



RTC KİMYA

2024 Sustainability Report



Contents

About Our Report	1
Message from our General Manager	2
Sales C Message from our Marketing Director	3
I- Corporate Our Identity	4
Our History	6
Our Product Range	6
Our Machine Park and Production Capacity	9
Our Collaborations and Civil Society Participation	10
Highlights for 2024	11
Key Financial Indicators	12
Sectoral Macroeconomic Trends and Risks	13
II- Our Governance Structure	18
Organization Structure	19
Senior Management and Committees.....	20
III- Strategy	24
Business Model and Value Chain	26
Value Chain Materiality Assessment	29
Risk Management	31
Risks and Opportunities.....	33
Climate Risks.....	33
Climate Scenario Analysis.....	34
Climate Opportunities.....	38
Sustainability Risks	38
Sustainability Opportunities	42
Unveiling the Metrics.....	43
Objectives.....	45
IV- Environmental Management	48
Climate	49
Greenhouse Gas Emissions	49
Use of Natural Resources and Materials	57

Management of Chemicals	58
Waste Management	59
Environmental Management System	60
V- Social Management	62
Human Rights	63
Diversity and Inclusion.....	64
Our Employees	64
Performance Management and Training.....	68
Health and Safety	69
Corporate Social Responsibility	71
VI- Corporate Management	73
Our Code of Ethical Conduct	75
Supply Chain Management	77
Customer Relationship Management.....	78
R&D and Digitalization.....	80
Information Security	81
Regulatory Compliance, Monitoring and Auditing.....	81
ANNEX-1: Activity Data Sources and Acceptances in Calculations	82
ANNEX-2: Emission Factors and References	87
ANNEX-3: Greenhouse Gas Emission Sources Inventory List and Corporate Carbon Footprint..	G2
ANNEX-4: GRI Reference Table	G5

About Our Report

RTC KİMYA İTH. İHR. SAN. VE TİC. LTD. ŞTİ. ("RTC Kimya", the "Company") produces adhesives for food packaging in the chemical industry, polyurethane and epoxy systems in the coating industry, as well as lamination adhesives and inks.

Polyurethane Adhesive (Two Component and One Component), Epoxy Adhesive (Two Component and Single Component) and polyurethane binder, Solvent Based Ink and Varnish are in the main field of activity with the NACE code 20.52.05, we operate in the private sector as a Limited Company.

Our report covers our activities in our factory site located in our factory area with a total usage area of **6994.99 m2, 4687 m2 closed and 2307.99 m2 open**, located at Şekerpınar Neighborhood Fevzi Çakmak Cad. Menekşe Sok. No 4, 41420 **Çayırova/Kocaeli**. Although we do not have any other branch or office, one of our representative personnel works in marketing activities in İzmir.

As RTC Kimya, we started our sustainability journey with the rooftop Solar Energy System (SPP), which we commissioned in 2022 to meet a large part of the energy we use, in our corporate journey that started in 2009. We have prepared this report to **cover our activities for 2024, covering the period** of 01.01.2024 - 31.12.2024, in order to explain the processes of applying sustainability to all units and operations within the corporate structure and our sustainability journey to all our stakeholders.

Our report, referring to the Global Reporting Initiative GRI Standards; Universal Standards (GRI 1: Establishment 2021, GRI 2: General Disclosures 2021, GRI 3: Important Topics 2021) and Subject Standards (GRI 101-103, GRI 201-207, GRI 301-308 and GRI 401-418) covering topics that can currently be disclosed within the scope of our activities. The topics explained can be followed from Annex-4: GRI Content Reference Table in the last section of the report showing the use of GRI Standards. In addition, in sustainability disclosures supported by the United Nations (UN) Sustainable Development Goals, this report or the information in its content, which is prepared by using the standards used in the disclosure of sustainability principles such as the Turkish Sustainability Reporting Standards (TSRS) published by the Public Oversight Accounting and Auditing Standards Authority (POA) and the European Union Sustainability Accounting Standards Board (SASB) Sector Standards as a guide It has not been subject to any independent external audit or assurance.

2024 is our first reporting year, and we aim to regularly report our sustainability performance annually.

Dear stakeholders, you can send your opinions and suggestions about this first sustainability report, which was prepared under the guidance of our sustainability committee and published with the approval of our General Manager, taking into account the principles of accountability, transparency and honesty of our sustainability and ethical principles, [to our Sustainability Committee at surdurulebilirlik@rtcchem.com](mailto:surdurulebilirlik@rtcchem.com).

Message from our General Manager

Dear Stakeholders,

In our journey that we started in 2009 to redesign chemistry solutions for a more sustainable future; we are working to develop our sustainability vision and offer you high quality products tailored to your needs.

With a focus on shaping the packaging world with high bio-content and recyclable innovations, we develop new technologies that shape the future of the industry. Each new development is a reflection of our environmentally friendly and environmentally friendly production approach. We combine our deep knowledge in chemistry with a vision of responsible production, developing human-centric solutions that ensure trust and quality in food packaging.

By moving forward with a reduced carbon footprint, more efficient production, and sustainable supply chains, we offer our customers higher efficiency, longer shelf life, and better processability. We develop new generation resins with raw materials produced from recycling. At the same time, we prioritize the use of renewable energy sources thanks to the rooftop Solar Energy System (SPP) we commissioned in 2022 and invest in energy efficiency with the updates we made in our processes in 2024.

We see chemistry not only as technology but also as the key to living in harmony with nature, and we fulfill our responsibility to create high value for our customers while protecting the environment with our formulations containing high bio-content and recyclable substances. We contribute to the circular economy with our products that increase the recyclability rate of packaging.

With our R&D Center identity, we quickly turn our customers' needs into solutions. We are here to develop the packaging solutions of the future today. In line with our goal of redefining chemistry for a greener world, we would like to open our sustainability report, which we published for the first time this year, for your views and thank all our stakeholders, especially our employees, who accompany us on our sustainability journey.

Sincerely,

Çağrı Çamlıbel

General Manager

Message from our Sales Marketing Director

Dear Stakeholders,

We see that sustainability has clearly entered the agenda of RTC Kimya since the day we were founded, in the environmental management certificate we have had since 2009, in the adoption of practices that will set an example in the sector, in the reduction of waste amounts and improvement targets in energy efficiency.

At the same time, we continue our efforts to reduce RTC Kimya's fossil fuel dependence thanks to the use of renewable energy sources by installing a Solar Energy System, as well as technical infrastructure investments such as the use of motors with low internal resistance. With our "RTC Forest" initiative, we aim to fulfill our desire and responsibility to leave a livable world for the future.

RTC Kimya aims to be carbon neutral by 2053 in line with the country's target. In other words, we have a goal not only to zero carbon dioxide emissions, but also to make the net carbon contribution to the atmosphere negative. In addition, we offer bio-content and recyclable lamination adhesives, which are of great importance especially in the food packaging sector, with our Envira brand, and to our customers by developing efficiency and quality-oriented product solutions with high pigmentation in packaging ink solutions with the Crossink brand.

With our policies such as Occupational Health and Safety, environment, quality, sustainability, and ethical principles, we clearly define our areas of responsibility in corporate life, and while building healthy, strong, and happy tomorrows with our employees, we focus on our approaches to customer satisfaction and social stakeholders.

As RTC Kimya, we set proactive goals in the context of sustainability and corporate development, increase product diversity with a technology and innovation-oriented approach, and carry out innovative works by developing formulas that are sensitive to the environment, ecosystem and people.

With the trust and support of our stakeholders, we are working hard to reach the future together, to ensure sustainable growth, stability and development, and we thank you for your cooperation.

Yours sincerely,

Taşkın Şen

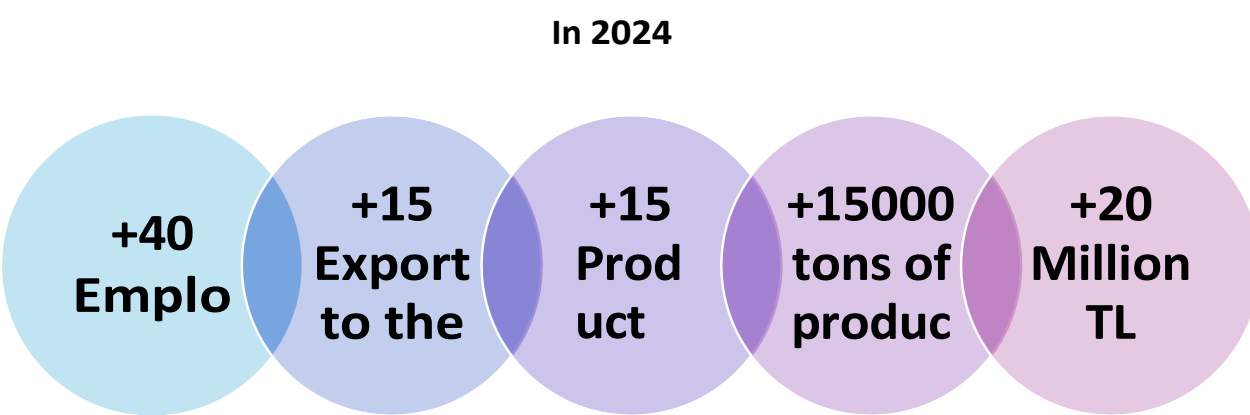
Sales & Marketing Director

I- Our Corporate Identity



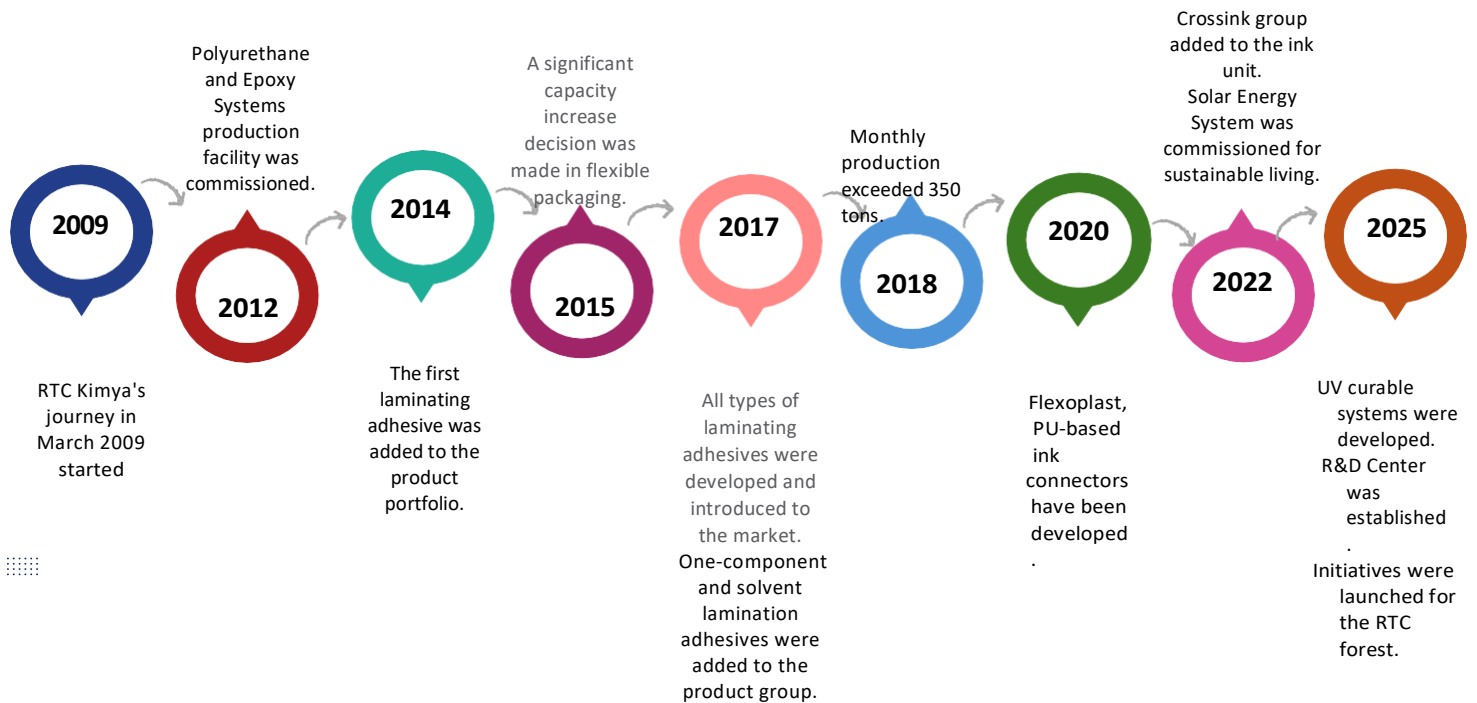
As RTC Kimya, we continue our corporate journey, which we started in March 2009 with polyurethane and epoxy systems for the adhesive and coating industry in the polymer sector, with the development of flexible packaging inks and lamination adhesive types, and the addition of one-component and solvent lamination adhesives to the product group, with a production of more than 350 tons.

While operating in the fields of adhesives, coatings and printing inks, we aim to be a leading company in our sector with the priority of sustainability and innovation in line with our vision. We are based on the basic principles of high quality, on-time delivery and unlimited technical support, especially for the food packaging, general industry, energy and automotive sectors, and we aim for sustainable growth in the coming years by continuing to develop our product range with the Flexoplast and PU-based ink binders we have developed.



