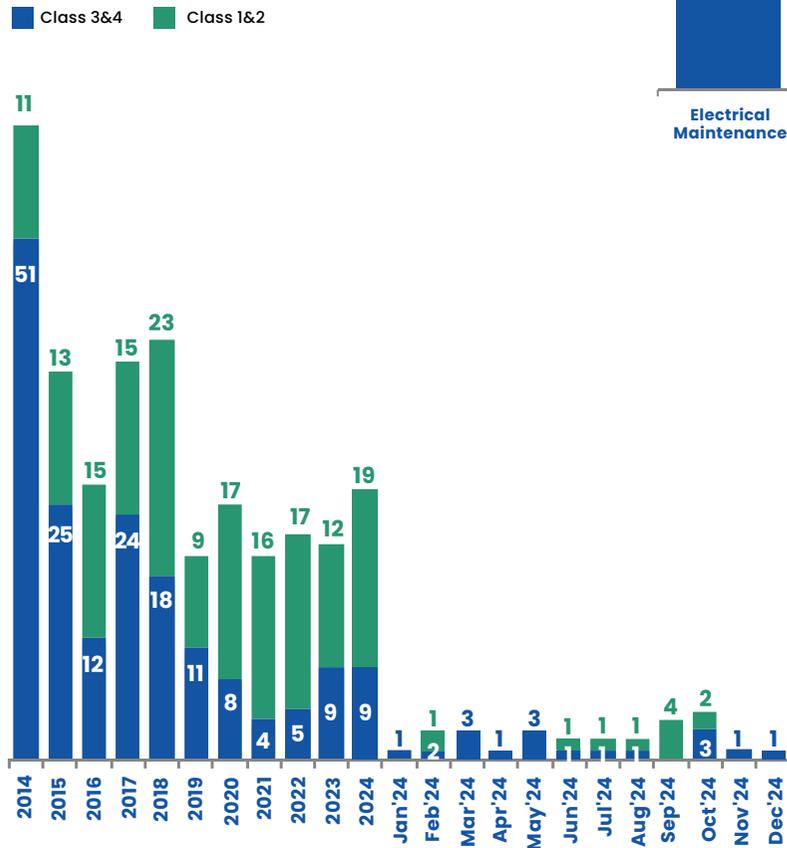
Number of Days wo/Accident



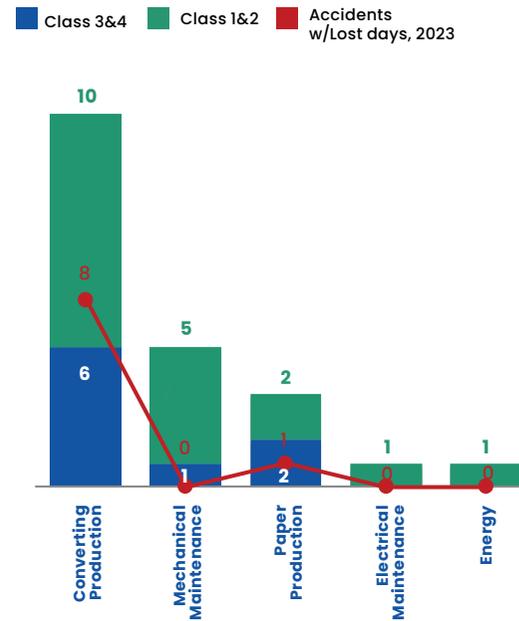
Number of Lost Days/Month



Number of Accidents

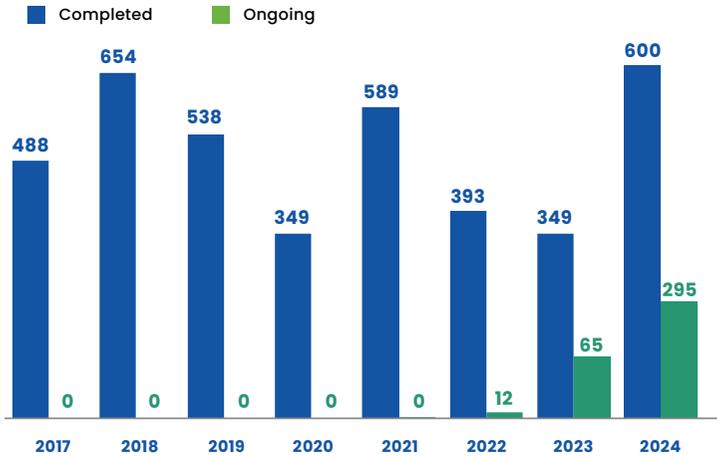


Accidents by Class and Department, 2024



Tissue Paper Factory OHS Performance

Action Details

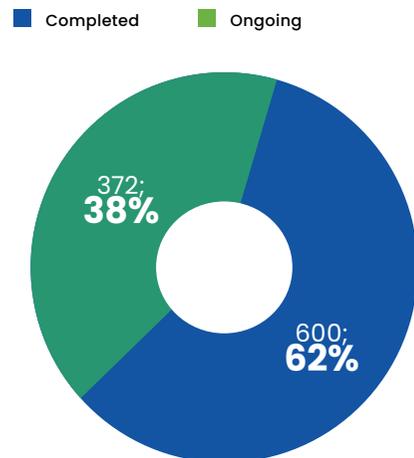


Classification of Incidents



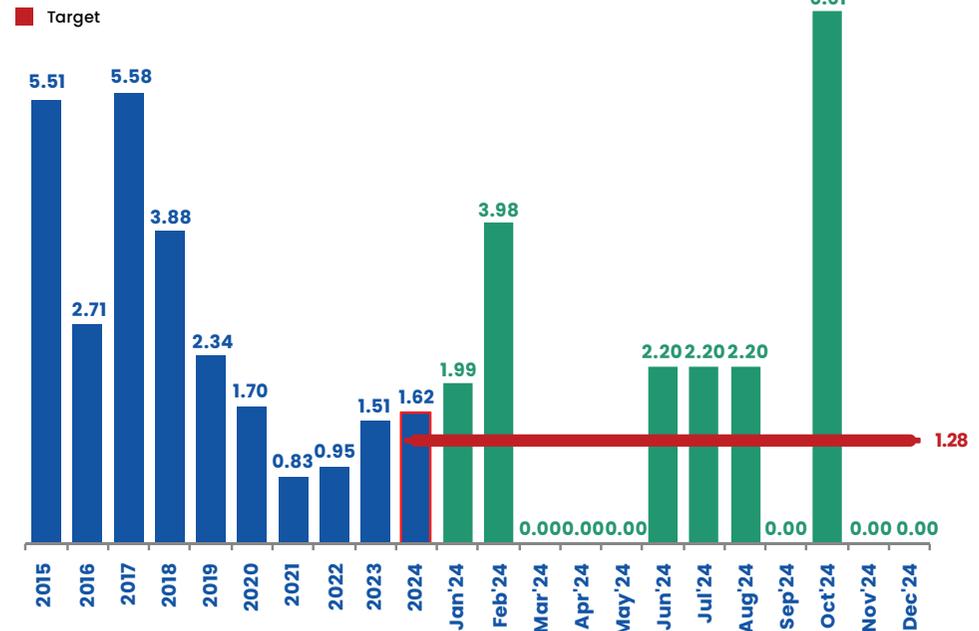
Action Completion Rate

Open from previous years and 2024 actions



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000



Occupational Health and Safety (OHS)

Detergent Factory OHS Performance

The comprehensive OHS improvement efforts undertaken at the detergent factory throughout 2023 were continued with the same determination throughout 2024.

By the end of 2024;

- 74% of the OHS actions identified were successfully completed,
 - Implementation of the remaining 26% were continued on a planned basis throughout 2024.
- In this regard, it was reported that;
- A total of 1,006 actions were implemented throughout 2024,
 - Implementation of 355 actions were continued throughout 2024.

These initiatives were primarily aimed at enhancing safety in high-risk areas such as filling-packaging and storage, demonstrating the critical importance of the measures implemented in these zones.

In 2024, in line with accident pyramid analyses, the preventive OHS approach continued to be applied sustainably; observations indicated that potential risks were largely eliminated and safe working conditions were maintained.

Throughout the year:

- No occupational accidents involving serious limb loss or fatalities occurred,
- Accidents resulting in lost workdays were low in terms of number and severity.

Another key indicator reflecting the on-site impact of the OHS culture is the duration of accident-free work:

- **Electrical maintenance unit: 4,017 days,**
- **Service unit: 3,844 days,**
- **Powder filling-packaging unit: 2,689 days of uninterrupted accident-free work, demonstrating a strong safety culture.**

These data indicate that OHS policies were effectively implemented in 2024 and that employee safety continued to be addressed as a top priority.



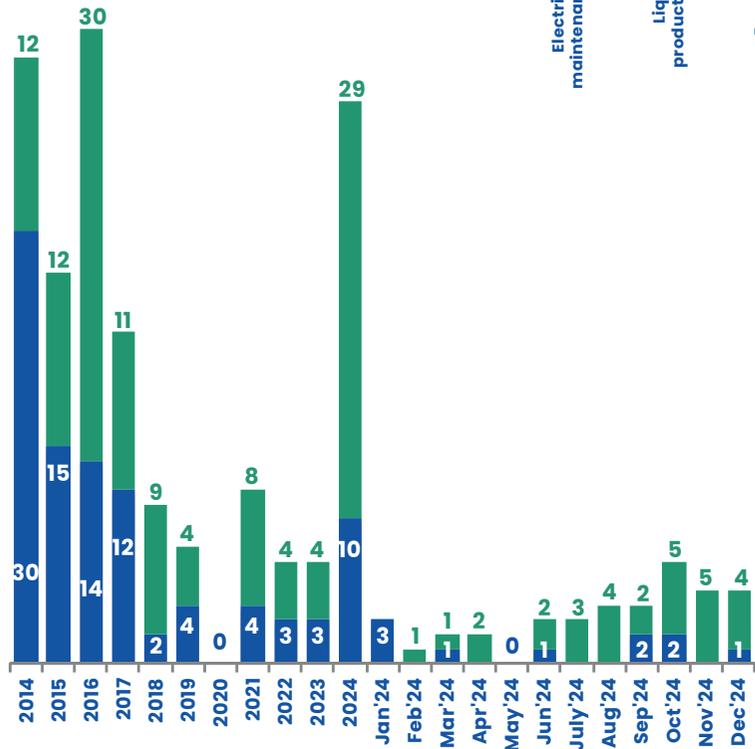
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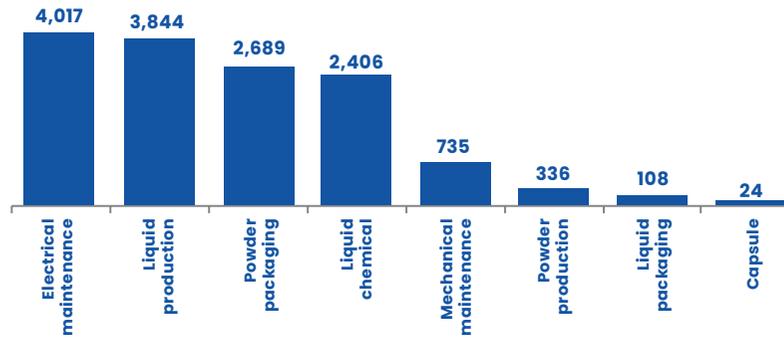
Detergent Factory OHS Performance

Number of Accidents

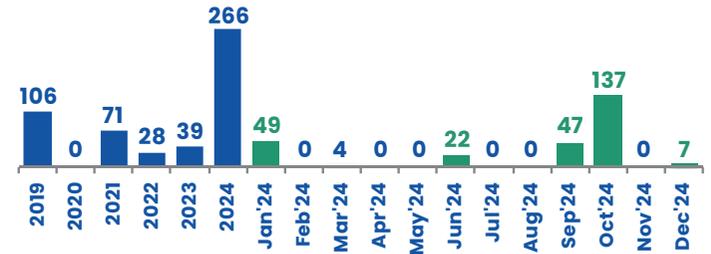
■ Class 3&4 ■ Class 1&2



Number of Days wo/Accident

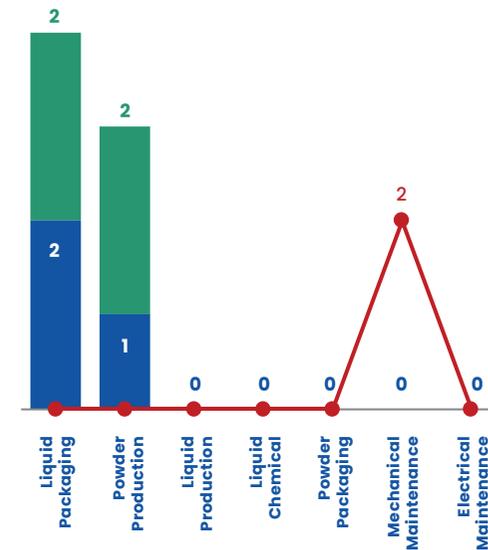


Number of Lost Days/Month



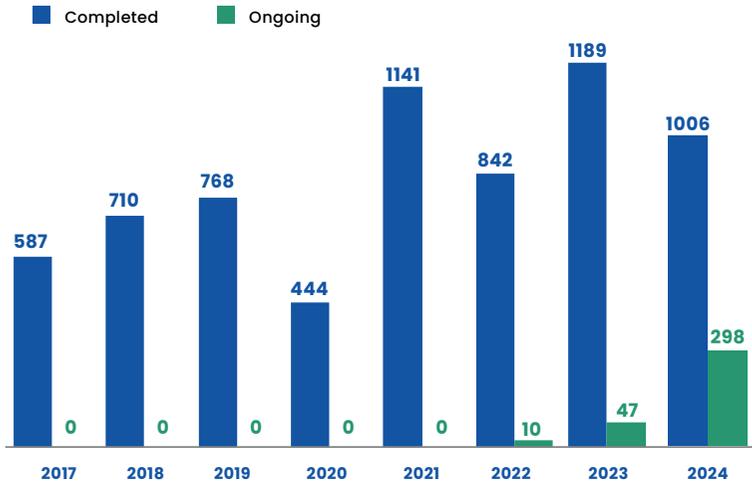
Accidents by Class and Department, 2024

■ Class 3&4 ■ Class 1&2 ■ Accidents w/Lost days, 2023



Detergent Factory OHS Performance

Action Details



Classification of Incidents

2023 YTD

2024 YTD

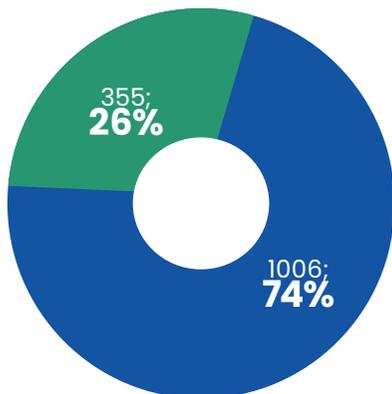


Proactive Reactive

Action Completion Rate

Open from previous years and 2024 actions

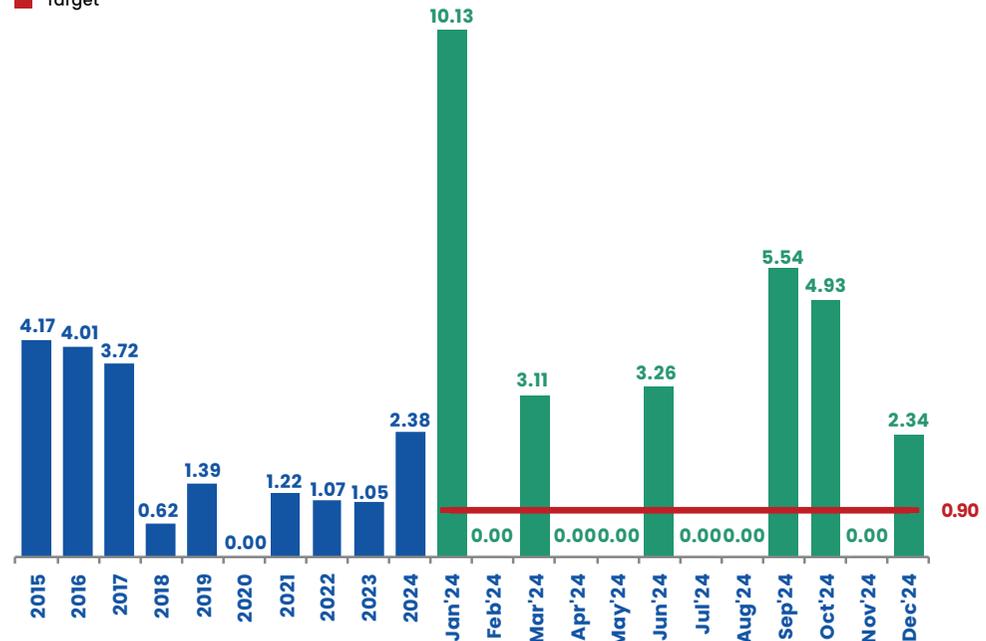
Legend: Completed (blue), Ongoing (green)



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000

Legend: Target (red line)



Occupational Health and Safety (OHS)

Hygiene Factory OHS Performance

At the Hayat Kimya hygiene factory, safety measures implemented to improve OHS were continued with determination throughout 2024. With these measures in place, the continuity of a safe working environment and the reduction of potential risks were targeted.

As of the end of 2024:

- 82% of the OHS actions identified were successfully completed,
- Implementation of the remaining 18% continued in a planned manner throughout 2024.

In this regard:

- A total of 881 actions were successfully implemented,
- Implementation of 197 actions was carried out throughout 2024.

According to the accident analyses conducted, potential hazards were identified in advance and effective preventive measures were taken, resulting in the creation of a safer working environment.

Throughout 2024:

- No occupational accidents involving serious limb loss or fatalities occurred,
- Accidents resulting in lost workdays were low in terms of number and severity.

Due to the concentration of accidents particularly in quality assurance, mechanical maintenance and production areas, proactive safety practices targeting these zones continued to be prioritized in 2024.

In addition, extended periods of accident-free work recorded in certain units served as an indicator of a strong OHS culture:

- **Electrical maintenance unit: 1,999 days,**
- **Quality assurance unit: 1,251 days of uninterrupted accident-free work.**

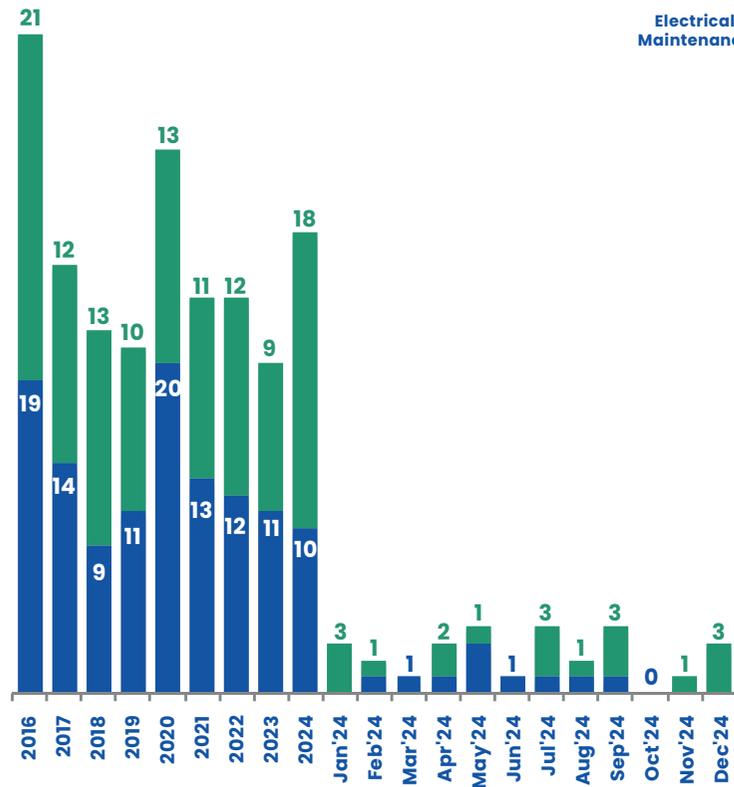
The accident frequency rate was recorded as 2.2 in 2024, indicating the need for further strengthening of safety measures; in this direction, remedial and preventive activities were intensified throughout the year.

At the Hayat Kimya hygiene factory, safety measures implemented to improve OHS were continued with determination throughout 2024.