 Agility	Our young and dynamic management team Our vision for the future Our ability to manage risks and opportunities
Durability 	Our strong financial structure Our determination
 Innovation	Our R&D capacity Our focus on continuous improvement
Trust and Stability 	Our ethical culture Our employee engagement Our focus on high quality

Our History



Our Product Range

FLEXBOND Our product groups for solvent and solvent-free polyurethane-based adhesives and high-speed production lamination applications	
	One-Component Solvent-Free Adhesives Developed by our professional production teams, these high quality reactive hotmelt adhesives with application temperature between 70 – 80 °C are used in cardboard applications is used.
	Two-Component Solvent-Free Adhesives Featuring a variety of curing times, chemical and heat resistances, the customer's high-performance acrylic, polyester and polyether designed according to your needs are used for general purposes in the product portfolio.
	Two Component Solvent Based Adhesives Solvent-based adhesives are used for high elasticity, high chemical resistance and high heat resistance (from medium performance to high performance).



Envira

The biodegradable product line for the flexible packaging industry has been developed to support a greener world and climate goals through sustainable production.

FLEXOPLAST

Our product groups used as binders and flexibilizers in ink systems we have developed for the packaging industry



Film Forming Product Groups

Developed for high-performance inks suitable for all film structures with high solids.



Flexibilizer Product Groups

The product line developed for NC-based inks gives flexibility to high Tg NC-based inks.

CROSSINK

High pigmentation PU-based ultra inks and standard pigmentation NC/PU based norm inks for packaging



Crossink Ultra Series

With the slogan "One solution for all needs!", with excellent adhesion and retort suitability, reusable and non-yellowing, less stock, long shelf life, minimal risk provides incredible advantages. Monochrome Crossink can be used for all films and applications. While the Ultra series white inks offer a high level of opacity, they are more

It allows less energy and printing machine capacity to be used.

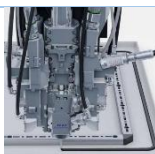


Crossink Norm Series

The Norm series produced by our professional team consists of NC/PU combinations and is suitable for all film types, including overprint applications. Very good adhesion on all films, minimum contamination – minimum maintenance costs, extraordinarily stable print quality, no ink waste, as well as many outstanding features such as less Stock provides many advantages with long shelf life, low cost, minimum risk.

FOAM & SEAL

Polyurethane Foam & Seal Liquid Gasket is our product groups that can be used in many areas where needed thanks to its special two-component formula



Control Board Industry

Our production of high-quality sealing foams for the manufacturing industry caters to a wide range of applications, both indoors and outdoors. Specially designed to offer high sealing quality, resistance to aging, low mounting forces
Sealing foams provide protection as well as balancing tolerances also plays an important role.

	e-Mobility Foam Seal Offering superior performance and reliability, liquid seal sealing foams are designed to ensure the protection and longevity of the electric battery. Our foam sealants create a strong seal against high temperatures, harsh weather conditions, and chemicals with their high-strength bonding properties. These properties ensure that components are protected from moisture, dust, and other external factors. It increases the performance and lifespan of the products.
	Lighting Our high-quality Foam Seal sealing foam products for the electrical and electronics industry are used in a wide variety of applications, both indoors and outdoors. can be used. These foams of high quality are characterized by resistance to aging, low assembly
	forces. Lighting for different weather conditions such as rain, snow and sun Our liquid gasket sealing foam products are used safely in armatures. Packaging Our Foam Seal sealing systems for the food industry, technical or chemical materials provide excellent protection against contamination and It guarantees the safe transportation and storage of materials, chemicals, and food items. Sealing solutions are in steel and plastic drums with lids, used in steel drums and IBCs.
	White Goods Our high-performance, integrated sealing solutions ensure that the products they are used in are preferred. Our liquid seal sealing systems are designed to make a decisive contribution to customer satisfaction. Foam Seal with sealing foams The long-term tightness and functionality of the devices are under our guarantee.

"Sustainability is playing an increasingly important role in sales processes that require direct contact with the customer, and we see creating long-term customer satisfaction, transparent communication and value-driven business relationships as our priority. In this context;

By offering solutions tailored to customer needs through Responsible Sales Practices, we prevent excessive consumption and make resource consumption more efficient,

We strengthen our brand value by encouraging the sale of our Environmentally Friendly Products,
***Our digitalization practices** reduce our carbon footprint through digital contracts and online meetings by reducing paper consumption,*

By providing sustainability trainings for Employee Development, we contribute to the strengthening of corporate culture as well as raising individual awareness,

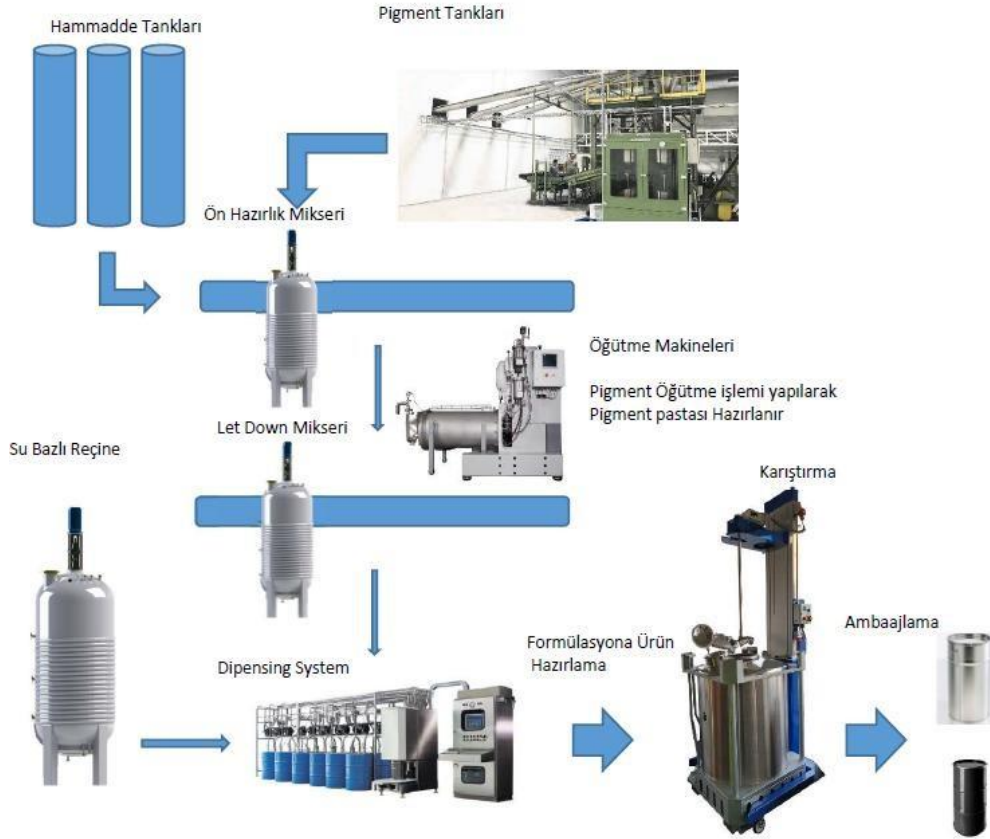
***For Long-Term Competitive Advantage** , we create the opportunity to differentiate in the competition by reinforcing customer loyalty through sales processes with environmental and social responsibility awareness."*

Öner EGEMEN - Sales and Marketing Manager

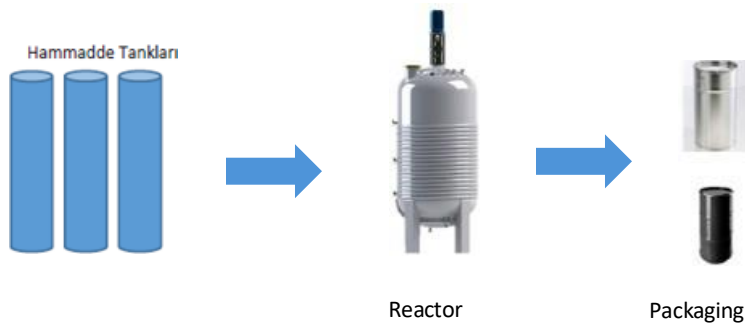


Our Machine Park and Production Capacity

Ink Production Process



Adhesive Production Process



In ink production, purchased raw materials are stored in stock tanks or in their own packaging, warehouse areas. During the production phase, it is taken from the installations going from the stock tanks to the mixers to the production mixers with a production capacity of 800 kg. After the production process in mixers.

The inks produced are filled into appropriate packages. Packaged final products are stored on shelves reserved for them in the warehouse area until shipment.

In adhesive production, the purchased raw materials are stored in stock tanks or in their own packaging, in storage areas, under appropriate conditions and areas. During the production phase, it is taken to the reactors with an average production capacity of 7 tons, where production will be carried out through the installations going from the stock tanks to the reactors. After the completion of the production process in the reactors, they are filled into appropriate packages and stored on the shelves defined in the warehouse area until the shipment stage.

Our Collaborations and Civil Society Participation

As RTC Kimya, we operate in the field of polyurethane-based adhesive production and aim to spread the sustainability approach to the entire value chain. Our operations; It covers raw material supply, production, quality control, storage, logistics and after-sales technical support processes.

We work in collaboration with our customers, suppliers, public institutions, sectoral organizations and academic stakeholders throughout our value chain.

Sectors where our products and solutions are used;

- Building and construction
- Packaging and flexible packaging
- Automotive supply industry
- Furniture and panel production
- Insulation and insulation
- Chemical and petrochemical

Together with our business partners operating in these sectors; We carry out technical collaborations on product development with lower VOCs, long-lasting and durable bonding solutions, waste reduction and process efficiency improvement, and energy-efficient application systems. In the selection of our suppliers, we take into account quality, regulatory compliance and sustainability criteria. We request environmental and legal compliance statements from our suppliers and conduct technical assessments when necessary. Our areas of cooperation with our suppliers;

- Compliance with REACH and relevant chemical legislation
- Follow-up of up-to-date Safety Data Sheets (SDS)
- Responsible sourcing of raw materials
- Data sharing for environmental impact reduction
- Carbon footprint optimization in logistics

We carry out technical support and process improvement studies for the use of sustainable products with our customers. Our main cooperation topics are;

- Reducing waste rates through product optimization
- Application methods that provide lower energy consumption
- Reduction of application errors
- Use of recycling-compliant packaging

In line with sustainability expectations, we evaluate the technical demands of our customers and carry out the necessary product development studies.

We regularly follow the publications and information processes of relevant institutions and organizations such as the Istanbul Chamber of Industry, Turkish Exporters Assembly, TÜBİTAK on sectoral developments and legislative changes. In addition, we work with accredited laboratories and conformity assessment bodies in testing, analysis and certification processes, monitor relevant platforms such as PAGEV and TÜSİAD to share sectoral information and develop sustainable production practices, and participate when necessary. Through these platforms; By following legislative developments, we share information on sustainability practices and evaluate sectoral transformation projects.

We continue our contacts with universities such as ITU (Istanbul Technical University) and GTU (Gebze Technical University) and various research institutions in product development and process improvement studies, supporting studies on new generation environmentally friendly formulations.

At the same time, we evaluate the application processes for suitable projects by following publicly supported R&D programs and incentive mechanisms.

While our customers consist mostly of packaging industry companies operating in all regions of Turkey, we also export to many countries abroad, especially England, South Africa, Russia, Bulgaria, Serbia and Macedonia.

Highlights for 2024

We give priority to technological investments in line with our company's desire to continuously improve and be a pioneer in the sector by following innovations and its strategic approach in this direction. With this approach, we completed the installation of our solvent-based ink production facility in 2023 and started the implementation process of the project we prepared for the establishment of the R&D center in 2024. We supported our laboratory in our R&D center, which was approved by the Ministry of Industry and Technology at the beginning of 2025, with devices that can perform comprehensive analysis for R&D projects and new product development studies, in addition to detailed raw material and product analysis. In order to accelerate new projects, we have carried out many successful projects with our R&D personnel, which we have strengthened and increased the number of with university-supported trainings.

Additionally, by participating in the Fachpack 2024 Packaging fair in Germany, we had the opportunity to develop collaborations and introduce ourselves while following global developments in our industry.