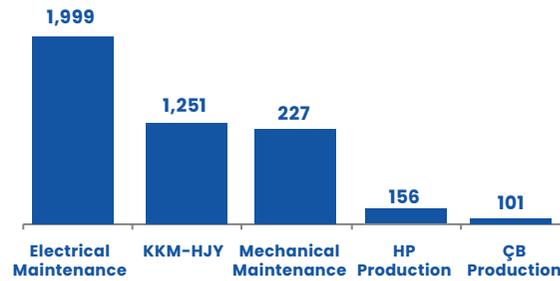
Hygiene Factory OHS Performance

Number of Accidents

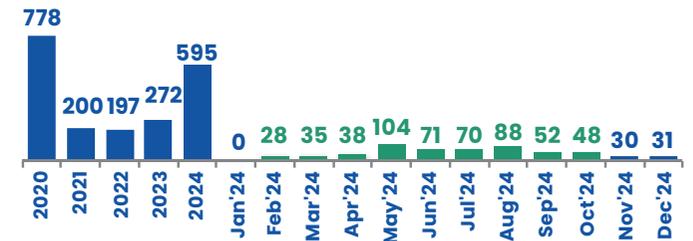
Class 3&4 Class 1&2



Number of Days wo/Accident

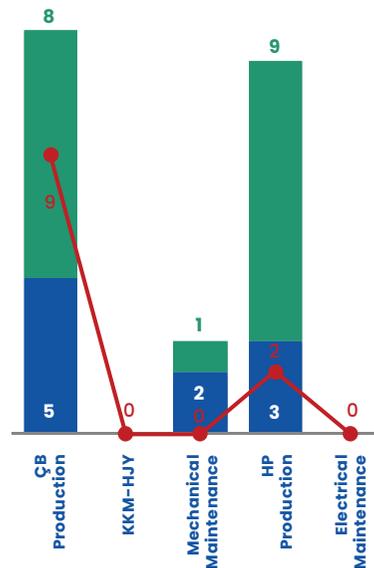


Number of Lost Days/Month



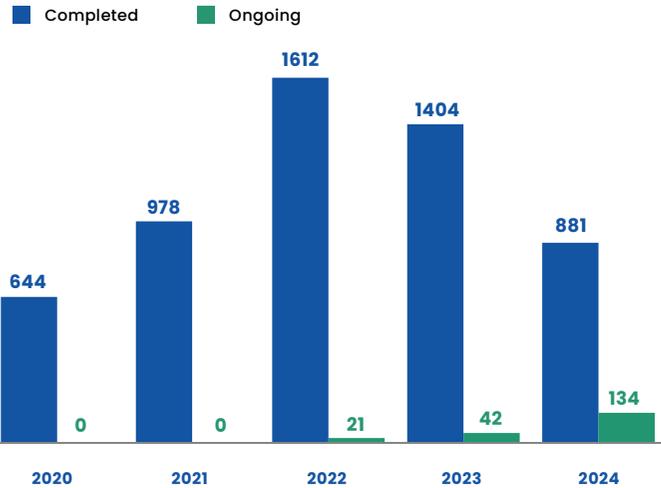
Accidents by Class and Department, 2024

Class 3&4 Class 1&2 Accidents w/Lost days, 2023



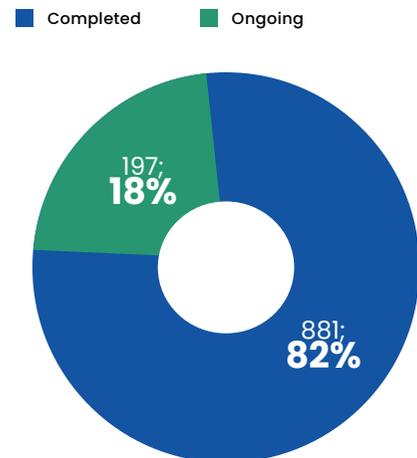
Hygiene Factory OHS Performance

Action Details



Action Completion Rate

Open from previous years and 2024 actions



Classification of Incidents

2023 YTD

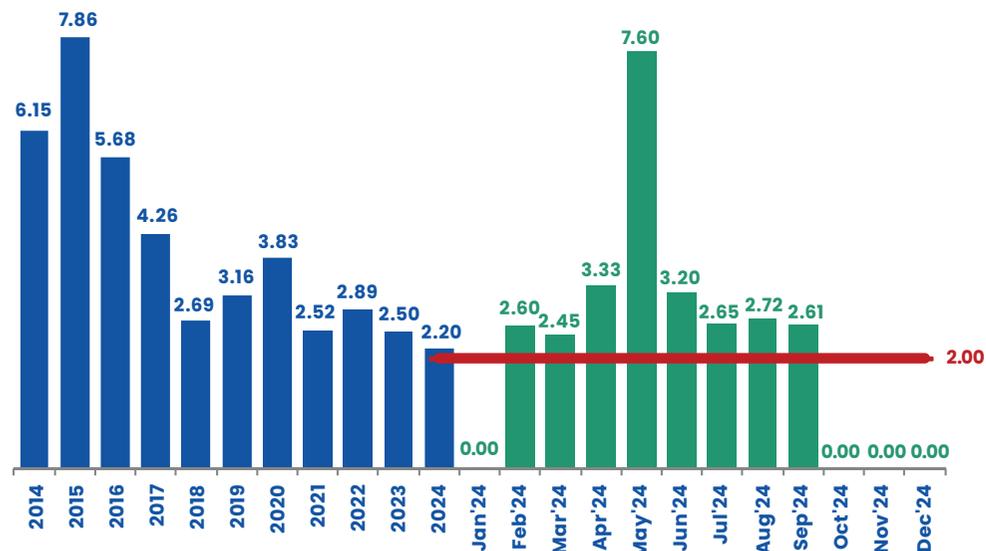
2024 YTD



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000

■ Target



Occupational Health and Safety (OHS)

NW&FA Factory OHS Performance

Comprehensive measures initiated to enhance OHS performance at the NW&FA Factory were continued with determination throughout 2024. In line with the measures taken and strategic approaches implemented, the continuity of safe working conditions was ensured, and actions to reduce on-site risks were effectively applied.

As of the end of 2024:

- 53% of the OHS actions identified were successfully implemented,
- Implementation of the remaining 47% continued as planned throughout 2024.

The activities carried out in this scope included proactive and targeted improvement activities, particularly against the increase in accidents observed in operational departments such as printing and converting.

While the number of lost workdays was high in the early months of the year, a significant decrease was recorded from mid-2024 onwards due to the impact of the measures implemented, demonstrating the effectiveness of OHS practices on the field and their positive reflection on employee behaviours.

The accident frequency rate recorded at 3.32 in 2024, although below the target, indicates a successful performance when compared with sector averages.

Some departments maintained accident-free working periods throughout 2024, reinforcing the presence of a strong occupational safety culture in these units:

- **Electrical maintenance unit: 3,652 days,**
- **ReproHouse NW Production unit: 3,624 days of uninterrupted and accident-free work.**

According to the accident pyramid analyses, throughout 2024:

- No occupational accidents involving serious limb loss or fatalities occurred,
- Accidents resulting in lost workdays were low in terms of number and severity.

These data demonstrate that the OHS efforts undertaken at the NW&FA Factory are structured in a systematic, sustainable manner and grounded in active employee engagement.

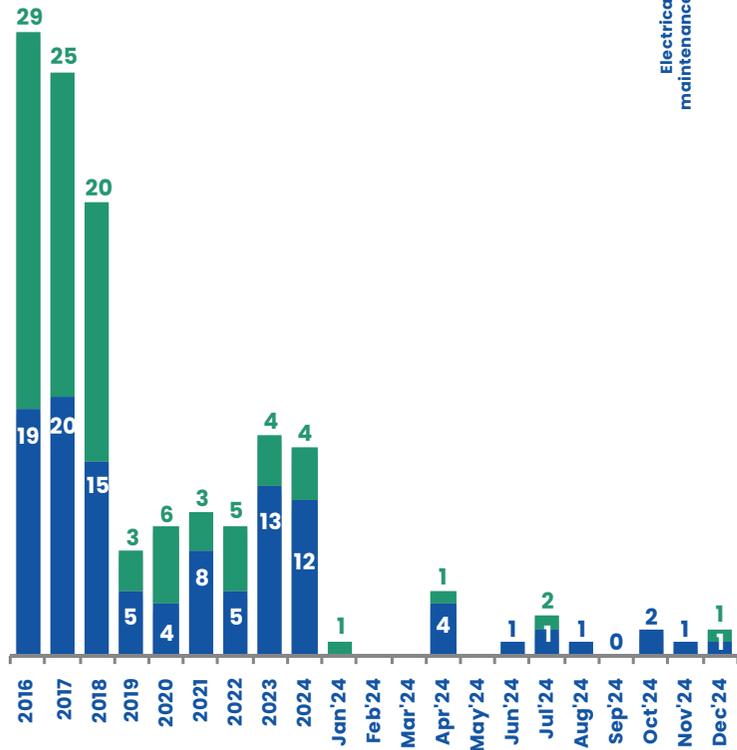
The accident frequency rate recorded at 3.32 in 2024, although below the target, indicates a successful performance when compared with sector averages.



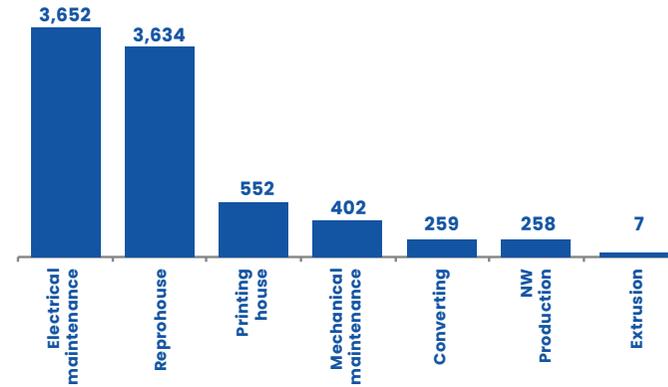
NW&FA OHS Performance

Number of Accidents

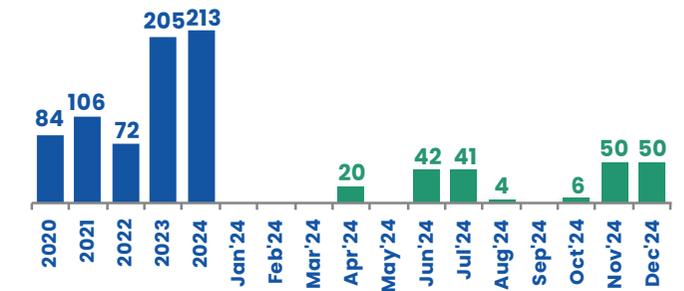
■ Class 3&4 ■ Class 1&2



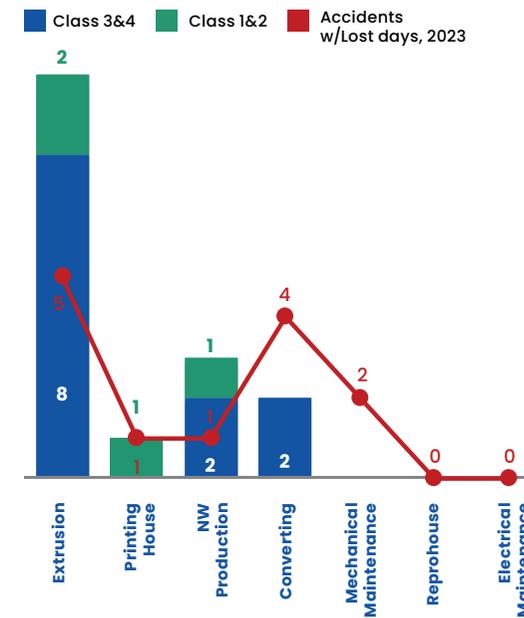
Number of Days wo/Accident



Number of Lost Days/Month

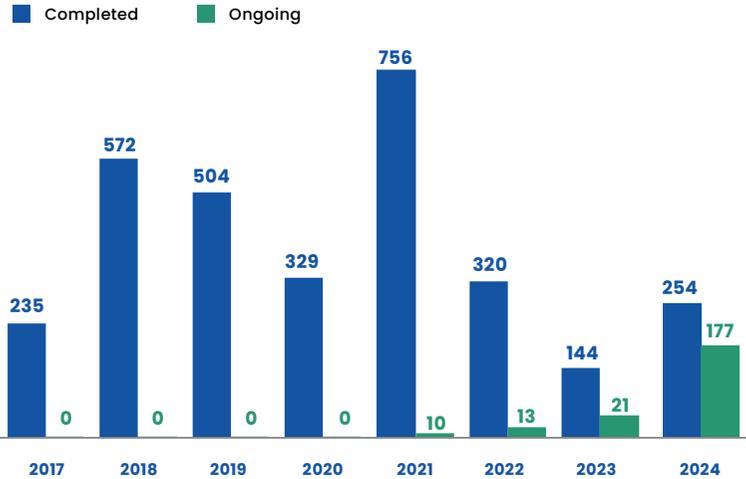


Accidents by Class and Department, 2024



NW&FA OHS Performance

Action Details

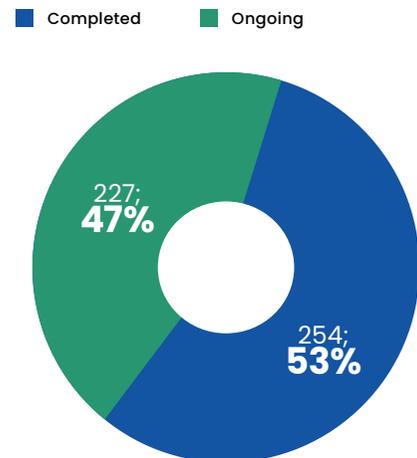


Classification of Incidents



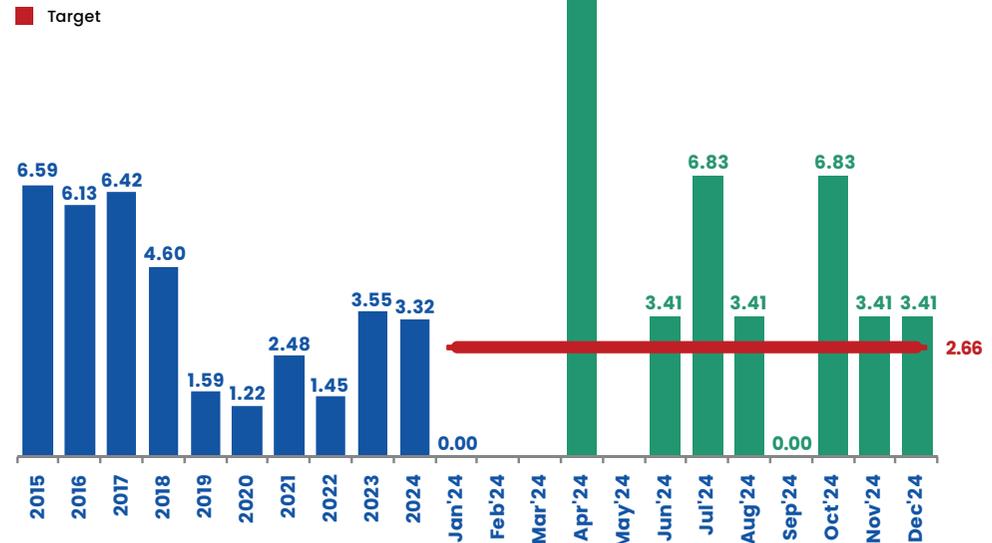
Action Completion Rate

Open from previous years and 2024 actions



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000



Occupational Health and Safety (OHS)

Mersin Factory OHS Performance

Throughout 2024, comprehensive measures were implemented at the Mersin Factory to improve OHS performance, yielding positive results. The majority of accidents occurred at low severity levels (Class 1 and 2), while the proportion of high-risk accidents remained low. The concentration of incidents particularly in quality assurance, mechanical maintenance, and production areas highlighted the critical importance of proactive safety practices in these departments.

When the number of lost days was evaluated on a monthly basis, it was observed that higher losses experienced during certain periods of the year gradually decreased as a result of preventive strategies. The overall accident frequency rate for the year was recorded at 1.19, demonstrating performance aligned with sector targets.

Long-term accident-free working periods in certain units were particularly noteworthy. The mechanical maintenance unit operated for 316 days, and the quality unit for 2,741 days, without any occupational accidents. These figures indicate that a strong occupational safety culture has been firmly established in these departments and that employee awareness is at a high level.

In 2024, 78% of the OHS actions taken were completed, while efforts regarding the remaining 22% are ongoing. Throughout the year, a total of 2,615 actions were successfully completed, and 746 actions remain in the implementation phase. Based on pyramid analyses, safety measures were effective in reducing the number of serious accidents. No accidents involving limb loss or fatalities occurred in 2024, and accidents resulting in lost workdays were recorded at a low level.

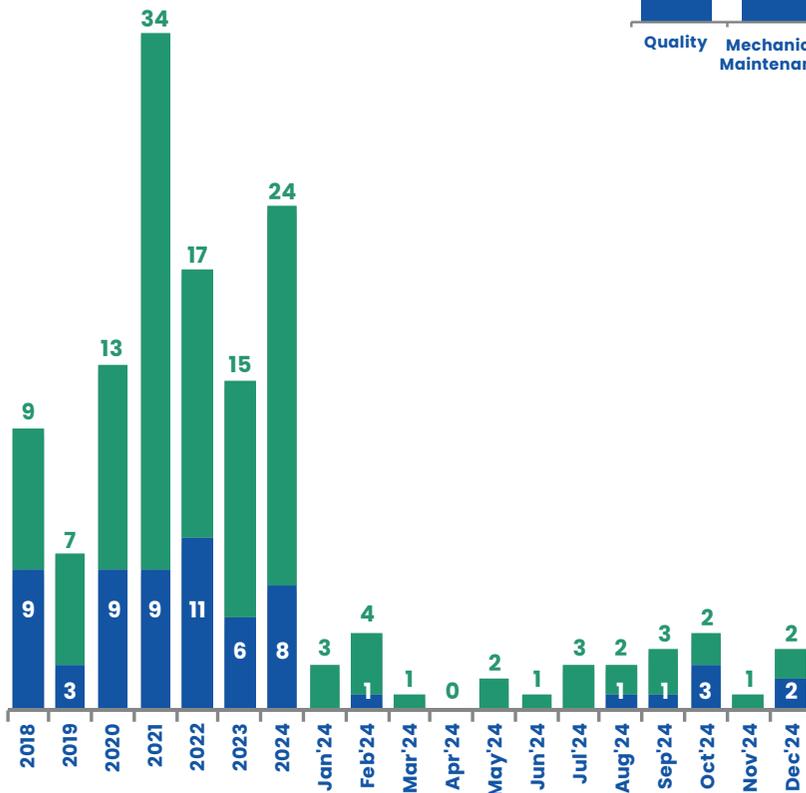
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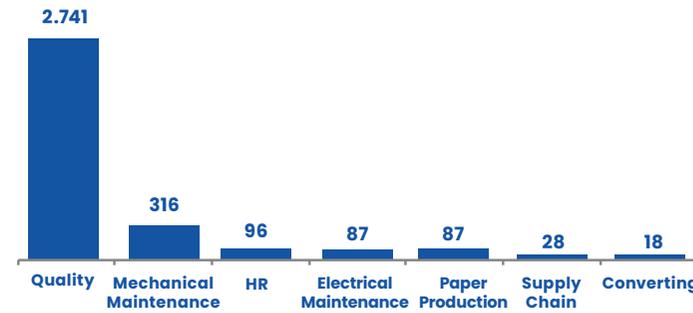
Mersin Factory OHS Performance

Number of Accidents

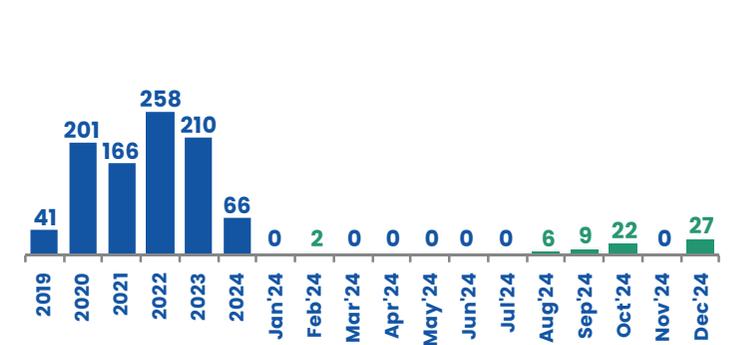
■ Class 3&4 ■ Class 1&2



Number of Days wo/Accident

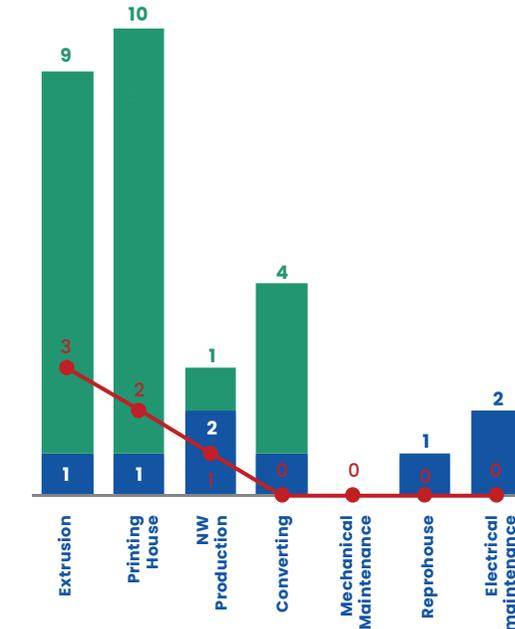


Number of Lost Days/Month



Accidents by Class and Department, 2024

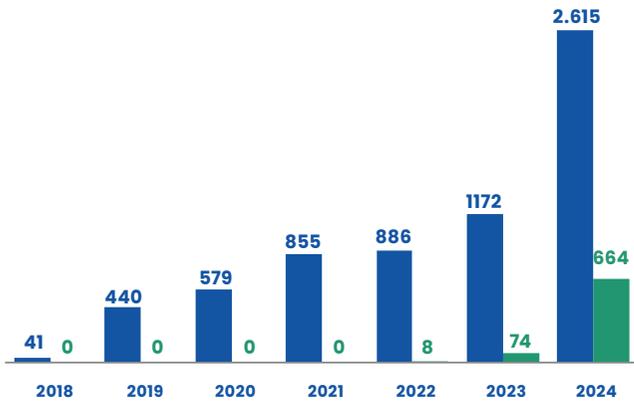
■ Class 3&4 ■ Class 1&2 ■ Accidents w/Lost days, 2023