Key Financial Indicators

Key Indicators (TL)	01.01.2024- 31.12.2024
Paid-in Capital	105.396.095,88
Current Assets	350.806.776,90
Non-Current Assets	91.076.808,37
Total Assets	441.883.585,27
Net Sales (Revenue)	477.467.712,61
Gross Profit	126.370.618,24
Net Current Period Profit	100.870.648,39
Return on Equity Ratio	%51,56
Investments	33.607.753,00
Cash flow from investing activities	3.933.955,29

Miscellaneous Expenses (-) (TL)	01.01.2024- 31.12.2024
Total general administrative expenses	17.891.292,61
Total marketing, sales and distribution expenses	13.404.954,06
Total tax payments to the government	38.454.429,35
All kinds of gross wages, premiums paid to senior management	4.704.008,02
Official penalty and litigation expenses (customs and traffic fines)	7.083.916,85
R&D and innovation investments	829.773,30

Environment and OHS expenses (-) (TL)	01.01.2024- 31.12.2024
Total cost of energy use (electricity and natural gas)	2.606.997,92
Total water consumption costs	114.613,09
Waste management expenses	370.203,60
Cost of environmental fines	0
OHS expenditures (PPE, fire extinguishers in offices, extinguishing systems, OHS measures, consultancies)	433.709,51

Social expenses (-) (TL)	01.01.2024- 31.12.2024
Total training expenses of employees	328.962,48
Other insurance expenses of employees other than SSI (health insurance)	172.455,03
Other fringe benefits expenses of employees (vehicle and food)	3.275.314,46
SSI premiums of the personnel	3.255.572,48

Government incentives and supports (+) (TL)	01.01.2024- 31.12.2024
Income from incentive-support programs such as SSI incentives, R&D supports	644.792,35

In our approach to tax, we fulfill all our obligations within the scope of legal regulations. Tax management, which is strategically under the control and follow-up of the Financial Affairs department, is also stated in the monthly reports and presented to the General Manager. The necessary information to benefit from facilitating tools and incentives such as discounts and installments offered by the state within the scope of legal tax obligations is provided by the Financial Affairs department and transactions are carried out with the approval of the General Manager. In our approach to tax, we do not compromise on our ethical principles by acting meticulously within the scope of compliance with legal regulations. In this regard, we adopt compliance with the UN SDGs, especially SDG 16 and SDG 17. We are aware of our legal responsibilities in tax audits and other financial audits, and we support the management of the process in cooperation with the participation of senior management. In 2024, we were not subject to any independent audit as we did not meet the independent financial audit criteria.

Sectoral Macroeconomic Trends and Risks

As stated in the 2023 **Chemical Industry Sustainability Action Plan** Report, the chemical industry has a wide range of products. Inorganic chemicals, paints, laboratory chemicals, thermoplastics and similar substances that meet the needs of the manufacturing industry have an important place in the sector, on the other hand, consumer goods such as cleaning products, paints, cosmetics, pharmaceuticals, and fertilizers and pesticides for the agricultural sector. When chemicals are added to the product range, the breadth of the sector and the depth of its relationship with other sectors can be better understood. According to the report, from the point of view of our country in the chemical industry, which has such an intense product range, the fact that 70% of the raw materials used are imported and 30% are domestic production shows that there is a significant lack of production and investment in the chemical industry in Turkey, and this deficiency is seen as the most important factor leading industrialists to imports.

According to the Istanbul Chemicals and Products Exporters' Association - **IKMIB 2024 Work Report**; Chemicals and Products sector exports amounted to 30.76 billion dollars. Compared to 2023, the sector's exports increased by 0.95% in value terms, and the share of Türkiye's exports in the goods group in 2024 was 11.75%. When the distribution of the sector's exports by countries is examined, the Netherlands ranked first with 2.14 billion dollars of exports, Romania ranked second with 1.9 billion dollars of exports, and the United States of America ranked third with 1.52 billion dollars of exports. These countries were followed by Italy, the Russian Federation and Germany. In the January-December period of 2024, the European Union ranked first among the country groups with the highest sector exports with an increase of 1.55% to 12.96 billion dollars, while Other European Countries ranked second with exports of 6.17 billion dollars with an increase of 0.76%. Near and Middle East Asian Countries ranked third with a decrease of 12.44% and exports of 3.88 billion dollars, North African Countries ranked fourth with an increase of 18.46% and exports of 2.20 billion dollars, and North America ranked fifth with an increase of 28.85% and exports of 1.66 billion dollars.

Within the scope of our activities, in the group of paints, varnishes, inks and preparations, which is a sub-group of the sector, we increased by 3.1% in value in the January-December period of 2024 compared to the same period of the previous year.

exports amounted to 1.52 billion dollars. Among the countries where the products in question are exported the most; The top three countries are the Russian Federation (189.1 million dollars with a decrease of 28.3%), Iraq (153.1 million dollars with an increase of 20.2%) and Uzbekistan (70.1 million dollars with a decrease of 12.7%). Similarly, in the subgroup of adhesives, glues, and enzymes, exports amounted to \$503.2 million in the January-December period of 2024, an increase of 2.4% in value compared to the same period of the previous year. Among the countries and regions where the products in question are exported the most; The top three countries are the Russian Federation (75.2 million dollars with a decrease of 7.6%), the Islamic Republic of Iran (44.4 million dollars with a decrease of 7.82%) and Iraq (30.1 million dollars with an increase of 18.4%).

According to the CEFIC 2025 Chemical Trends Report, **which looks at the situation from the European Union's** side, the chemical industry is energy-intensive, using around 25 to 50% of the natural gas it buys as feedstock, while using the rest to generate steam and power for plants and processes. For this reason, the chemical industry is highly affected by gas prices. The natural gas price gap between Europe and its competitors is projected to persist significantly between 2025 and 2030, further weakening the European industry's competitive position in global chemical markets.

According to the 2030 and Beyond Turkish Chemical Industry Report **published by Strategic, a company in the PwC network**; Despite recent positive developments, achieving sustainable growth in 2030 and beyond is still a challenge for the Turkish chemical industry. Emphasizing that Turkish chemical companies should create a unique market positioning and make investments to improve their competencies in order to benefit from future trends that support growth in the coming periods, the report predicts eight future trends for the Turkish chemical industry:

- **ESG and Sustainability**; ESG-driven transformation and net zero commitments, Fast-changing business models including the circular economy, "Compliance" and value creation beyond "license" to operate.
- **Changes in the global economy**; The shift of economic power to emerging market players has led to increased trade disputes among established firms, Increased localization and nation-centricity.
- **Increased ecosystem interaction**; The increasing importance of ecosystem cooperation, Providing free opportunities for one-stop service, Reorganizing the entire value chain with emerging new actors.
- **Reorganizing the supply chain footprint**; Ensuring supply chain resilient , securing access to critical materials, Balancing environmental, social and intellectual property impact
- **New business models**; Integrating core technologies to achieve business agility, paying attention to customer needs and customer focus, Being consistent with the company's unique identity and value proposition.
- **Transforming technologies and innovations**; Technological developments to develop new products, Investments to be sustainable and technology-oriented, Implementing new forms of activity and governance.

- **Strong mergers and acquisitions;** Sustainability-oriented portfolio consolidation and diversification, Rapid talent development and resource security by creating synergies, Operating in two or more countries by emerging market actors.
- **Talent wars;** Skills development requirements with high urgency, Adoption of new way of working in the new normal, Sustainable development and diversity agenda.

In terms of sustainability requirements, the following issues can be stated as a priority for the sector;

- **Green Chemistry;** Driven by environmental concerns and regulations, actively using eco-friendly alternatives. Preferring bio-based raw materials, renewable energy increasing the utilization rates of resources, developing strategies for compliance with the zero-emission target by implementing energy and water efficiency projects.
- **Circular Economy;** Making reasonable effort to achieve waste minimization with the zero-waste principle a priority with circular models. Raw resources reducing dependency, improving processes such as recycling plastics, solvents and other materials.
- **Sustainable Product Development;** Designing chemicals that are inherently sustainable, taking into account life cycle analyses and end-of-life characteristics. Increasing R&D studies including innovations in biodegradability, reduced toxicity and energy efficiency.

Analyzing the developments and future forecasts in the world and in our country and using sectoral reflections to determine risks and opportunities is very effective for the creation of a solid corporate structure. In this section, an evaluation of risk reports prepared on a global and Turkish scale is presented.

According to the results of the GRC Türkiye Risk Report 2025; the top 5 risks in terms of probability on a national scale are; 1. The risk of continuation of the risk of geopolitical instability in the next 5 years, 2. The risk of media echo chambers and fake news, 3. The risk of economic conflicts between countries, 4. The risk of deepening inequalities, 5. While brain drain is listed as a risk, the top 5 risks in terms of impact on a national scale are; 1. The risk of continuation of the risk of geopolitical instability in the next 5 years, 2. Risk of deep or widespread poverty, 3. Natural disaster risk, 4. Risk of deepening inequalities, 5. Brain drain is stated as a risk.

According to the report, the senior management; It is necessary to closely follow geopolitical developments, organize company strategies accordingly, and develop concrete alternatives for the management of possible disruptions, especially in the energy sector and supply chains. Customs duty changes, especially for China, should be monitored in terms of opportunity and threat. To be more proactive in updating strategies and targets related to economic and political changes, to closely monitor and take action on the steps of the market and competitors that will affect turnover, to be more careful this year about gross profitability and especially financial cost management.

is important. The focus should be on projects aimed at accelerating digitalization in business processes and developing AI-powered analysis tools.

Since it is predicted that brain drain and qualified personnel losses will continue in 2025, as in 2024, projects should be developed to improve the effects of the risks brought by brain drain and qualified personnel losses on workforce management. In 2025, it is critical to use algorithms that measure risk and performance in areas that are managed with multiple metrics and concern more than one department, such as maturing crisis scenarios, customer performance management, receivables risk management, and profitability management, in decision-making processes in order to increase the flexibility and resilience of companies against crises in various fields (energy, economy, geopolitics).

Although it is understood from the results of the report that climate change issues have not yet found the desired priority on the agendas of companies, it is important to consider the responsibilities of manufacturers, especially in terms of export markets, by addressing the responsibilities of manufacturers, maturing their sustainability strategies, ensuring compliance with the expectations of the target country in export markets and the costs of these developments. must be managed. In the report, it is stated that the absence of environmental and information technology-based risks in the top 10 risk rankings and their low ranks can be explained by the general conditions of our country and the negative effects of the economy increasing social sensitivity. With the principle that risks bring opportunities as well as threats, it has been determined that the following areas are seen as opportunities for 2025 in terms of future expectations; Progress in technology (such as digital transformation, artificial intelligence applications and RPA), Change in customer demands, opportunities arising from possible sanctions against China, Opportunities for structuring after war and internal turmoil (Russia-Ukraine, Syria, Iraq, etc.), opportunities in the EU market, Opportunities arising from sustainability, green energy and carbon neutral targets.

In the 2025 Global Risks Report published by the World Economic Forum (WEF), the top 5 risks in the short term (2 years) on a global scale are; 1. Misinformation and disinformation, 2. Extreme weather events, 3. Armed conflicts between countries, 4. Social polarization, 5. While cyber espionage and cyber warfare are listed as the top 5 risks in the long term (10 years); 1. Extreme weather events, 2. Biodiversity loss and ecosystem collapse, 3. Critical changes in earth systems, 4. Scarcity of natural resources, 5. It is stated as misinformation and disinformation. In the same report, the top 5 risks for Turkey are; 1. Inflation, 2. Involuntary migration, 3. Economic downturn (e.g. recession, contraction), 4. Poverty and inequality (wealth, income), 5. Labor and/or talent shortage.

According to the report, when we look at it globally, in terms of climate risks, "extreme weather events" are in the 2nd place in the risk ranking in the next 2 years, while they rise to the 1st place in the 10-year period, followed by 3 different climate-related risk issues. Therefore, it is considered important to use a detailed scenario approach in risk analyses to be made in the coming years and to evaluate climate issues, especially for the 10-year term. From Turkey's point of view, climate risks are not among the top 5 risks.

According to the Chemical Industry analysis prepared by Allianz, the energy crisis is hitting the industry hard, especially the main chemical manufacturers in Europe. In the current situation, the strengths of the sector are; Offering growth opportunities in the biofuel segment with ecological transformation, The continued high demand for chemicals used in paper and cardboard production in the packaging industry, The high pricing power of companies in the Specialty Chemicals sub-sector, The guarantee that the demand will not be interrupted due to the key role of chemical products in global production, while the weaknesses are; Environmental challenges such as requiring significant investment, research and development expenditures, sensitivity to energy prices due to being an energy-intensive sector, reducing carbon emissions, water and soil protection, and ensuring the health of chemicals used especially in the food industry and other sectors are stated as environmental challenges. In addition, it is predicted that the support measures to be taken by governments and companies will play a key role in the resilience and resilience of chemical companies during the energy crisis in the coming period, the expectation of a global economic slowdown and a decline in consumer demand may lead to a decrease in chemical production, and more challenging financing conditions may occur as central banks continue their tight monetary policy.

"When we realized that our resources were rapidly depleting, we encountered a concept that we are used to hearing frequently; Sustainability. Although individual and social efforts are meaningful, states and manufacturing companies have important duties in this regard. RTC Kimya management is taking action today, being aware of its responsibility, and is working to increase the awareness and sensitivity of its employees and stakeholders. With this understanding, it continues its research and investments with the determination to produce products that will have the least environmental impact.