Mersin Factory OHS Performance

Action Details

■ Completed ■ Ongoing



Classification of Incidents

2023 YTD

2024 YTD

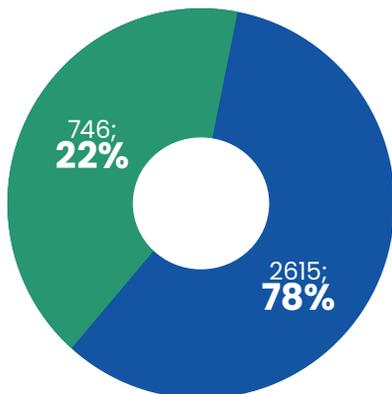


Proactive
Reactive

Action Completion Rate

Open from previous years and 2024 actions

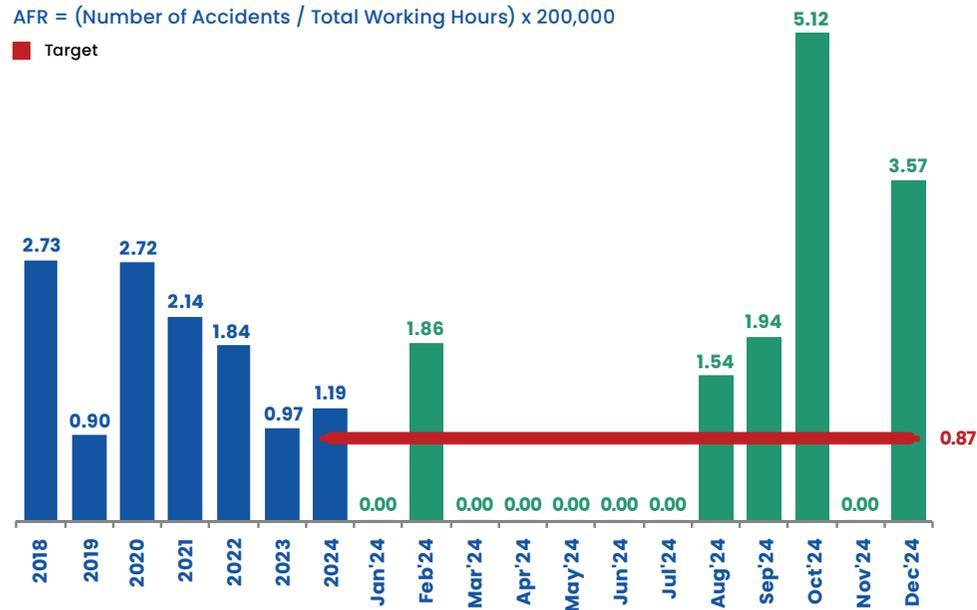
■ Completed ■ Ongoing



Accident Frequency Rate (AFR)

AFR = (Number of Accidents / Total Working Hours) x 200,000

■ Target



Hayat Excellence System

Throughout 2024, we deepened our operational excellence approach by focusing on efficiency and environmental sustainability. As a company, we took exemplary steps within the sector through process improvements aimed at reducing our carbon footprint.

In the framework of operational excellence:

- Energy efficiency was increased by 12% through the modernization of energy-intensive equipment (pumps, mixers, etc.),
- Up to 6% of savings were achieved in raw material consumption through product design revisions (low-gsm papers),
- By considering the appropriateness of tissue paper products for sewage systems, infrastructure protection and the sustainability of water system were supported.

Additionally, environmental performance criteria were added to the supplier evaluation system to promote sustainability practices throughout the supply chain. Through these criteria, the environmental impacts of suppliers were assessed using a more holistic approach. Thus, responsible, efficient and sustainable business practices were encouraged not only within our own operations but throughout the entire value chain.

In line with our goal of disseminating the operational excellence culture throughout the organization, more than 67,000 hours of training were delivered to employees in 2024, and a total of 1,300 kaizen projects aligned with our continuous improvement philosophy were implemented. More than 400 of these projects directly contributed to energy, waste or water savings. At Hayat Kimya, we combined environmental sensitivity with operational excellence principles in the tissue paper sector, thereby enhancing our competitiveness and contributing to the widespread adoption of sustainable production standards recognized as exemplary across the industry.

We continue to progress within the framework of the Hayat Kimya Excellence System (HES), which is inspired by and integrates internationally recognized methodologies such as Lean Manufacturing, Total Productive Maintenance, Total Quality Management, Lean Six Sigma, and 5S. Under HES, Operational Excellence Committees formed by volunteer employees from different departments oversee the monitoring of activities. Each committee defines roadmaps and develops projects aimed at contributing to the achievement of the factory's core objectives.

Our central Operational Excellence team contributes to support on-site teams by identifying training, consultancy and coaching needs and planning activities accordingly.



Hasan Uğur
Vice President in charge
of Strategic Projects

At Hayat Kimya, we address strategic projects within a holistic approach that brings together the company's different business areas around common objectives. Digitalization constitutes a key component of this approach, serving to strengthen a data-driven decision-making culture at the corporate level and enabling sustainability targets to be more clearly reflected in day-to-day business processes.

Throughout 2024, we focused on supporting our sustainability processes through digital systems. Priority areas in this regard included the more regular collection of environmental and social performance data, their consistent sharing across business units, and enhancing reliability in reporting processes. With this approach, we aimed to manage sustainability performance within a structure that is continuously monitored and improved, rather than as periodic outputs. Through digitalization in strategic projects, we increase process visibility, identify risks at earlier stages and define areas for improvement more clearly. As Hayat Kimya, we continue to pursue this approach as part of a management philosophy that supports long-term objectives and strengthens corporate resilience.

Hayat Excellence System

We continuously improve our processes through Lean Six Sigma practices, Enhanced Maintenance projects, competency development programmes under the Production School, and autonomous maintenance activities.

At Hayat Kimya, we place digitalization at the centre of our individual and corporate development efforts. Through virtual and physical site visits conducted in 2024, we established communication platforms that boosted interaction among factories and encouraged mutual knowledge sharing among employees. In

2024, we also continued to guide companies wishing to observe our operational excellence practices on-site, supporting them in integrating similar systems into their own processes, thereby contributing to the development of national industry.

Sustainability Gains

- 992,500 kWh/year energy savings
- 180 tCO₂e reduction in emissions
- 7,200 trees/year equivalent gain
- 1,132,419 TR/year in savings

In 2024, we also continued to guide companies wishing to observe our operational excellence practices onsite, supporting them in integrating similar systems into their own processes, thereby contributing to the development of national industry.

Cogen Waste Heat Efficiency Project

In 2024, we successfully commissioned the Electricity Generation (ORC–Organic Rankine Cycle) Project by utilizing waste heat obtained from the No.3 cogeneration plant located at the Yeniköy Campus. Through this system, we generated approximately 265 MWh of electricity annually by using waste heat only, without any additional fossil fuel consumption.

As a result of utilizing waste heat from the cogeneration plant, approximately 28.1 million Sm³ of natural gas consumption was avoided in 2024, preventing approximately 54.3 thousand tCO₂e of emissions. In 2023, these figures were recorded as 26.6 million Sm³ of natural gas and 51.5 thousand tCO₂e.

In 2024, the combined impact of our energy unit's market management and the contributions from the Mersin SPP increased by 5.6% compared to 2023. This development demonstrates not only the success of the

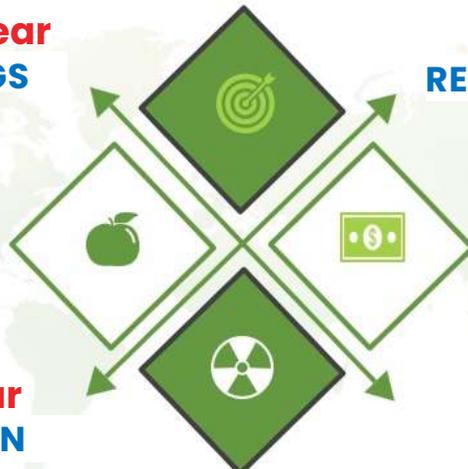
Sustainability Gains

992,500 kWh/year
ENERGY SAVINGS

180 tCO₂e
REDUCTION IN EMISSIONS

7,200 trees/year
EQUIVALENT GAIN

1,132,419 TR/year
IN SAVINGS



Hayat Excellence System

ORC project but also the effectiveness of our overall energy strategy.

Lean Six Sigma Green Belt Projects

In 2024, we implemented 10 projects under the Lean Six Sigma Green Belt framework.

Next Generation Recycle (NGR) Scrap Shredding and Granule Production Project

With the NGR Scrap Shredding and Granule Production Project implemented in 2024, we aimed to recover scrap materials generated during the non-woven production process and develop environmentally friendly, cost-effective and functional products that can be used in detergent packaging caps. Through this study carried out using Six Sigma methodology, we achieved approximately 270,000 USD in annual cost savings and prevented 324 tCO₂ emissions. By reaching up to 50% recycled PP usage in raw material substitution, we contributed to the conservation of natural resources and the reduction of our carbon footprint. We aim to expand the project outputs globally by adapting them to detergent caps as well as to tulip/fresh caps and the wet wipes segment. In doing so, we make a tangible contribution to the circular economy by reintegrating non-woven waste into production through a closed-loop system.



Hayat Excellence System

Pulp Preparation and Washing Process Optimization

With the Washing Process Improvement Project carried out at the Tissue Paper Factory in 2024, we aimed to minimize time and resource losses arising from washing operations in the pulp preparation area. In the study conducted using Six Sigma methodology, based on current situation analyses, we optimized processes by eliminating unnecessary steps through the ECRS and Kaizen approach,

established standard cleaning instructions, and developed improvement proposals through observational analyses. As a result of the project, supported by control plans and permanent monitoring systems, we achieved annual savings of 5,300 tonnes, up to 20% improvement in washing times, more effective operator coordination through standard work definitions, and optimization of resource use for sustainable production.

Air Conditioning Systems Heating Steam Savings Project

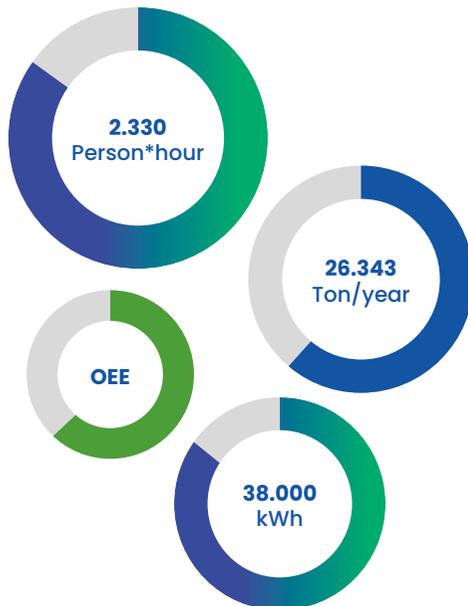
Annual savings of 1,132,419 TRY
Annual natural gas savings of 93,280 Sm³
Prevention of 180 tCO₂e emissions
Project investment cost of 1,777,143 TRY
1.6 years of ROI (project return on investment)

The "Air Conditioning Systems Heating Steam Savings Project", implemented in 2023, was carried out to reduce energy consumption and minimize carbon emissions in line with our environmental sustainability targets. Covering liquid and powder detergent production processes, the project aimed to achieve annual savings of 30% by improving the efficiency of steam usage.

As part of the project, steam consumption data were analyzed in detail, taking into account periodic variations and seasonal effects. Cubic modelling studies were conducted based on the relationship between ambient air temperature and steam usage, and improvement opportunities were identified to increase energy efficiency and reduce consumption.

Salient outcomes of the project include a cost advantage of 1,132,419 TRY per year, energy savings of 992,500 kW, prevention of 180 tonnes of CO₂e emissions, and an environmental contribution equivalent to 7,200 trees. The environmental impact

Why was this project selected?



2.330 Person*hour
- Labour for annual washing operation while machine is working or at stop.

26.343 Ton/year
- Water consumed for washing in 1 year

38.000 kWh
- Energy consumed for washing operations during the year.

Hayat Excellence System

of the project corresponds to the prevention of 60 tCO₂e emissions. In addition, within the scope of the Kaizen activities implemented during the project, various improvements were carried out to prevent heat losses, such as fast-opening and closing automatic doors, insulation solutions and magnetic field application on doors.

With this project, we further strengthen our environmentally friendly and sustainable production approach by boosting the efficiency of air conditioning systems.

“We carried out the Air Conditioning Systems Heating Steam Savings Project to reduce energy consumption and minimize carbon emissions in line with our environmental sustainability targets.”

White Paint Optimization

As part of our sustainability targets, we launched the “White Paint Optimization” project in 2023 to reduce costs by decreasing the amount of white paint used in the extrusion process. The project, conducted at the Lean Six Sigma Green Belt level, included tests aimed at reducing paint consumption in baby diaper bags, sanitary pad packaging and detergent under-drawing.

Within the context of the project, opacity values were analyzed using different white paint ratios in PE01, PE02, PE03 and MDO03 machines. In the current situation analysis, it was observed that the opacity remained within the quality standards when white paint ratio was reduced to 12%.

With this improvement, the targeted annual cost savings amount to approximately 3 million TRY, and when the Egypt factory is included, total savings will reach 6.5 million TRY. In addition, the opacity modelling performed provided over 97% accuracy, supporting process improvement.

We achieved a reduction in energy consumption and increased efficiency in material usage through the successful implementation of this project. White paint optimization is considered a good example that can be applied to other product groups in line with our sustainability strategies.

Glue Optimization

The “Lamination Glue Optimization Project”, launched in the TK04 line in 2024, was carried out to increase production efficiency, reduce waste and contribute to environmental sustainability by optimizing lamination glue consumption. This Lean Six Sigma Green Belt project aimed to reduce the amount of glue used by 20% and minimize waste glue.

In the analyses made during the project, deviations and excess consumption in the current recipe system were identified, and glue recipes were optimized accordingly. The glue dosing system was put into operation, and the difference between theoretical and actual consumption was minimized, thus increasing the traceability and accuracy of consumption data. According to the results obtained, a 52% improvement was achieved in lamination glue consumption as well as an annual saving of 3,617 USD. The amount of savings is expected to reach 21,300 USD as of 2024.

This project is considered as a critical step in terms of reducing environmental impacts caused by lamination glue utilization and increasing resource efficiency. Moreover, the implementation of this system enabled savings in washing water, further strengthening our environmental contribution. We plan to integrate this optimization with MES and S/4HANA and aim to roll it out to other production lines. Through the TK04 Lamination Glue Optimization Project carried out in line with our sustainable production strategy, we increased process efficiency and strengthened our environmental responsibility.

R&D and Innovation

Within the framework of our respect for people and the environment and by placing consumer expectations at the core of our operations, we continued in 2024 with the same determination to develop innovative products that are dermatologically compatible with the skin, meet high quality standards and do not harm human health or nature.

Accepting innovation and R&D as indispensable elements of a sustainable future, we continued our efforts in 2024 with this understanding. Through the ideas, products and technologies developed at our award-winning R&D Centre, which is the first and most comprehensive centre in our sector in Türkiye, we deliver innovation to all corners of the world.

We place the different needs and expectations of consumers in different geographies at the core of our innovation approach. We prioritize understanding our consumers and closely monitoring global trends at all times in order to develop and offer products tailored to their needs. As a company competing with both international and local manufacturers, we foster an innovation culture across all areas of our business through a comprehensive R&D approach, ranging from products and packaging to efficiency-enhancing processes and environmentally friendly technologies.

New Product Projects Launched

Category	SUBCATEGORY	PRODUCT LAUNCHED
Paper	Toilet Paper	Familia Organic Cotton
Paper	Towel	Papia Inova
Paper	Napkin	Papia Designer
Paper	Towel	Familia Natural 1=3 and 1=6 Jumbo
Paper	Hanky	Familia Natural
Paper	Towel	Papia 1=2 Jumbo
Paper	Towel	Papia BioCare 1=3 Giant Roll
Paper	Towel	Papia Platinum 4-Ply
Paper	Napkin	Familia Natural PE Tissue
Paper	Napkin	Papia Platinum PE Tissue
Paper	Toilet Paper	Papia Platinum Dolcevita
Paper	Towel (EDK)	Familia Plus Oil Absorbent 6*4
Paper	Towel (EDK)	Papia Oil Absorbent KT (5+1)*4
Paper	Napkin (EDK)	Papia 1/8 Fold 100*24
Paper	Napkin (EDK)	Papia 1/4 Fold 50*24
Paper	Towel (EDK)	Focus Opt Z 22,5*20cm Pe 200*12
Paper	Towel (EDK)	Focus Opt Z 15 Gsm Pe 200*12
Paper	Towel (EDK)	Focus Opt Z 15 Gsm Pe 150*12
Paper	Towel (EDK)	Focus Opt Point 75 Mt 1*6 Fscmix70%

R&D and Innovation

A total of 129 field-expert researchers work at the Hayat Kimya Global R&D Centre. We maintain our continuous improvement and development philosophy by integrating the ideas and technologies derived from raw material and packaging research and patent and product development processes into our products.

Number of Employees in R&D Department	2022	2023	2024
Total	118	130	180
Female	66	70	84
Male	52	60	96

- A total of 66 patent applications and 5 utility model applications have been filed. Eight patents have been granted to date, and these patents are registered in a total of 44 countries.
- We have 85 design applications, 73 of which have been registered.

Number of Applications	2022	2023	2024
Patent	1	13	2
Design	3	2	4



University Research Collaborations

TUBITAK 1711 – CALL FOR ARTIFICIAL INTELLIGENCE ECOSYSTEM

In 2024, we continued our efforts to contribute to strengthening Türkiye's artificial intelligence (AI) ecosystem. Within this scope, we took supportive steps towards technological development and further expanded cross-team collaboration in R&D processes. Consultancy-based collaborations carried out with SMEs within the project were diversified through new applications. Our primary objectives in this regard include enhancing the knowledge and technologies at universities through the project domains and transforming them into innovative products and solutions tailored to the needs of customer institutions. In addition, our key priorities include enabling faster and more effective problem-solving through AI solutions, ensuring the applicability of project outputs across different fields in Türkiye, raising awareness among other enterprises facing similar challenges, and raising qualified human capital throughout the process.

TUBITAK 1505 – UNIVERSITY INDUSTRY COOPERATION SUPPORT PROGRAMME

Within the scope of the project carried out in collaboration with Sabancı University, in which we participate as a customer institution, we aim to transfer academic knowledge and technological developments into industry by transforming them into

new products, processes or alternative production methods. In this context, products with high commercial potential that enhance competitiveness and reduce technological dependency are developed, existing products are enhanced, and new cost-reducing production techniques are implemented.

TUBITAK 2244 – INDUSTRIAL PHD PROGRAMME

Under the project, we train qualified human resources with PhD degrees through the university-industry cooperation model, encourage the employment of researchers, and accelerate technological transformation by transferring knowledge to industry. These activities are carried out in collaboration with Yıldız Technical University, Kocaeli University, Istanbul University (Cerrahpaşa), and Sabancı University.

TUBITAK 1833 – CALL FOR SAYEM GREEN TRANSFORMATION

Within the scope of this TUBITAK project, initiated in line with green transformation trends that are gaining increased significance in Türkiye as well as globally, we contribute to industry-focused green transformation processes aimed at more efficient and sustainable use of our country's natural resources by working in cooperation with our consortium partners. Through these efforts, we aim to reduce the environmental impacts of value creation mechanisms in industry and to raise a higher level

Sabancı University

An institution's most valuable asset is the talent that propels it forward. Every step taken to develop internal talent strengthens the leadership culture and, consequently, contributes to the institution's long-term sustainability. The 'Lead To Grow' program, conducted in partnership with Hayat Kimya, was launched with this very vision. This program aims to enhance the managerial skills of young talents across a wide range of disciplines, encompassing strategy and innovation as well as sustainability, generative AI, and, crucially, leadership. We take great pride in observing how Hayat Kimya reaps the rewards of these education and development initiatives in line with its sustainability strategies. As the Sabancı University Executive Development Unit (EDU), we are honored to contribute to this transformative journey.

Koç University

As a university, the leadership training we provide empowers participants to internalize a robust leadership culture and foster it within their professional environments. Our programs support leaders not only in achieving individual excellence but also in motivating their teams toward long-term corporate objectives. Throughout this process, participants who develop a sustainability-oriented leadership mindset contribute directly to global business goals by making conscious decisions regarding efficient resource management, environmental awareness, and social responsibility.

University Research Collaborations

of awareness regarding these impacts. The project application processes have been successfully completed, referee defenses have been held, and the project will continue with active implementations in the coming phases. Disseminating the knowledge gained throughout the project among Hayat Kimya R&D teams and leading new projects through new consortium structures are among our key objectives. In this process, we have established successful collaborations with major stakeholders such as Başakşehir Municipality, Kordsa, P&G, Kadife Tekstil, Ford Otosan, Arçelik and Huhtamaki.

TUBITAK 1004 – CENTRE OF EXCELLENCE SUPPORT PROGRAMME

Under the project, which aims to establish centres of excellence by bringing together the research infrastructures of higher education institutions with R&D and Design Centers in industry, we plan to take part in a joint project with Istanbul University. During the project, our work will be shaped with the objective of developing ideas with high commercialization potential through the industry-university collaboration model. In doing so, we aim to strengthen university-industry cooperation as well as making a tangible contribution to sustainable value creation.