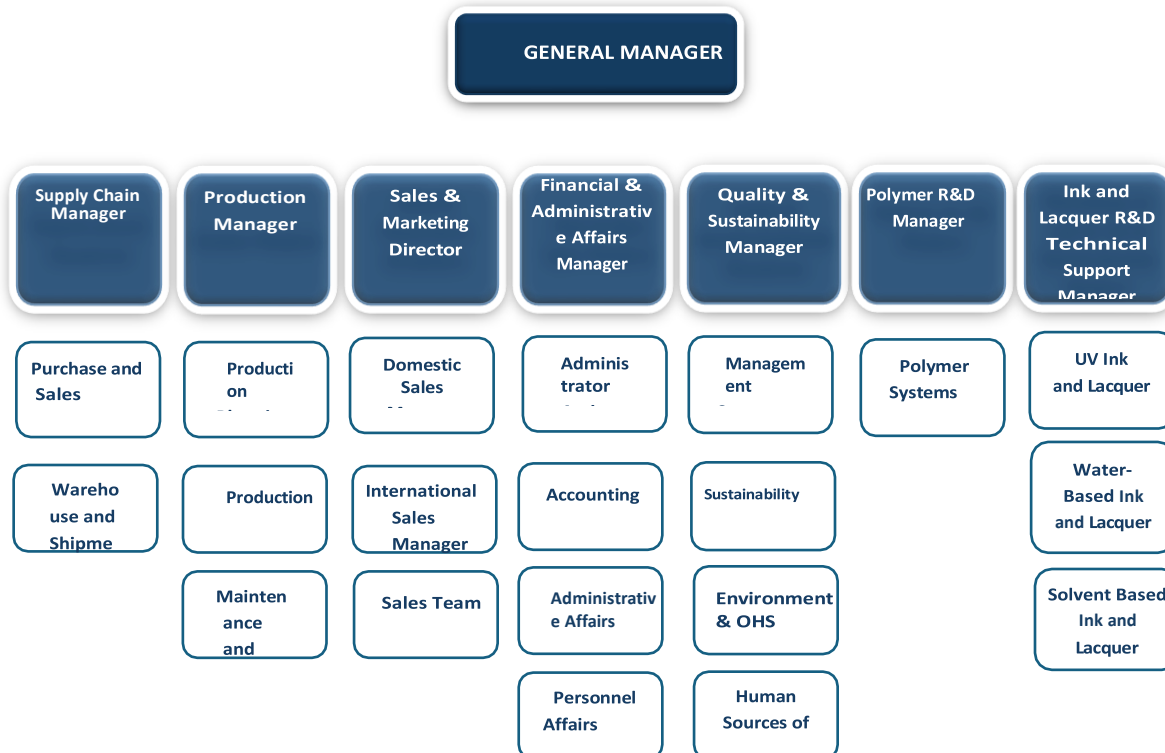
We continue to explain and convey our environmental policies that lead to reducing carbon emissions and prioritize adapting to change. We turn environmentally friendly energy options into investments for a cleaner world. RTC Kimya, which focuses on energy consumption provided by the solar energy system and will reduce the use of fossil-based fuels, reminds us of the fact that our world belongs to all living things with its afforestation efforts."

İlker BİLGİN - Production Manager

II- Our Governance Structure



Organizational Structure



The authority to represent our company at the highest level and the final signing authority belongs to the General Manager and the Marketing Director of Sales C. In terms of compliance with sustainability principles, it is among the duties of the General Manager to attend and chair meetings where high-level decisions need to be made, such as strategic planning meetings, risk management meetings, and annual budget meetings. The administrative system with board and committee structures has not yet been established in our company. Therefore, the highest governance body is the General Directorate.

Shareholding Structure

Partner	Share ratio	Gender	Age	Citizenship
Çağrı Çamlıbel	%80	Male	44	T.C.
Taşkın Şen	%20	Male	45	T.C.

Due to the structure of our company, with any person, group or stakeholder who may have a conflict of interest; There is no relationship such as controlling partnership, cross-shareholding, or having a say in management.

Senior Management and Committees

General Manager Çağrı Çamlıbel	Çağrı Çamlıbel graduated from Istanbul Technical University, Faculty of Business Administration, Department of Industrial Engineering. He also completed his master's degree in Istanbul Technical University, Faculty of Business Administration, MBA program. Çağrı Çamlıbel, who has been working as the founder of RTC Kimya for 16 years, has 23 years of professional experience. In addition to realizing the goal of healthy growth with the company vision based on the development of collaborations by introducing the company to external stakeholders, strategic planning in line with sectoral developments and innovations, management of strategic business functions and continuous development, it is an open door for employees at all levels. It attaches particular importance to the implementation of its policy within the company.
Sales & Marketing Director Taşkın Şen	After graduating from Istanbul Technical University, Faculty of Electrical and Electronics, Department of Electronics and Communication Engineering, Taşkın Şen, who completed his master's degree in Electrical and Electronics Engineering at Boğaziçi University, Institute of Science and Technology, has been working as a founding member of RTC Kimya for 16 years and has 21 years of professional experience. Sales C He served as Marketing Director with strategic business partnerships and innovation, including high-level representation of RTC Kimya at home and abroad, following global industry trends, new product development, market analysis. focused on the subjects.
Sales & Marketing Manager Öner Egemen	After graduating from Gazi University, Faculty of Science, Department of Chemistry in 2009, Öner Egemen did his internship in the fuel analysis laboratories at TÜBİTAK MAM Energy Institute. Between 2010 and 2016, he worked in technical sales, team management and project management in regional and project responsibility duties at Entosav Environmental Health, as a laboratory supervisor at Gentaş Kimya between 2016 and 2019, and as a sales manager at Metkan Kimya between 2019 and 2023. He graduated from Anadolu University, Department of Foreign Trade between 2020-2021. Öner Egemen, who has been working as Sales Manager at RTC Kimya for 3 years, is the 16th He has years of professional experience.
Production Manager İlker Bilgin	İlker Bilgin worked in various sectors after graduating from Kocaeli University, Faculty of Arts and Sciences, Department of Chemistry. As Production Manager at RTC Kimya for 5 years İlker Bilgin has 25 years of professional experience.
Financial & Administrative Affairs Manager A. Vural Akarsu	Vural Akarsu, who graduated from Kocaeli University, Faculty of Economics and Administrative Sciences, Department of Business Administration, has 28 years of experience in financial and administrative affairs and has been working at RTC for 7 years. He works as the Financial and Administrative Affairs Manager at Kimya.
Polymer R&D Manager Ömer Faruk Emirik	Ömer Faruk Emirik, who graduated from Karadeniz Technical University, Rize Faculty of Arts and Sciences, Department of Chemistry, completed his master's degree and doctorate in Gebze Institute of Technology, Institute of Engineering and Science, Department of Physical Chemistry. He has 15 years of experience in quantum chemical calculations, sensor chemistry, spectroscopic methods, polymer chemistry, and is a 1 at RTC KİMYA He has been working as Polymer R&D Manager for years.
Ink and Lacquer R&D Technical Support Manager Suat Akin	Suat Akin, who graduated from Hacettepe University, Faculty of Chemical Engineering, Department of Chemical Engineering, with his 36 years of experience in solvent and water-based packaging inks production facility design, production, formulation design, technical sales services, system creation and operation in various sectors, will be appointed as the Ink and Lacquer R&D C in 2025. He joined RTC Kimya as Technical Support Manager.

Quality & Sustainability Manager Gülşah Çamlıbel	After graduating from Süleyman Demirel University, Faculty of Arts and Sciences, Department of Chemistry, Gülşah Çamlıbel completed her master's degree in Organic Chemistry at the Institute of Science and Technology of the same university. Gülşah Çamlıbel, who received various trainings on management systems such as Quality Management System, Environmental Management System and total quality management, has Quality and Environmental auditor and also Chemical Assessment Specialist and TMGD certificates. With the trainings he received at RTC Kimya on the establishment and operation of the Integrated Management System (Quality, Environment, OHS) and the development of corporate sustainability practices, he achieved Quality C Sustainability He has been working as a manager for 7 years. He has 8 years of professional work experience.
Supply Chain Manager Günnur Cengiz	After graduating from Selçuk University, Faculty of Arts and Sciences, Department of Russian Language and Literature with a bachelor's degree, he started his career as a professional translator. Günnur Cengiz started working as a purchasing manager at RTC Kimya 6 years ago
	and Supply Chain for 3 years with the import-export and supply chain management trainings he has received. He works as a manager.

The General Manager, who is ultimately responsible for making decisions about and overseeing the management of our company's impacts on the economy, environment and people, and therefore chairs the Sustainability Committee, is deputized by the Marketing Director of Sales C when necessary. Final approval and oversight of the implementation of sustainability principles, sustainability policy and other corporate policies within the Company are among the primary responsibilities of the General Manager. At the same time, the General Manager is the final decision-maker of targets and actions, including climate and sustainability risks and opportunities, in Corporate Risk Management processes.

Accordingly, with a transparent and fair management approach, critical concerns and incidents raised through complaint mechanisms and other processes about the potential and actual negative effects of our activities on stakeholders are handled at the level of the General Manager. Such events are one of the topics of the Management Review meetings and are followed by our General Manager. Sudden critical concerns are communicated directly to the General Manager by the senior management, and a dynamic management structure has been created that enables rapid action to be taken. In the 2024 reporting period, there were no critical events that required action.

At the operational level, sustainability practices within the company are the responsibility of the working groups within the Sustainability Committee.

The General Manager and the Sales C Marketing Director act together in the highest level of representation of the company, participating in the meetings and events of the sectoral and other relevant parties, and developing public, private sector and NGO collaborations. These collaborations also aim to contribute to the development of collective knowledge, skills, and experience in sustainable development issues. Collaborations developed in the field of sustainability, approved and implemented projects, and the realization of sustainability goals, especially climate targets, have recently been added to the General Manager's job description as KPIs and will be used as

performance evaluation criteria.

Senior management consists of managers and managers of operational units as specified in the organizational chart. The rate of women in senior management is 2/8 (25%). Managers and managers in the senior management report directly to the General Manager on a monthly basis and are primarily responsible for the personnel in their departments.

Sustainability Committee

The General Manager, who is at the highest level of the sustainability organization, approves the relevant policies and frameworks by considering the sustainability vision, strategy, risks and opportunities at the highest level. It puts issues including the identification and review of critical environmental, social and governance (ESG) issues, risks and opportunities on the agenda of the meeting at the Senior Management Meetings held 2 times a year with the participation of all unit managers. At the same time, including priority issues

It is responsible for reviewing and approving important information subject to sustainability reporting and publishing the final report.

Duty in the Committee	Title in RTC
Chairman of the Committee	General Manager
Secretary General of the Committee	Quality C Sustainability Manager
Committee Members	Production Manager, Polymer R&D Manager, Ink & Lacquer R&D C Technical Support Manager, Supply Chain Manager

The administrative organization of the Committee (organizing meetings, monitoring all sustainability practices and working groups within the Company) and reporting to the Committee Chairman is the responsibility of the Secretary General of the Committee. The duties and responsibilities of the Committee are as follows:

- Ensuring proactive management of sustainability and climate risks and opportunities, with annual risk management meetings; Monitoring of existing risks and opportunities, current legislation-standards, sectoral developments, science-based reports, Company decisions that may affect risks and the importance/priority of opportunities and trigger new risks and opportunities, such as revision of the risk inventory by bringing up the developments that may trigger new risks and opportunities, Follow-up of actions with action owners in 2-month periods.
- Creating and monitoring the sustainability strategy, short, medium and long-term sustainability targets and performance indicators annually, reviewing them at regular intervals and updating them if necessary.
- Determination of group members for each Working Group, determination of priority issues and projects, determination of project stages and durations.
- By the managers of the Working Groups; Projects determined by the committee on priority issues (determination of corporate greenhouse gas emission inventory, making relevant calculations, evaluation of emission reduction projects, digitalization projects, employee practices, trainings, social responsibility projects) to follow up the distribution of duties and work of the group members and to report them to the committee.
- To follow national and international legislation and standards, new trends and sectoral developments on sustainability.
- In the fight against climate change, first of all, corporate greenhouse gas emission calculations and reduction targets are determined and followed up through working groups, projects that support the transition to a low-carbon economy are developed and efforts to reduce carbon emissions in business processes.
- Organizing trainings/meetings in order to inform all employees in line with the company's sustainability strategy, risks and goals, and Civil Society
Extending participation in the projects and activities of their organizations (NGOs) to all

employees and key suppliers as much as possible.

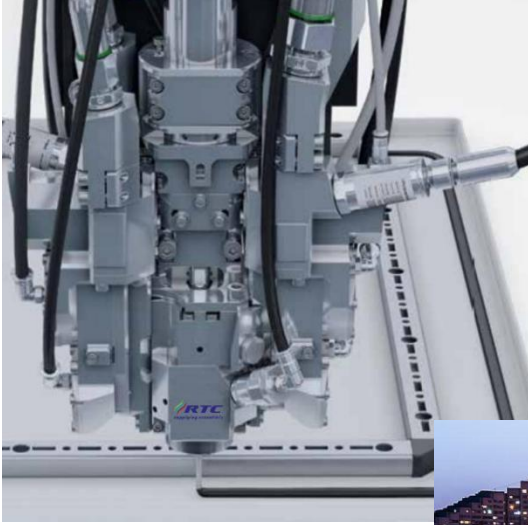
- Developing national and international memberships and collaborations that can support the realization of sustainability strategies and goals (such as UN Global Compact, SBTi, CDP statement).
- Regular review and improvement of all sustainability activities, to carry out studies for the purpose of developing, auditing and reporting publicly at least once a year in accordance with the relevant reporting standards (such as GRI, TSRS) and to provide consultancy services if deemed necessary.

Working groups have been established by the Committee as follows in order to comply with the Sustainability Policy, United Nations (UN) Sustainable Development Goals (SDGs) practices, GRI Standards and other relevant legislation and to operate in the working areas determined within the scope of sustainability principles. Working groups are primarily obliged to follow national and global developments in their fields of interest and to present projects that will add value to our company's sustainability approach to the committee. The main study topics are stated in the table but not limited to the following.