TUBITAK 1707 – CALL FOR ORDER-BASED R&D

Under the TUBITAK 1707 project planned to be carried out with a competent SME partner, we focus on developing innovative technologies to be integrated into our company. Through this project, we aim to increase collaborations with SMEs, enable the development of products that can be rapidly introduced to the market by SME partners, and manage the entire process within a clear roadmap. As the final output, we aim to realize technologies with strong R&D capabilities, high commercial potential and the ability to address sectoral needs through an SME partnership structure in which Hayat Kimya participates as the customer institution.



Dr. Fikret Koç
Vice President,
R&D

At Hayat Kimya, R&D is regarded as a force that goes beyond producing technology; it transforms life and shapes the future. We implement our sustainability targets by blending science-based, innovative approaches with environmental responsibility. We combine our care for consumer health with our responsibility towards the integrity of the planet, and we adopt these two core values as guiding principles in every new product development process. Today, behind our globally distinguished products lie the efforts of our expert researchers, our interdisciplinary collaborations and our production approach based on high technology. The steps we have taken over the past year form the foundation of our current determination. With our expanding R&D workforce, growing patent portfolio and processes with reduced environmental impact, we continue to sustain the value we create in a consistent manner.

While boosting resource efficiency through solutions based on circular economy principles, we are also deepening our efforts to reduce our carbon footprint. Through joint projects developed with universities and research institutions, we seek to address not only today's challenges but also those of the future. Our aim is to translate scientific progress into social benefit. At Hayat Kimya, we recognize that innovation is an integral part of sustainability and we assume responsibility for today and the future on this journey. We will continue to view R&D as our greatest driving force for a more liveable future and to create value through this force.

Product Quality and Safety

In 2024, we continued to operate in compliance with national and international quality standards in all regions in which we operate. In line with the Hayat Kimya Quality Policy, we continue to establish systematic structures that ensure the continuous improvement of our products as well as our production and service processes, based on our quality vision and mission. We define and regularly monitor our Perceivable Quality Standards (PQS) criteria and maintain our processes in a more effective and efficient manner through our Quality Maintenance Organization.

We identify risks early and take preventive actions by considering the expectations of our employees, business partners and consumers; in 2024, we continue to deliver the best to all our stakeholders with our high-quality approach.

Guided by our quality vision and models for business conduct, we aim to continuously improve our product quality and strengthen our position as a favoured brand and organization in the eyes of customers and consumers. We implement “Quality Maintenance and Improvement” activities



Vedat Yıldırım
Vice President,
Sales

The widespread use of Hayat Kimya products across the globe is a testament to our success story and to our responsibility to create value for the planet, society and people on a global scale. As one of the international actors in the fast-moving consumer goods sector, we operate in more than 100 countries worldwide. Operating across a wide geography ranging from Madagascar and Seychelles to Indonesia and Russia clearly reflects the trust built through our successful branding strategies and high-quality products. Due to the dynamics of our sector, our products directly impact consumers' lives as they reach end users, enabling us to gain long-term trust and reputation in international markets. We continue to build strong and reliable brands worldwide by leveraging the knowledge and experience gained from our successes. We plan our activities with a vision of creating sustainable value by focusing on consumer needs.

Product Quality and Safety

to minimize operational losses, aiming to reduce environmental impacts as we deliver products of the highest quality to all stakeholders.

Our quality vision includes being the brand that first comes to mind for everyone and continuously producing high-quality products and services in line with customer and consumer expectations at sustainable costs for our company. In this direction;

- We operate in accordance with all relevant national and international laws, regulations, industrial requirements and quality standards, as well as Hayat Kimya Global Standards.
- We commit to assessing risks and opportunities that may affect our targets through a corporate risk management approach and making the necessary preparations.
- We aim to increase satisfaction levels by adopting a solution partner approach that places customer and consumer expectations at the centre of all our activities.
- We value contributing to business continuity through relationships built with all stakeholders on the basis of mutual development.
- We aim to enhance the competitiveness of our brand in global markets through new technologies, investments and innovative products.
- We strengthen employee engagement in processes, develop their competencies, and ensure that they embrace process ownership with a team spirit,

thereby fostering a global business culture.

- In all our global locations, our key policies include prioritizing our fundamental values through an approach that prioritizes people and nature.
- We ensure that the chemicals used in our products and the raw materials we produce are monitored within legal limits in compliance with REACH / KKDİK (Registration, Evaluation, Authorization and Restriction of Chemicals Regulation).
- We aim to achieve better results by managing environmental impacts more effectively through packaging materials produced at our NW/FP facilities. We produce Oeko-TEX certified products through environmentally conscious practices in safe production environments with a strong sense of social responsibility. Product safety is ensured through the most sensitive testing possible, and we maintain our commitment to quality and sustainability through transparency in our supply chain.

At the core of our operations are the “Quality Management System”, the “Hayat Kimya Excellence System” and our “Quality Maintenance and Improvement” model, all of which are continuously evolving.

In most of the countries where we operate, we continue our tissue paper production using cellulose sourced from plantation forests and under the FSC™ Certified Producer status.

At the core of our operations are the “Quality Management System”, the “Hayat Excellence System” and our “Quality Maintenance and Improvement” model, all of which are continuously evolving.



Product Quality and Safety

BEING AN *FSC™ CERTIFIED PRODUCER IN TISSUE PAPER PRODUCTION

- We do not engage in or support illegal cutting or trading of trees or forest products,
- We fully respect the rights of local people and communities during forestry operations and do not allow any violation of these rights.
- We consider the protection and non-destruction of forests with high conservation value among our top priorities.
- We do not convert natural forest areas into plantations or non-forest land.
- We operate in compliance with the ILO (International Labour Organization) Core

Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work.

We manage our alignment process with the European Union Deforestation Regulation (EUDR) in an integrated manner with our environmental sustainability targets. In this context, we have established the necessary processes to ensure traceability of the sources of all products within our supply chain and adopted high standards to prevent deforestation and protect biodiversity. In this regard, we prioritize raw materials obtained from sustainable sources and aim to strengthen our collaboration with suppliers, reduce our environmental impacts

and expand our responsible consumption approach. We commit to achieving full compliance with EUDR criteria by the end of 2026.



Özden Fidan
Global Quality Director

At Hayat Kimya, we believe that sustainability and quality are complementary elements and that lasting value can only be created when they are addressed hand-in-hand. For this reason, at every stage of our operations, we operate by considering ethical responsibility, environmental sensitivity and social impact, in addition to technical excellence. From supply chain and production to sales and consumer experience, we adopt as a fundamental principle the alignment of our quality processes with sustainability principles. Owing to the strong quality infrastructure we have established, we ensure efficiency in resource use, traceability in processes and consistency in outcomes, with the aim of minimizing environmental impacts and creating lasting value that meets stakeholder expectations. The reporting systems we implement in line with our transparency principle not only monitor our performance but also strengthen a culture of continuous improvement and accountability. Guided by this approach, we openly share our progress towards sustainability targets and advancements in quality with our stakeholders, building trust-based relationships. We view quality as a fundamental enabler of sustainable growth and corporate reputation. We are building more responsible, more conscious and more resilient systems in every link of our operations by supporting our business conduct with innovative solutions.

Certificate	Description	Türkiye
ISO 9001:2015	→ Quality Management System	✓
ISO 14001:2015	→ Environmental Management System	✓
ISO 45001:2018	→ Occupational Health and Safety Management System	✓
ISO 13485:2016	→ Medical Devices Quality Management System	✓
ISO 27001:2017	→ Information Security Management System	✓
ISO 50001:2018	→ Energy Management System	✓
ISO 22716:2007	→ Good Manufacturing Practices for Cosmetics (GMP)	✓
FSC	→ Forest Stewardship Council	✓
Oeko-Tex	→ Confirms the human-ecological safety of products at all stages of production.	✓
Halal	→ Production in accordance with Islamic laws.	✓
Sedex SMETA 4.0	→ A significant document verifying compliance with social and ethical responsibilities.	✓
Diamond Mark	→ Kenya Bureau of Standards (KEBS). A mark of excellence awarded to manufacturers.	✓

*Please contact us for our FSC-C133948, FSC certified products.

Product Quality and Safety

Products That Create Value for Life



Familia Natural'a Fresh Wet Wipes

Offered in freshness of lavender, goodness of minerals and freshness of green options, Familia Natural Fresh Wet Wipes are effective against microorganisms in accordance with criterion A of the protective system of the cosmetic product, which is defined and tested in line with the evaluation criteria recommended in ISO 11930 standards. Our tests confirmed the absence of ethyl paraben, hexamidine paraben, isopropyl alcohol, methyl paraben, propyl paraben, and butyl paraben, and verified that the product does not cause eye irritation on sensitive skin.



Familia Natural 1=3 and 1=6 Jumbo Paper Towel and Natural Hankies

The Familia Plus Natural product group, designed to be compatible with nature as well as family use, is produced with organic bamboo extract and formulated to be hypoallergenic and suitable for sensitive skin. Our products contain no additives such as fragrance, optical brighteners, dyes or chlorine and are suitable for food contact. We use 100% plant-based cellulose fibres sourced from certified sustainable forests and opt for recyclable packaging, ensuring our products are environmentally friendly.

Molfix Isotonic Water Baby Wet Wipes for Fresh Cleaning and Molfix Isotonic Water Baby Wet Wipes for Sensitive Skin are developed using our isotonic

We prioritize raw materials obtained from sustainable sources and aim to strengthen our collaboration with suppliers, reduce our environmental impacts and expand our responsible consumption approach.

water formula to provide the safest water for the kin, delivering a refreshing and revitalizing effect. These products are designed for use in nasal, eye and wound cleansing. Our tests demonstrate that the formulations are free from dyes, ethanol, isopropyl alcohol, methanol and soap, that protective effectiveness was appropriate and that they are compatible with skin cells.

Molfix Newborn Isotonic Water Wet Wipes received an excellent rating in the tests conducted. The cotton used in the product is natural and Oeko-Tex certified. Its protective effectiveness was found to be appropriate and it was found to be compatible with skin cells. The tests showed that it is free of fragrance, dye, alcohol, phthalate, soap, SLAS and SLS.

Product Quality and Safety



Bingo Capsules

The smart enzyme technology in our formula identifies even the most stubborn stains and removes them in a target-driven manner. The Smart Dishwasher Capsule Pro and Pro Max, enhanced with baking soda, easily clean dried and burnt grease residues while providing deep hygiene. The special formula of Smart Capsule Pro Max prevents loss of gloss and fogging on glass surfaces, preserving shine with every wash. The capsules contribute to water and energy savings by delivering high cleaning performance even in short programmes. With a filter cleaning effect, they extend the lifespan of dishwashers, offering long-term efficiency and a sustainable cleaning experience. Our capsule film is high-resolution, PVA-based, fully water-soluble and is not classified as microplastic.