Working Group / Manager	Main Study Topics
Environment and Climate Working Group Production Manager	- To follow up corporate greenhouse gas emission calculations and reporting and reduction targets. - To investigate the follow-up and applicability of sectoral developments and innovations in climate change and circular economy, waste minimization. - To follow the environmental and climate activities of sectoral associations and relevant Non-Governmental Organizations. - Circular economy projects (e.g. route optimization, greenhouse gas emission reduction, recycling, recovery) and training that will increase suppliers' sustainability awareness to generate ideas, to report all these to the Committee.
Value to Life and Social Projects Working Group Quality C Sustainability Manager	- To research NGO activities in which employees can actively participate in order to raise awareness of sustainability (e.g., association collaborations and event participations that socially prioritize disadvantaged groups, support human rights and social welfare) and inform the Committee to participate in social projects. - To create training topics by identifying needs through internal research (e.g. survey) for the purpose of career development, professional development and personal development of employees. - To prepare a questionnaire to measure the sustainability maturity of suppliers, and To submit to the committee.
R&D and Digitalization Working Group Polymer R&D Manager	- To evaluate the company's digitalization risks and possible measures against these risks, to follow the developments, trends and customer expectations in the sector and to bring digitalization projects to the agenda. - To the Committee by conducting research on sustainable R&D projects and government supports present.

The people in the sustainability committee and working groups currently consist of the management team and employees currently working within our Company. We receive support from our consultants with whom we work with external consultancy contracts in sustainability studies and corporate carbon footprint calculations and their reporting. In order to improve the sustainability competence of committee members and working groups, we plan to ensure their participation in various trainings and to continue external consultancy simultaneously in the future.

III- Strategy



As RTC Kimya, we review our strategic approach at the strategic planning meetings we organize annually under the leadership of our General Manager and Sales C Marketing Director. Our goal of being a sustainable developing company for generations; We are based on evaluating issues such as sectoral developments, financial stability, customer diversity and expectations, portfolio diversity, new product and capacity development, geographical area spread with market analysis. While evaluating opportunities and threats with our competent management team that examines our strengths and weaknesses by making detailed analyzes on the evaluation of the previous year and planning for the coming years, we find the answer to the question "What can we grow healthy by doing better and more sustainable at RTC Kimya?" in our determination and determination to continuously improve, our management with goals and our principle of healthy growth, our employee motivation and our commitment to ethical principles.

Sustainability Policy

With the motto "Sustainability is in our chemistry", we aim to reduce our impacts on the climate and the environment, provide social benefit and create economic value by focusing on sustainability in our activities. We adopt an approach based on the United Nations Sustainable Development Goals and sustainability principles in our value chain, and contribute to life by developing sustainable technologies in our business processes and products that prioritize the environment and human health. In this direction;

- To reduce our greenhouse gas emissions by supporting energy efficiency and the use of renewable energy sources and to contribute to climate change adaptation and adaptation efforts,*
- To minimize our environmental footprint in all our operations with waste management, circular economy and chemical safety practices,*
- To create an inclusive, egalitarian, fair and safe work environment for our employees, to support employee welfare, training and development, to create a participatory, honest communication culture that respects human rights,*
- To support the development of collective consciousness by carrying out social responsibility projects that provide social benefit with our employees and supply chain,*
- To create a sense of responsibility in our value chain by disseminating sustainability criteria with product safety and human health priorities and to ensure that sustainability knowledge and*
To develop an approach that increases awareness,
- To adopt a strategic approach in line with sustainability principles while developing innovative products based on R&D and innovation,*
- To continuously improve the understanding of responsible corporate governance with transparency, ethical rules and full compliance with the legislation,*

We adopt its principles as the basis for achieving our sustainability goal, and we are taking firm steps towards the future thanks to the leadership, belief and determination of the senior management, the support and participatory approach of the management teams.

Our Sustainability Policy and other subject-based detailed policy statements and commitments (such as Environment and Climate, Human Rights, Human Resources, OHS, Social Responsibility, Customer Relations, Ethics) can be accessed from the relevant sections of this report and on our website. All our policies are under the approval and commitment of our General Manager, shared with our employees through announcements and trainings, and published up-to-date on our website open to the access of all our stakeholders. When necessary, it can also be shared by e-mail in line with the demands of our stakeholders. Final approval and oversight of the implementation of sustainability principles, sustainability policy and other corporate policies within the Company are among the primary responsibilities of the General Manager.

Business Model and Value Chain

At RTC Kimya, we strive to add maximum value to our stakeholders and provide superior services and product solutions. With our wide range of food packaging inks and laminating adhesives, we create innovations for the flexible packaging industry and adopt an approach that explores every detail for better quality and sustainable human life and the environment.

In our business model, which we have established on establishing permanent and healthy relationships with our stakeholders, fully meeting the demands of our customers and ensuring customer satisfaction, we aim to meet the needs and demands of our existing customers while meeting the needs and demands of our existing customers by holding face-to-face meetings with our domestic and international customers in line with our annual strategic planning.

In our business processes, customer orders are the main factor that triggers production. After stock control for standard products, the production process starts with the supply of raw materials and materials, while the design procedure and special production processes for special products according to the needs of our customers

is applied. During the raw material input quality control phase, defective materials are quarantined and subjected to the return procedure. Similarly, quarantine and destruction procedures are applied in case of detection of defective products during the quality control processes before the final products are sent to the customer. We take care to keep customer satisfaction at the highest level with our teams working without compromising product quality and timely delivery, and we apply the recall procedure in case any defects are detected in our products.

"As RTC Kimya, we are aware that sustainability principles are not only an environmental approach that aims to minimize environmental impacts, use resources efficiently and adopt circular economy principles, but also a process of creating shared responsibility and value for our employees, customers and society, integrated with quality. While meeting the needs of today, future generations

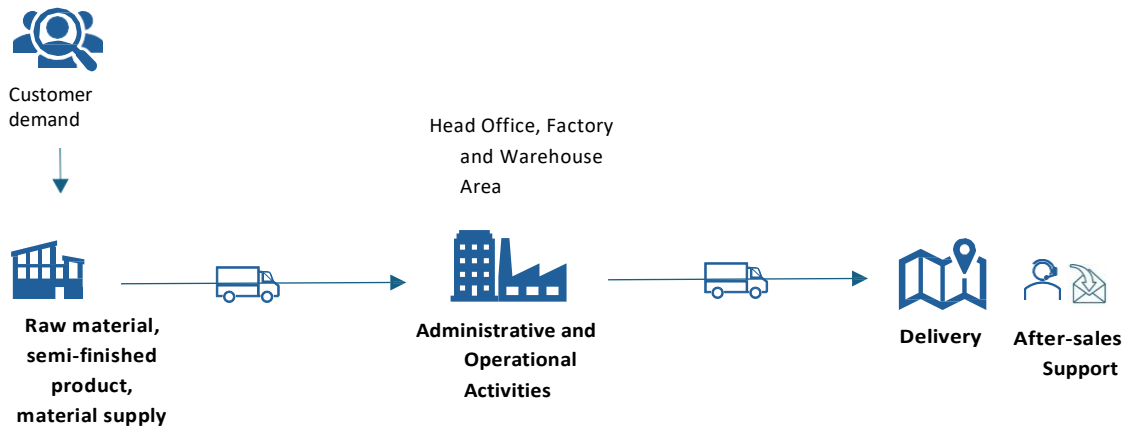
Protecting Rights, Innovative Solutions and leave a long-term impact is our core vision."

Gülşah ÇAMLİBEL – Quality and Sustainability Manager

We provide communication electronically to ensure the integration of changes to be made for any process in our operational workflow without affecting the integrated management system conditions. In the process of planning the changes, we conduct a risk analysis study. We carry out the planning, implementation and control conditions of all changes with our Change Management procedure.

We strictly implement Occupational Health and Safety (OHS) rules in our work areas, and we prioritize protecting the health and safety of our employees and visitors with our goal of zero accidents. As a company operating in the chemical industry, another priority is the protection of the climate and the environment. We take all measures related to environmental protection as a basis for compliance with legal requirements. We aim to implement our RTC forest project initiative in order to contribute to protecting our home world by reducing our corporate carbon footprint . While using motors with low internal resistance within the scope of energy efficiency projects, **we are working for a sustainable life with our energy production of 187,530.62 kWh and zero waste project with our SPP** investment that reduces energy recycling and fossil fuel dependence.

Our biodegradable and recyclable laminating adhesives brand "**Envira**" is designed to make unique contributions to the food packaging industry as a sustainable product. Thus, we not only reduce our own ecological footprint, but also contribute to reducing the ecological footprint of our customers.



Order Fulfillment Control Stock Design Production Planning	Purchase Input Quality Control Production Product Quality Control	Shipment and Delivery Customer Relations
Process Management Units: Sales C Marketing, Production, Quality Control, Supply Chain Management, Human Resources, Financial C Administrative Affairs, R&D, Quality Systems		

Key Sustainability Impact of Operations		
Greenhouse gas emissions Air Quality Natural Resource Consumption	Greenhouse gas emissions Air Quality Natural Resource Consumption Raw Material, Material Consumption Hazardous Waste Generation Supply Chain Resilience Employee Engagement Occupational Health and Safety Data Privacy Digital Transformation Ethics and Regulatory Compliance Quality Control	Greenhouse gas emissions Air Quality Natural Resource Consumption Customer Satisfaction

Areas where sustainability and climate risks are concentrated in the value chain:

Field of activity	Subject/physical area where climate and sustainability risks are concentrated
Raw material and material supply	- Geographical area where the raw material supplier is located (such as Turkey, Belgium, Hungary, China, India) - Transportation activity from the supplier to the Çayırova-Kocaeli factory (up to the customs of the Republic of Turkey) supplier, RTC after customs is the responsibility)
Production and Operations	- Çayırova- Kocaeli raw material and final product storage and production facility - Çayırova- Kocaeli Headquarters operational activity units - Gaziantep, South Africa warehouse areas
Product sales, shipment and after-sales support	- Transportation from Çayırova-Kocaeli facility to customers in various locations in Turkey and the world (such as Russia, Bulgaria, Uzbekistan, Algeria, Serbia, Cyprus, Chile, Macedonia) - Customer Relations

As RTC Kimya, we follow the developments in our sector, aim to continue to increase our product range with our innovative approach that develops products for the needs of our customers and to contribute to the country's economy with competitive domestic production in the global market. With the importance we attach to scientific research in our sector by developing collaborations with the academic world, we will organize Industry and we continue our research and development activities with our well-equipped team of 15 people in our R&D Center approved by the Ministry of Technology.

Value Chain Materiality Assessment

With the awareness of the importance and necessity of focusing on common goals and objectives by collaborating with our internal and external stakeholders in order to implement and internalize sustainability within the corporate structure, we take into account the feedback of our internal and external stakeholders in identifying risks and opportunities and in strategic decision-making processes. We care about learning what are important issues for our stakeholders with the principle of adopting sustainability principles such as environmental requirements and climate sensitivities, ethics, employee welfare, supplier and customer expectations, and legislative compliance in the corporate culture with healthy stakeholder relations, which we see as the key to growth and development.

Stakeholder Group	Description	Contact Method
Employees	Contracted personnel and interns	Meetings, email, trainings, face-to-face interviews, social events
Suppliers of raw materials, products and materials	Raw materials (basic inputs used in production) and material suppliers (pallets, packaging materials, consumables) Manufacturers such as	Meetings, visits, email, contracts
Service providers	Consultants, financial institutions, legal, customs, financial advisors, R&D Center consultant, other service providers	Meetings, visits, email, contracts
Customers	Corporate companies (especially food, automotive, paint, etc. sectors)	Meetings, visits, email, contracts, website, media
Public institutions and official authorities	Ministry of Commerce, Ministry of Industry and Technology, Ministry of Environment, another public Organizations and Ministries	Visits, email, websites
Non-Governmental Organizations	Sectoral associations, NGOs	Meetings, events such as seminars/conferences, email, collaboration and support Projects

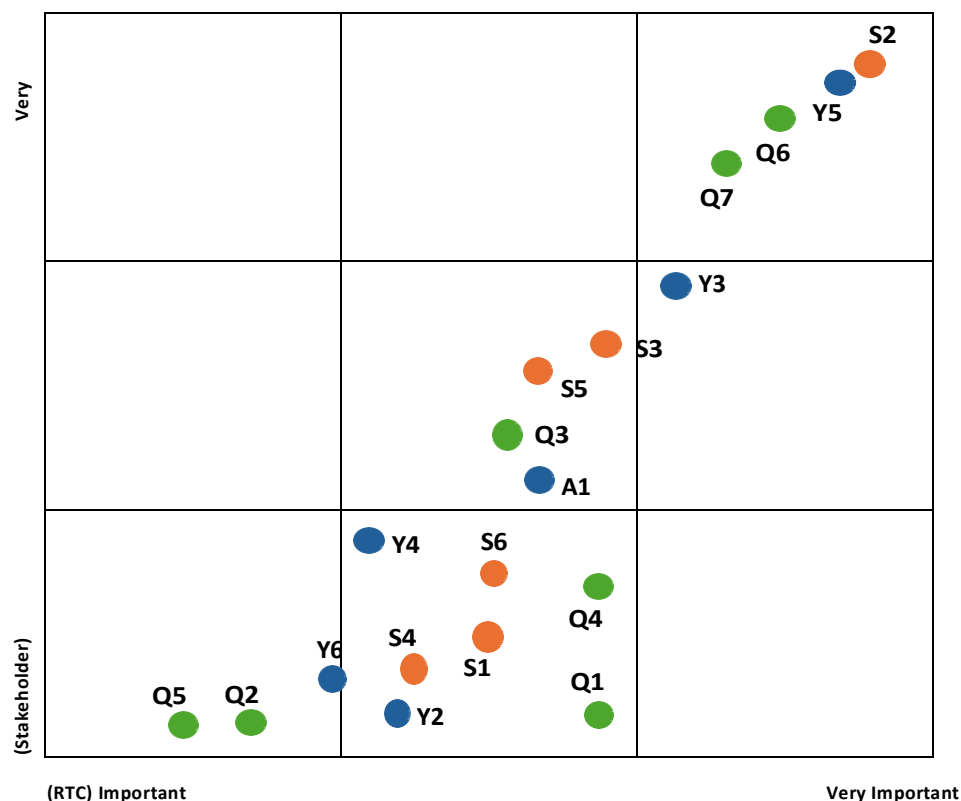
In the double materiality assessment, we took into account the ESRS (European Sustainability Reporting Standards), EFRAG IG:1 Materiality Assessment Implementation Guidance frameworks, the Global Reporting Initiative (GRI) standards that assess financial materiality within the framework of impact materiality, as well as the important issues specified in the SASB Industry Standards (Version 2023-12)- Chemicals standard.