Papia BioCare 1=3 Giant Roll Towel

Papia BioCare 1=3 Giant Roll Towel contains 100% biobased cellulose produced from highly renewable, plant-based components. The cellulose used in the product is sourced from eucalyptus sources managed in accordance with sustainable forestry principles. With its soft texture, it provides skin-compatible use and contains no additives such as fragrance, optical brighteners or dye. The product, which aims to maintain high durability performance while reducing environmental impact, is offered in recyclable packaging.



Molped Long Supernight

Developed conveniently for women's different sleeping positions and menstrual needs, Molped Long Supernight features an innovative structure that provides high protection throughout the night. Its front section is extended by 68% and its back surface widened by 60%, reducing leakage risk and offering a comfortable sleep experience. The 3D barrier system helps securely lock fluid inside the pad, maintaining freedom of movement even during heavy flow periods. No unnecessary chemical components such as fragrance, chlorine or dye are included in the formulation which, instead, includes skin-compatible, dermatologically tested materials. Our aim is to enhance comfort during menstruation while also reducing environmental impacts throughout the product lifecycle. In this direction, we favour sustainability principles in supply processes as well as by opting for lightweight packaging and recyclable materials.

Performance Indicators

Environmental Performance Indicators

	2022	2023	2024
Environmental training (person*hour)	954	1,426	1,339

	2022	2023	2024
Environmental Investments (USD)	80,000	254,000	562,132

Water Consumption Data	2022	2023	2024
Water from mains network (m ³)	730,320.00	788,985.00	817,661.00
Surface waters (wetlands, rivers, lakes, sea, etc.) (m ³)	578,931.00	489,183.00	600,534.00
Groundwater (well water) (m ³)	471,071.00	608,797.00	609,163.00
Total Water Consumption (m ³)	1,780,322.00	1,886,965.00	2,027,358.00
Water Use Intensity (m ³ /tonne of product)	2.99	2.89	2.89

Water Consumption Data	2022		2023		2024	
	Mersin	Yeniköy	Mersin	Yeniköy	Mersin	Yeniköy
Water from mains network (m ³)	663,214.00	67,106.00	721,688.00	67,297.00	733,327.00	84,334.00
Surface waters (wetlands, rivers, lakes, sea, etc.) (m ³)	0.00	578,931.00	0.00	489,183.00	0.00	600,534.00
Groundwater (well water) (m ³)	0.00	471,071.00	0.00	608,797.00	0.00	609,163.00
Total Water Consumption (m ³)	663,214.00	1,117,108.00	721,688.00	1,165,277.00	733,327.00	1,294,031.00
Water Use Intensity (m ³ /tonne of product)	2.99		2.89		2.89	

Quantity of Water and Wastewater Reused	2022		2023		2024	
	Mersin	Yeniköy	Mersin	Yeniköy	Mersin	Yeniköy
Quantity of Water Recovered/Reused (m ³)	0.00	8,000.00	0.00	8,000.00	0.00	6,840.00
Quantity of wastewater (m ³)	274,440.00	361,227.00	279,530.00	412,318.00	313,871.00	452,359.00

Energy Consumption, Scope 1	Birim	2022	2023	2024
Natural gas	MWh	1,353,501.42	1,353,024.29	1,338,685.25
Electricity (electricity + steam + drying)	MWh	1,012,296.82	1,015,728.79	1,034,427.18
Specific Energy Consumption	(sm ³ /kWh)	0.1393	0.1388	0.1348
Diesel Fuel	Litre	338,769.61	358,048.64	399,204.11
Gasoline	Litre	376,606.56	475,390.24	475,834.10

Energy Consumption, Scope 2	Birim	2022	2023	2024
Electricity	MWh	28,619.99	16,987.77	23,111.38

Electricity Sold	Birim	2022	2023	2024
Electricity	MWh	29,881.27	18,236.62	15,782.03

Energy Generation from Renewable Energy Sources	2022	2023	2024
Solar (MWh)	384.24	482.48	11,913.13

Performance Indicators

Environmental Performance Indicators

Greenhouse Gas Emissions	2022	2023	2024
Scope 1 (tCO ₂ e)	272,525	272,710.26	271,987.25
Scope 2 (tCO ₂ e)	15,770	9,360.26	10,235.93

Emissions Intensity	Unit	2022	2023	2024
Total energy consumption	MWh	1,012,297	1,015,729	1,034,427
Intensity annual total	sm ³ /yıl	1,353,501	1,353,024	1,338,685
Energy intensity (total energy/total production)	MWh/sm ³	0.75	0.75	0.77

Greenhouse Gas Intensity	Unit	2022	2023	2024
Total GHG emissions	ton CO ₂ e	288,294.29	282,070.52	282,223.18
Intensity annual total	ton/yıl	590,905.00	651,159,68	701,847.29
GHG intensity (total emissions/total production)	tonCO ₂ e/ton	0.49	0.43	0.40

Waste Type	2022	2023	2024
Total Quantity of Hazardous Waste (tonne)	2.024,84	2.173,92	2.640,56
Total Quantity of Non-Hazardous Waste (tonne)	14.992,96	16.155,15	20.777,70

Air Emissions	2022		2023		2024	
	Yeniköy	Mersin	Yeniköy	Mersin	Yeniköy	Mersin
Particulate Matter (Dust)	2.10	1.03	0.08	2.02	0.08	0.45
NOx	29.49	63.36	25.72	71.75	25.72	75.98
SOx	0.00	0.77	0.01	0.96	0.01	0.00
VOC	1.11	0.00	0.00	0.00	0.00	0.00
TOC	11.08	0.00	0.00	0.00	3.07	0.59
Heavy Metal	0.02	0.00	0.01	0.00	0.01	0.00

Total Quantity of Hazardous Waste	Birim	2022	2023	2024
Waste to regular landfill/solid waste site	ton	2.17	1.02	0.52
Waste recovered for energy	ton	2,022.67	2,172.90	2,640.04
Waste reused	ton	0.00	0.00	0.00
Electronic waste	ton	0.00	0.00	0.00
Total Quantity of Hazardous Waste	ton	2,024.84	2,173.92	2,640.56

Total Quantity of Non-Hazardous Waste	Unit	2022	2023	2024
Waste to regular landfill/solid waste site	ton	541.06	600.60	1,044.50
Waste recovered for energy	ton	14,436.78	15,541.83	19,704.36
Waste reused	ton	15.12	12.72	28.84
Electronic waste	ton	19,350.07	19,851.25	19,692.75
Total Quantity of Non-Hazardous Waste	ton	14,992.96	16,155.15	20,777.70

Performance Indicators

Social Performance Indicators

Workforce	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Total number of employees	573	3,060	650	3,127	732	3,511
White collars	393	615	456	680	500	703
Blue collar	180	2,445	194	2,447	232	2,808

Workforce	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Subcontractors' employees	128	1,690	135	1,224	169	2,084

Workforce by Age Group	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Below 30	113	602	141	735	161	747
30 to 50	455	2,321	473	2,158	517	2,440
Above 50	28	210	36	234	54	324

New Recruits	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Total number of new recruits	101	403	147	637	173	791
Below 30	44	233	62	420	60	419
30 to 50	57	162	84	207	112	362
Above 50	0	8	1	10	1	10

Employees in Managerial Positions	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Below 30	6	4	6	6	7	4
30 to 50	182	328	213	287	235	317
Above 50	7	61	12	67	22	64

Executive Board	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of employees	1	8	1	8	1	8

Employees w/ Disabilities	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of employees w/disabilities	15	97	14	93	15	107
Ratio					2%	3%

Maternity/Parental Leave	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of employees who took the leave	6	61	34	163	32	168
Number of employees who returned to work	6	61	26	145	24	146
Ratio of employees who returned to work	100%	100%	76%	89%	75%	87%

Performance Indicators

""Social Performance Indicators

Number of Employees Participating in Performance Evaluation	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of employees	573	3,060	724	2,941	653	1,488

Number of Positions Filled Internally	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of employees	42	58	58	86	60	58

Workforce Turnover	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of voluntary job leavers	81	233	314	78	337	415	73	286	359
Number of involuntary job leavers	13	100	113	19	214	233	37	202	239
Total number of job leavers (voluntary + involuntary)	99	347	446	97	541	638	110	488	598
Number of job leavers under 30	31	146	177	24	211	235	28	222	250
Number of job leavers aged 30 to 50	68	194	262	70	274	344	75	235	310
Number of job leavers above 50	0	7	7	3	56	59	7	31	38
Workforce Turnover Rate	18%	11%	12%	8%	9%	9%	15%	14%	14%

Workforce Turnover	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employees who worked 0 to 5 years	343	1,211	1,554	82	356	438	87	385	472
Employees who worked 5 to 10 years	128	991	1,119	8	83	91	14	51	65
Employees who worked longer than 10 years	125	931	1,056	7	102	109	9	52	61

Number of Employees Receiving Development Training*	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total	722	1,571	2,293	1,197	4,101	5,298	2,185	3,359	5,544
White collar	707	1,023	1,730	1,102	1,576	2,678	2,078	1,992	4,070
Blue collar	15	548	563	95	2,525	2,620	107	1,367	1,474

* Excluding OHS training

Performance Indicators

Social Performance Indicators

Training Duration*	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Training duration (person*day)	5.606	16.926	22.532	12.928	21.957	34.885	16.102	22.016	38.118
Annual training hours per person	9.8	5.5	6.2	19.9	6.9	9.1	22	6.3	9
White collar	5.476	15.700	21.176	11.152	18.220	29.372	15.772	18.470	34.242
Blue collar	130	1.226	1.356	1.776	3.737	5.513	331	3.545	3.876

* Excluding OHS training

	2022	2023	2024
Percentage of security personnel receiving training on entity's operations-related human rights policies and procedures	0.0%	0.0%	0.0%

NUMBER OF EMPLOYEES RECEIVING TRAINING			
Ethical principles	278	0	4,583
Anti-corruption	0	0	4,583
Environment	367	1,727	1,835
Sustainability, UN SDGs	2	3	32

TRAINING DURATION (HOUR)			
Ethical principles	139	0	4,583
Anti-corruption	0	0	4,583
Environment	472	465	1,557
Sustainability, UN SDGs	80	6	64

2024	
NUMBER OF EMPLOYEES RECEIVING OHS TRAINING	
Blue collar	805
White collar	561

NUMBER OF EMPLOYEES AND SUBCONTRACTORS RECEIVING OHS TRAINING	
Employees	722
Subcontractors	644

OHS TRAINING DURATION (HOUR)	
Blue collar	9,656
White collar	4,800
Employees	3,008
Subcontractors	7,728

OHS TRAINING (PERSON*HOUR)	
Blue collar	9,656
White collar	4,800
Employees	722
Subcontractors	644

Occupational Health and Safety Data	2022	2023	2024
Accident Frequency Rate	1.17	1.46	1.65
Accident Severity Rate	0.1	0.14	0.17



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