At the same time, current sectoral assessment reports, reports on climate and sectoral risks, global and sectoral trends, legal regulations and standards, corporate sustainability risk and opportunity analysis results, and their management and financial effects on strategic decisions were also taken into consideration. In the Stakeholder Analysis study, which we prepared for the first time this year, we created a survey on priority issues to be conveyed to the determined important stakeholder groups, and the priority issues were; We classified it as 1= very high important, 2= high important, 3= important. Double materiality showing the results of the analysis

issues within the scope of our activities and sector for our stakeholders (impact materiality) and the magnitude of the risk they may pose to our financial performance (financial materiality) were scored.

Focus Area	Subject	UN SDG Connection
Environmental Management	Q1- Carbon Emissions	     
	Q2- Climate-related Physical Risks	
	Q3- Raw Material and Natural Resource Consumption	
	Q4- Energy Efficiency	
	Q5- Environmentally Friendly Supply Chain	
	Q6- Circular Economy, Responsible Production and Consumption	
	Q7- Waste Management	
Social Competencies	Q1- Employee Engagement	     
	Q2- Occupational Health and Safety	
	Q3- Human Rights and Fair Working Conditions	
	Q4- Supply Chain Management	
	Q5- R&D and Innovation	
	Q6- Product Safety and Responsible Marketing	
Management Principles	A1- Customer Focus	   
	A2- Financial Stability	
	A3- Ethical Principles and Transparency	
	A4- Legal Regulation Compliance	
	A5- Product-Service Quality	
	A6- Digitalization	

The materiality matrix was created as a result of the determination of important climate and sustainability issues as a result of the scoring of the surveys sent via e-mail by the stakeholders (suppliers, customers and employees) containing the topics listed above, and on the other hand, the determination of the issues of high financial importance in terms of RTC by scoring them by the senior management.



Risk Management

In our Corporate Risk Management, we work sensitively to diagnose risks that may jeopardize the development and continuity of our company, to take and implement mitigation measures related to the identified risks, and to identify opportunities that can increase the effectiveness of risk management. While identifying, reviewing and periodically updating risks and opportunities according to the Risk Management Procedure, we evaluate risks and opportunities within the scope of the Integrated Management System (IMS), as well as review significant changes that may occur as a result of the development of new technologies in the Company's operational activities, general workflow, organization, production processes and production capacity in terms of risks and opportunities.

We evaluate risks in terms of severity and probability as a result of analyzing events and various factors that may affect the achievement of the goals and objectives set by senior management.

Definition of Violence	Description
Very High (5)	Very serious financial loss – (>5M TL for 2025) Serious loss of reputation (any incident that may spread to large masses in the media and press, that may be the subject of serious litigation, work accident resulting in loss of life)
High (4)	Serious financial loss –(2M- 5M TL for 2025)

	Weakening of reputation (any incident that may spread to a specific customer, supplier or other external stakeholder, which may be the subject of litigation, work accident resulting in severe treatment in the hospital)
Intermediate (3)	Significant financial losses –(1M-2M TL for 2025) Situations that will cause partial damage to reputation (any incident that may spread to 1 customer or 1 supplier or employees, work accident resulting in outpatient treatment or a few days of hospital stay)
Low (2)	Non-significant financial loss –(500,000- 1M TL for 2025) Situations that will not cause loss of reputation (any incident involving some of the employees that can be easily resolved among the affected people, a minor work accident that can be overcome with outpatient intervention at the scene)
Very Low (1)	Significant financial loss – (<500,000 TL for 2025) Situations that will not cause loss of reputation (ailments that can be prevented before they turn into any incident, "near miss" incidents that do not turn into work accidents)

Probability Definition	Description
Very High (5)	1 week -1 month (under normal conditions)
High (4)	1 month- 1 year (high probability)
Intermediate (3)	1- 2 years (possible)
Low (2)	2- 5 years (rarely)
Very Low (1)	> 5 years (very rare)

Risk scores; **very high 20-25, high 15-19, medium 8-14, low 2-7, very low 0-1**. Risks may not always be assessed based on scores. Risks that are foreseen to directly affect the company's objectives or cause direct harm in any way can be prioritized by Senior Management, even if the risk score and probability of occurrence are low. While determining the order of priority of risks, actions and control measures are determined by evaluating the company's ability/capacity to meet risks and risk appetite. In this context, while analyzing how to reduce threats and what opportunities may arise with mitigation measures, options for accepting, controlling, transferring or avoiding risk are taken into account. As a result of the change in conditions over time or the measures taken, the risks may disappear and their probability and effect may change. Since new risk areas may arise due to changing internal and external conditions, risks and risk management process are reviewed at regular intervals in all aspects. Although the main review period is 1-year, interim evaluations can be made every 6 months. The maturity projections of the risks are **taken into account as the maturities we have determined as** Short: 0-1 years, Medium: 1-5 years and Long: 5-10 years, and control measures are developed accordingly.

Risks and Opportunities

Climate Risks

As RTC Kimya, we evaluate the potential effects of climate change on our company and our value chain within the framework of science-based climate scenarios. In this context, we are based on scenarios and projections published by the IPCC (Intergovernmental Panel on Climate Change), IEA (International Energy Agency) and the General Directorate of Meteorology (MGM) in the identification and analysis of climate risks. We conduct scenario analyses to understand how both physical risks and transition risks may evolve over time and to support our strategic decision-making processes.

Increasing level of knowledge about climate processes, climate evidence of past periods and the response of the climate system to rising pressure (5. A narrower range compared to the Assessment Report), if this continues in terms of emissions, it is predicted that the Earth will have warmed by 3°C compared to a century ago within 50 years at the latest. It is stated that if the temperature increase exceeds 2°C, there will be serious deterioration in agriculture, water resources and ecosystems.

In this context, the 6th Article published by the IPCC in 2022. In the Evaluation Report; A more holistic scenario framework is presented based on Shared Socioeconomic Pathways (SSPs), which evaluate socioeconomic developments, policy preferences and technological transformations as well as physical processes related to the climate system. This approach allows for a more consistent analysis of both the physical and transition dimensions of climate risks.

Among the scenarios described in this report and called "Shared Socioeconomic Pathways" (SSPs), scenarios SSP1-2.6, SSP2-4.5 and SSP5-8.5 were examined;

- **SSP1-2.6;** It is a scenario where sustainable development is at the forefront, climate-friendly and regional differences are reduced. In this scenario, where sustainable practices are adopted by prioritizing welfare over economic growth, investments in education and health increase, and inequality decreases, it is predicted that net zero emissions will be reached after 2050 and the global temperature increase will be limited to approximately 1.8°C by the end of the century.
- **SSP2-4.5;** It is defined as a "middle way" scenario. Within the scope of this scenario, the continuation of today's policies and the relationship between the climate action determined within the scope of climate commitments (Nationally Determined Contributions) and the increase in emissions are evaluated. It is the scenario that predicts that CO₂ emissions will decline by mid-century, hovering at current levels, but will not reach net zero by 2100, following historical trends with socioeconomic factors, gradual progress towards sustainability and uneven development. By the end of the century, temperatures are projected to rise by 2.7°C.

- **SSP5-8.5;** It is defined as the most "pessimistic scenario" characterized by fossil fuel-dominated economic growth, high energy demand and limited climate policies.

This

Under the scenario, existing and additional climate commitments are not effectively implemented, greenhouse gas emissions continue to increase throughout the century, and net zero by 2100.

It is assumed that the emission level has not been reached. As a result of high consumption levels and a carbon-intensive development model, global average temperatures are projected to increase by approximately 4.4°C by the end of the century, and accordingly, the frequency and severity of physical climate risks will increase significantly.

On the other hand, the IEA International Energy Agency;

- **The 2DS (STEPS)** scenario is a transition scenario based on the expansion of low-carbon technologies, aiming to limit the global temperature increase to 2°C, aiming to transform energy systems. In this scenario, carbon prices increase, regulations tighten and low-carbon technologies become widespread rapidly.
- **The NZE 2050** scenario is based on a warming limited to +1.5°C, aiming for the global energy system to reach net zero carbon emissions by 2050. Anticipating the most radical transformation, the rapid increase in carbon prices, fossil fuel subsidies
The removal is based on achieving a 100% renewable transition in the energy sector.

When the strategic decisions and practices of both the European Union and other developed countries regarding climate change are followed, the possibility of IEA scenarios that require very strict measures is controversial.

According to the "Turkey Climate Projections and Climate Change Report with New Scenarios" published by the General Directorate of Meteorology (MGM); In the RCP4.5 (SSP2-4.5) scenario, it is stated that the annual average temperatures of Turkey are expected to increase in the range of 1.5 – 2.6°C on average in the 2016-2099 period, while the average temperature anomaly is expected to be in the range of -0.9 to 4.1°C in the first half of the century and annual average temperatures are expected to increase by 1.4°C on average, and in the second half of the century, it is expected to increase by 2.2°C on average with an increase between 0.6 and 4.1°C.

Climate Scenario Analysis

From the perspective of climate risks, within the scope of **the IPCC SSP2-4.5** middle-of-the-road mitigation scenario and the worst-case scenario **SSP5-8.5** scenarios, "physical risks" such as extreme weather events, global temperature increases and accompanying natural disasters, as well as legal risks such as the Climate Law, Carbon Border Adjustment Mechanism (CBAM) and Emissions Trading System (ETS) applications, emission reporting, emission reduction projects, low emission transition regulations. By evaluating the "transition risks" posed by the obligations, the changes in climate change practices, legislation and current developments and climate modeling, including published climate scenarios, are followed. As RTC Kimya, we evaluate climate-related physical and transition risks and examine the potential impacts on our operations and value chain with a scenario analysis approach.

In this context, we analyze the potential impacts of risks by taking into account the climate hazard, exposure and vulnerability components together. In order to evaluate the magnitude of risks and their potential effects more systematically, we consider the Expected Annual Loss (EAL) approach, which is widely used in the literature, as a methodological framework. In this approach, the probability of the risk occurring, the exposure value and the

The loss rate is considered together. However, in our current study, we only used the EAL approach as a conceptual framework for assessing the relative magnitude of risks and their potential impacts. We aim to conduct a detailed quantitative analysis of financial losses in the coming periods.

In the sustainability and climate risk analysis we prepared for the first time this year, we prioritized and scored the risks we identified as a result of the meetings we held with our Sustainability and Carbon consultants and the risk workshop. Regarding climate risks, we used the scenario analysis approach, especially for physical risks. In our assessment, we decided that there is currently no risk related to transition risks that we can classify as significant/very important in the short term. We analyzed the main physical climate hazards/threats that may have an impact on our operations and value chain **in line with the scientific scenarios described above and defined by the IPCC. In this assessment**, we examined the operational and financial impacts of risks on a scenario-by-scenario basis, addressing the components of climate hazard/threat, exposure and vulnerability. In this report, we included a scenario analysis that we chose as an example in our report.

Scenario: Raw materials and products in the Kocaeli warehouse are affected by extreme cold and frost events

Size	Scenario: Storage – Kocaeli (Raw Material + Product)
Explanation of Risk	Extreme weather events such as snow/hailstorms, sudden temperature drops and frost conditions; during the storage of temperature-sensitive chemical raw materials and products; viscosity increase, partial It can create effects such as solidification/phase change, packaging and equipment damage, and may pose risks such as 'deterioration of final product quality' and 'disruption in production continuity' and 'loss of raw materials'.
Company-Specific Evaluation	Some raw materials used in the production of polyurethane and polymer-based products (e.g., MDI, TDI, polyols) may experience viscosity increase, partial freezing, or phase change below a certain temperature level.
Affected Items	MDI, TDI, polyether polyol, polyester polyol; Glue and ink
Risk Mechanism	Low temperature → viscosity increase/partial freezing/phase separation
Limits	MDI lowest storage temperature 20°C, freezing at lower temperatures and 100% material loss.
Sub-Scenario (worst-case scenario)	Prolonged power outages in the region due to excessive drop in air temperature (-10 °C) and long-term adverse harsh weather conditions (hail/snowstorm), 5-day power outage and 15 tons of MDI raw materials freezing as a result of the SPP system and the heating system in the warehouse being disabled due to harsh weather conditions; financial loss due to loss of raw materials, as well as the inability to produce customer orders 2 months delay in delivery and 4 tons of product order cancellation.
Conclusion	High financial loss (raw material + product), customer changing order channel

The climate scenario approach will be diversified in the coming years to ensure that financial/operational risks are evaluated in detail.

Within our general risk assessment system, we **develop control measures by evaluating our risks with maturities determined as Short: 0–1-year, Medium: 1-3 years and Long: >3 years** in our approach to climate risks.

Climate Risk	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
Subject: Climate extreme weather events due to change; Disasters such as fire, flood, storm, hail Type: Physical-acute, chronic Maturity: 1-3 years	Due to extreme weather events; - Extreme temperatures energy consumption due to production, final product and raw material storage conditions (heating/cooling) increase. - Sudden changes such as fires, floods, storms can adversely affect land-air-sea traffic, supply chain breaks and order delays (entry-exit) may occur. - There may be a need for office and warehouse physical infrastructure arrangement. - Due to disruptions in the supply of raw materials, availability may decrease and production activities may be affected. - The increase in raw material supply and insurance costs may be reflected in product prices and With the change in consumers' purchasing preferences There may be a decrease in sales. - In events such as flash floods, harsh weather conditions, long-term power outages, employees transportation to the office/warehouse office and warehouse operations may be disrupted by difficulties such as restriction.	- Ensuring geographic diversity and resilience in the supply chain - Disaster risk management and crisis management plans are up-to-date and ready for implementation - Keeping the training of employees such as fire, earthquake and first aid up-to-date, - Ensuring the up-to-dateless of emergency plans and the functionality of emergency teams - Production and warehouse areas Infrastructure project design for climate resilience to protect it from extreme weather events such as flooding and hail Studies - Uninterrupted energy supply with solar energy system	Operational and procurement chain throughout	High	Medium-High [Increase in operational costs, loss of customers]
Subject: Climate extreme weather events due to change; heat waves, average Rise in temperatures Type: Physical-acute, chronic Maturity: 1-2 years	- Due to heat stress; in the cooling needs of raw materials, products and also working environments in the warehouse and hence, there may be an increase in energy costs. - Disruption in the operations of raw material producers There may be difficulties in accessing raw materials. - Employee health may be adversely affected.	- Ensuring the use of energy-efficient coolers - Organizing supplier diversity to be distributed to different geographical regions - Work environments Adaptation of temperatures to the ergonomic level	Operational	Medium	Low- [Increase in operational costs]

Subject: Legal requirements such as Emission Trading System, Carbon tax, CBAM, Climate Law Type: Transition- Policy risk and compliance risk Maturity: 1-5 years	As a result of ETS and carbon tax applications coming to the fore; - There may be an increase in costs due to carbon reduction policies in raw material supply. - There may be an increase in logistics costs in sending after-sales products to the customer. - Energy crises in the supply of raw materials, materials (imports) and export countries and Fossil fuels due to policies	- Legal regulations and national / Systematic monitoring of international sectoral practices and compliance plans Creation - Low-carbon production and logistics alternatives Carbon footprint reduction - Cost increases have an impact on consumer expectations.	Operational and procurement chain throughout	High	Medium [Import/export expenses, product cost increases, profit according to market conditions reduction in margin]
---	--	--	--	------	--

Climate Risk	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
	exit may become difficult, as a result of which logistics Carbon emissions (upstream and downstream) in their operations may increase, resulting in costs may affect it negatively.	Cost Management with Analysis of Change - Development of emission reduction strategies (route optimization in logistics, especially for Scope 3 emissions, and sustainability implementation of suppliers) integration of criteria) - Turkey's 2053 net zero Creating a roadmap in line with the goal			
	- Due to regulatory compliance requirements, emission reduction projects may incur costs. - Sales of existing products may decrease as a result of increased preference for low-emission products due to customers' emission reduction policies.	- Annual Corporate Carbon Footprint calculations and verification - Regulatory compliance with optimization of emission reduction processes - Making product carbon footprint (PCF) calculations and high-emission products Creation of mitigation plans - Transparent sharing of product-based carbon data with customers - Evaluation of the environmental impacts of products from cradle to grave with Life Cycle Analysis (LCA) studies - Environmental Product Declaration (EPD) Preparation and verification - Tracking customers' demand for low-emission products, product Being prepared for the renewal of the range	Operational and procurement chain throughout	High	Medium- [Increase in operational costs]

Subject: Energy management Type: Transition-compliance risk Maturity: 1-5 years	- Energy efficiency, transition to green energy, emission reduction, and carbon offset projects may incur additional costs.	- Gradual planning of energy efficiency projects for energy-intensive systems - Certified carbon offset under VCM mechanisms to be put on the agenda/evaluated	Operational	Medium	Low- [Increase in operational costs]
Subject: Consumer behavior, Customer Expectations Type: Transition-compliance risk Maturity: 1-5 years	- As a result of the increase in customers' demands for sustainable products (such as green labeled, biodegradable/recyclable products), sales It may cause environmentally labeled products to be preferred more than existing economic products. If transition planning is not done, sales may be affected.	- Sustainable product expanding the portfolio and informing the customer/consumer - Increasing the proportion of products produced with circular economy principles, - Evaluating the transition to environmental label applications	Customers	Medium	Low- [Imports expenses and product cost increase]

Climate Opportunities

Strategic approaches created to develop the capacity to respond to climate risks create opportunities that also support institutional resilience and resilience. These opportunities play a crucial role in maintaining business continuity, meeting customer expectations, energy efficiency, and corporate reputation, enhancing brand value.

Opportunities	Description	Type	Our Strategic Approach
Ensuring business continuity	- Different geographical in raw material supply Ensuring uninterrupted production with imports from regions - Physical infrastructure such as production and warehouse areas against extreme weather events such as floods and hail strengthening, thus physically and financially guaranteeing business continuity - Uninterrupted with the measures taken ensuring operation, competitiveness and customer satisfaction Protection	Physical	- Developing strategies to increase resilience in operational continuity - Strengthening the physical infrastructure of production and warehouse areas, taking into account climate risk analyses - Ensuring agility and continuity in the supply of products/materials thanks to diversity in the supply chain
Customer Meeting expectations	- Expecting sustainable products Meeting customers' demands	Migration	- Sustainable product portfolio (bio-degrades, etc.) and promoting and highlighting energy-efficient products - Making product carbon footprint (PCF) calculations - Conducting Life Cycle Analysis (LCA) studies for products - Preparation of Environmental Product Declarations (EPDs) of products - Transparent data for customer demands sharing
Energy efficiency, Natural resource consumption	- Carbon footprint reduction with energy efficiency practices, cost saving and providing uninterrupted energy in emergencies with the solar energy system - Climate law and related legislation Ensuring Compliance	Migration	- Implementing energy efficiency for energy-intensive systems - SPP investments - Efforts to reduce carbon footprint
Corporate reputation	- Strengthening its brand image as a company that develops responsibility against the effects of climate change and cares about energy efficiency and prioritizing sustainable products	Migration	- Infrastructure strengthening, sustainable production process practices and sustainable product awareness to stakeholders on the internet site or advertisements

Sustainability Risks

The top goal of our company is to be a brand that lives for generations by developing, pioneering innovations and growing healthily; It depends on us determining the limits of our resilience, flexibility, risk appetite, that is, our ability to meet risks with a realistic approach by evaluating global, national and sectoral risks with environmental, social and governance dimensions. For example, the main in order to achieve our goal of "reducing the environmental impact of chemical products throughout their life cycle", which is one of our sustainability goals, we evaluate both the raw materials used in the formulation phase and the packaging designs of the products with a focus on sustainability, such as developing low-carbon products and integrating eco-design principles into production processes. Or we do not make strategic decisions without evaluating the risks of trying to increase production without improving the working conditions of our employees and taking our precautions, and we make sure that control measures are implemented. Although this approach seems to impose some burdens on us in the short term, we see that these turn into gains when we move forward with a solid structure in the long term. In our approach to sustainability risks, we develop control measures by evaluating our risks with maturities determined as **Short: 0-1 years, Medium: 1-5 years and Long: 5-10 years**, similar to climate risks. Our risk management approach is explained in the Risk Management section.

Sustainability Risk Area	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
Corporate Strategies Sales Maturity: Medium - Long	- With the emergence of global geopolitical and economic crises, access to raw materials Challenges - Failure to manage competition (Customer portfolio not being diversified) - Failure to develop strategies in line with market expectations in product variety/types and product development (To new products poor adaptation) - The sales team's market Inability to promote effectively due to lack of technical knowledge	- Proactive approach of senior management, agile sales and marketing strategies - While maintaining profitability with strict control of operational costs and savings projects, the consumption of raw materials and natural resources balance - Ensuring raw material and material supplier diversity - Detailed feedback reports from field sales managers and sales group that take into account customer trends - Keeping brand and competitor analyses up-to-date - Taking quick action in product development processes with an innovative and agile approach in R&D - The sales team is trained and KPIs and goal-oriented-performance-based Evaluation	Operations manual (Senior Management, Sales & Marketing, R&D)	Medium	High (snow on the margins printing, sales volume and customer capacity limitation)
Financial Durability Maturity: Medium	- Inability to manage exchange rate changes in raw material imports and foreign exports - Failure to manage collection in forward sales - Margin pressure in pricing - High inflation and interest rate regulations Inability to avoid - Disruption of cash flow and liquidity management balance	- Daily forward/hedging practices - Credit work and collection Proactive approach in transactions - Inflation accounting management - Good assessment of stock and open position risks - Robustness in cash flow control - Price consistent with the market Monitoring policies - Existence of financial crisis management policies and procedures	Financial Affairs-Finance	Low	High (financial cost increase, pressure on profit margins)

Sustainability Risk Area	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
Operational Management & Business Continuity Maturity: Short	- High cost and time losses due to planning error in design processes (planning and guidance) - Failure to implement the maintenance plan and loss of production as a result of disruptions in regular maintenance - Faulty production due to incorrect or incomplete formulation Making - Low use of laboratory devices in R&D and low command of chemical processes of products to be - Disruptions in the execution of work orders - Due to non-automated processes, production numbers or stock amounts are incorrect Calculation - Disruptions in warehouse management due to non-automated processes and inability to make shipments on time (warehouse management system)	- Competent to operate in accordance with the design planning procedure Staff - Senior management oversight/control for the implementation of regular and incidental maintenance procedures - Effective operation of approval processes of product formulations, control of compliance with recipes - Transition to a digital stock and warehouse management system Completion - Digital transformation project (CRM+ LOGO+ MS Power BI and Production with supplier management) - Capacity building of R&D personnel (device usage C product features) trainings - RTC Academy - Digitalization in warehouse management - Conveying work orders for all processes to employees in an understandable manner (with instructions) and announcing these work orders by posting them in appropriate places in the field, compliance with work orders - Inclusion in performance criteria	Production Maintenance R&D Warehouse	High	Very High (loss of sales, high investment, repair costs, product prolongation of development times)
Supply Chain Management Maturity: Short - Medium	- In the supply of raw materials, suppliers disruption of the production plan due to non-compliance or incomplete and incorrect delivery (Raw material and product tracking system) - Incorrect supplier selection as a result of not making supplier evaluations and audits, appropriate Inability to work with suppliers - Failure to provide supplier diversity (alternative)	- Strict supplier management policy and competent staff to the market with its employment Development of dominance - Transition to a digital system that ensures speed and accuracy in incoming raw material-material controls - A system that includes sustainability issues in supplier evaluations Studies for the creation of - Monthly and annual reporting system	Supply Chain	Medium	High (Operational cost margin pressure)

	- Weakness in tracking raw material price trends				
Environmental Management Maturity: Short	- Excessive consumption as a result of not controlling natural resource consumption - Lack of training and equipment in hazardous waste management	- Natural resource and material Monitoring of consumption control and inspection procedures - Employees are at work in accordance with the department they work in	Production Warehouse	Very High	High (Administrative fines, disposal Costs increase,

Sustainability Risk Area	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
	Failure to separate waste correctly - Lack of adequate equipment, infrastructure, and staff training The result of the zero-waste application failure to implement - Disruptions in the management of hazardous chemicals (such as labeling, storage) Defective production as a result - Spillage of chemicals and waste or improper environmental accidents such as flash, explosion and pollution as a result of storage - Failure to ensure the up-to-dateless of emergency plans, lack of emergency equipment and training, appropriate response times, types and equipment environmental Difficulties in controlling accidents - Uncontrolled emissions in production processes - As a result of faulty production It may occur in their disposal by turning a large number of products into waste. Challenges	periodic repetition of their training - Implementation of handling procedures of hazardous chemicals, presence/employment of competent and trained personnel - Existence of an up-to-date Emergency Plan including environmental accidents, providing periodic training of emergency teams in accordance with the legislation - Conducting emergency drills in accordance with the legislation - Maintenance and controls of process equipment, emission controls - Full compliance with procedures and instructions in the product formulation and manufacturing process - Presence of experienced personnel and on-the-job training that develops competence			increase in the costs of emission and environmental investments)
Human Resources & Social Management Maturity: Medium	- Lack of institutional memory as a result of not being able to retain trained personnel - Lack of employee motivation and productivity Decline	- Employee satisfaction periodic application of surveys - Implementation of competency development and training programs - 1on1 performance chats with staff	Human Resources OHS Social Responsibility	High	Medium (Compensation obligations)

	- Competent/competent personnel difficulties in employment operational weakness due to formation - Performance goal-oriented approach in evaluations Difficulties in its implementation - Loss of personnel as a result of failure to ensure that wages comply with market conditions - Increase in incidents where health and safety are endangered due to disruptions in OHS training - The use of PPE not being inspected or Inadequate training	- Effectiveness of performance management, concrete goal-oriented evaluation with KPIs - Effective wage policy practices in accordance with market conditions Conducting research for - Effective and planned OHS trainings, detailed OHS training program suitable for the task (such as storage, working with chemicals in production and handling) applications - PPE use inspections and strict enforcement of non-conformities - Suggestions for developing social responsibility projects			
--	---	---	--	--	--

Sustainability Risk Area	Risk Definition	Our Strategic Approach	Value Chain Location	Impact Size	
				ESG	Financial
	chemical due to Accident and injury risks in handling, production and warehouse activities (such as incorrect stacking) - Not carrying out activities and NGO collaborations that improve social sensitivity and awareness, Failure to develop	incentive mechanisms and meetings for staff to come - Encouraging young talents for social responsibility and NGO collaborations			
Compliance & Ethics Maturity: Short	- Due to the disruptions in the timely follow-up of the legislation and official notifications, the official Criminal sanctions and loss of reputation as a result of non-compliance - Ethical non-compliance and loss of reputation due to disruptions in ethical code training and practices	- Monitoring the legislation from an effective platform through the online system - Ethical rules training periodically, Enforcement of strong rule violation sanctions	Law C Legal Notices Ethics Management	Medium	High (Administrative fine as a result of non-compliance with the legislation penalties, as a result of ethical violations loss of customers)

Sustainability Opportunities

Effective support of strategic management and corporate decision-making mechanisms can only be possible thanks to risk management in a solid structure. A risk management system integrated with sustainability practices has important opportunities for the creation of a strong and resilient corporate structure. These opportunities can support all systems ranging from supply chain robustness to optimizing business continuity and operational efficiency, employee belonging,

meeting customer satisfaction without interruption, and protecting corporate reputation.

Opportunities	Description	Our Strategic Approach
Resilience and flexibility in the supply chain	- By selecting key suppliers in the supply chain from different geographical regions, climate change and extreme weather events and political and - Increasing resilience and agility by being cautious against geopolitical events - As a result of prioritizing suppliers who adopt sustainability practices - Supporting brand reputation and credibility	- Control by developing supplier selection, audit and backup practices - Ensuring
Protecting a qualified workforce with employee engagement	- Working with sustainability practices protection of their rights, increasing productivity - Supporting talent development with employee opportunities - Increasing employee satisfaction and passive advertising and brand reputation	- Compliance with human rights and employee rights policies - Equal opportunity and talent management practices - Employee satisfaction is evaluation and consideration of the results - Development of applications
Agility in crisis and emergency management	- Strengthening the brand image - Capturing new market and customer opportunities - Building customer trust and loyalty	- Corporate awareness with proactive measures taken as a result of meticulous monitoring of risks. - increase
Full compliance with legislation sectoral	- Prevention of penalties and sanctions and the company - Protecting Reputation	- Management of the legislation tracking system

Opportunities	Description	Our Strategic Approach
Implementation of standards	- Maintaining a strong and corporate brand image by complying with legislation / standards	- Legislative developments as well as drafting - Being prepared for changes by following the legislation
Protecting ethical principles and brand reputation	- Protecting and increasing trust and reputation - Being at the top of customers' preference rankings	- Sensitivity in the effective implementation of ethical rules - Fast and effective assessment of ethical violations - and the importance given to ethics trainings

Unveiling the Metrics

As RTC Kimya, we disclose the metrics under the relevant headings as much as possible throughout the report, taking into account the standard requirements such as the UN Global Compact 10 Principle, SASB standards, TSRS 1 and 2, as well as the GRI Standards and the UN Sustainable Development Goals, while determining our sustainability metrics. SASB sector-based standards, as well as TSRSs, which were published and entered into force in our country in 2024, are also included in the "TSRS 2 Guideline on Sector-Based Implementation of Climate-Related Disclosures" Volume 47- Chemicals, which includes climate-related issues. In the table below, the climate and sustainability metrics determined for the chemical industry are explained under the heading of "Industry Standards (Version 2023-12)" - "Chemicals", which are explained on a sector-by-sector basis in SASB Standards. At the same time, other metrics within the scope of GRI Standards and UN SDGs are explained in the relevant sections and **given in Annex-4** of the GRI Reference Table.

Subject	Metric	Category	Unit of Measurement	Quantity/ Description
Greenhouse Gas Emissions	Gross global Scope 1 emissions (emissions Limitation regulations is not available)	Quantitative	Metric tons (t) CO ₂ -e, Percentage (%)	139,90 0,5%
	Description of strategies or plans to manage short- and long-term Scope 1 (Direct) emissions, emission reduction targets, and analysis of performance against these targets	Description and Analysis	n/a	Actions Planned within the Scope of Decarbonization .
Air Quality	Air emissions from the following pollutants: (1) NOX (excluding N ₂ O), (2) SOX, (3) Volatile organic compounds (VOCs), and (4) Hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	Outdoor air emissions from processes in our manufacturing processes does not occur.
Energy Management	(1) Total consumed energy, (2) Mains electricity percentage, (3) percentage of renewable energy (renewable energy consumption)	Quantitative	Gigajoule (GJ), Percentage (%)	(1) 6,249.47 GJ (2) 49.47 % (3) 10,80% (4) 675.11 GJ (SPP)

Subject	Metric	Category	Unit of Measurement	Quantity/ Description
	ratio to total energy consumption) (4) total self-generated energy ¹			
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meter (m ³), Percentage (%)	There is no groundwater usage. Mains water is used.
	Regarding water quality permits, standards and regulations number of mismatch events	Quantitative	Issue	There is no groundwater usage. Mains water is used.
	Definition of water management risks and strategies and practices to reduce these risks Explanation	Description and Analysis	n/a	There is no groundwater usage. Mains water is used.
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled (%)	Quantitative	Metric tons (t) Percentage (%)	68,9 All hazardous wastes are given to contracted licensed companies.

Community Relations	Discussion of stakeholder engagement processes to manage risks and opportunities associated with community interests	Description and Analysis	n/a	Corporate Social In the responsibility section and VI- Corporate Governance It is explained in the section.
Occupational Health and Safety	(1) The total recordable event rate, and (2) for mortality; (a) direct employees and (b) subcontractor Employees	Quantitative	Ratio	(1) No data available. (2) There was no incident resulting in death or serious injury.
	Long-term (chronic) health of employees and subcontracted workers exposure to risks assessment, monitoring and Explanation of efforts to reduce	Description and Analysis	n/a	Health and Safety It is explained in the section.
Product Usage Phase Design for Efficiency	To ensure resource efficiency during the use phase Revenue from engineered products	Quantitative	Presentati on money unit	In this context, since the "Envira" product has just been developed, the income item has not yet been cannot be separated.
Safety and Environmental Management of Chemicals	(1) Globally Harmonized Chemical Classification and Labeling System (GHS) Percentage of products containing Category 1 and 2 Substances Hazardous to Health and the Environment, (2) Danger from these products	Quantitative	By Income Percentag e (%), Percentag e (%)	The use of these products is not available in our production.

Subject	Metric	Category	Unit of Measurement	Quantity/ Description
	percentage of those who have been assessed			
	Explaining strategies for (1) the management of chemicals of high importance and (2) the development of alternatives with reduced human or environmental impact	Description and Analysis	n/a	Our R&D studies Alternative product designs are explained in the R&D and Digitalization section.
Genetically Modified Organisms (GMO)	Genetically by income percentage of products containing modified organisms (GMOs)	Quantitative	By Income Percentage (%)	Not available.

Legal and Managing the Regulatory Environment	Government regulations or policy that address environmental and social factors affecting the industry Explaining the corporate attitudes of the company regarding its proposals	Description and Analysis	n/a	Legislative Compliance is explained in the Monitoring and Audit section.
Operational Safety, Emergency Situation Preparedness and Response	Process Safety Incident Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) ²	Quantitative	Number , Ratio	Process safety There was no incident in the matter.
	Number of accidents during the transport phase ³	Quantitative	Issue	No transportation accidents occurred in raw material or product shipments.
For detailed explanations and calculation methods on the use of SASB Metrics: https://d3flraxduht3gu.cloudfront.net/latest_standards/chemicals-standard_en-gb.pdf				

Objectives

Our climate and sustainability targets are determined by the Sustainability Committee with the contribution of senior management and submitted to the General Manager for approval. In order to monitor the progress of the targets throughout the year, the targets separated for each department are followed by the relevant Executive Vice Presidents and managers, and interim controls and monitoring of the targets are carried out with 6-month target realization meetings organized by the Sustainability Committee. In case of deviations in targets, corrective actions are determined. In determining these corrective actions, the principle of achieving the goals by making reasonable efforts is adopted. Every year in January, the previous year's evaluations are made. If there are deviations from the targets, action plans are created according to the results of the root cause analysis and the target is updated if necessary. 2025 is considered as the base year, and 2026 is foreseen as the interim target evaluation year. In this first sustainability report, targets for beyond 2030 have not yet been set.

In terms of climate targets, the approach of taking into account both direct emissions (operational activities) and indirect impacts (supply chain and product life cycle) is adopted while preparing a decarbonization strategy in our sector. As explained in detail in the **Climate** section below, a holistic approach is created by evaluating sectoral practices in this direction. Decarbonization strategies were determined by evaluating practices such as increasing SPP investments, purchasing raw materials with low carbon footprint and producing products with low carbon footprint, reducing greenhouse gas emissions in transportation within the scope of sustainable logistics practices, and developing collaborations with suppliers to reduce carbon footprint. In this context, carbon credits can be used as a supportive mechanism in the future, especially in the creation of targets compatible with Turkey's 2053 net zero target.

Currently, since the Emissions Trading System (ETS) has not yet entered into force in Turkey, there is no use of carbon credits within the scope of the mandatory market. Although a roadmap will be determined in the future depending on legislative developments, it is thought that offset practices based on carbon credits can be carried out within the scope of the Voluntary Carbon Market (VCM). In this context, the selection of Gold Standard or Verra (VCS) approved VCM projects; It is thought that criteria such as emission reduction or permanent carbon sequestration, transparency of project details and low geographical risk, proven additional effect, and the availability of insurance or buffer mechanisms, especially in forest projects, will provide reliability and integrity.

Objectives	Location-Department	Performance Indicator	2027 dec Target	2035 Target	Related SDGs
Climate and Environment					
Carbon footprint measurement reporting (Scope 1 -2- 3)	All locations (Headquarters: administrative office, production, warehouse)	Realization (%)	100	100	
Carbon footprint (gross emission) reduction (Scope 1 -2- 3)	All activities	Reduction Rate (%)	20	45	
Emission reduction through energy efficiency practices (Scope 1-3)	All activities	Reduction Rate (%)	15	35	
With logistics optimization emission reduction (Scope 1 and 3)	All locations	Km reduction rate (%)	10	25	
Meeting electricity consumption from renewable energy (SPP) (Scope 2)	Headquarters (administrative office, production, warehouse)	Renewable energy rate (%)	30	70	  
Reducing electricity consumption	All locations	Reduction rate (%)	10	25	 
Supplier for suppliers' carbon footprint awareness evaluations (Scope 3)	Supply Chain	Number of suppliers evaluated	40	70	  
Number of R&D projects developed to increase efficiency in the use of raw materials	Headquarters-Production	Number of projects	3	8	 

Objectives	Location-Department	Performans Indicator	2027 dec Target	2035 Target	Related SDGs
Reducing the use of packaging materials	Headquarters-Production	Per ton of product (%)	15	30	  
Increasing the use of recycled packaging	Headquarters-Production	Per ton of product (%)	30	70	  
Hazardous waste reduction	Headquarters (administrative office, production, warehouse)	Per ton of product (%)	10	30	  
Packaging waste reduction	Headquarters (administrative office, production, warehouse)	Per ton of product (%)	15	35	  
Human Resources					
Increasing employee satisfaction	All locations	Satisfaction rate (%)	75	85	
Zero number of serious injury or fatal accidents in our operations	All locations	Zero accident policy (number of accidents/year)	0	0	
Increasing training for the professional development of employees	All locations	Training hours/year per person	20	35	 
Employees who receive sustainability awareness trainings (resource efficiency, ethical principles, etc.) Increasing the number of	All locations	Sustainability training Employee Ratio (%)	80	100	 
Increasing the number of female employees	All locations	Female ratio (%)	35	40	 
Corporate Governance					
Climate and sustainability in supplier selection criteria criteria by adding Rate of Suppliers Evaluated	Headquarters-Supply Chain	Supplier ratio (%)	50	80	 
Proportion of suppliers who calculate their carbon footprint and have a reduction target	Headquarters-Supply Chain	Supplier ratio (%)	30	70	  
Increasing customer satisfaction	Center-Management Systems	Customer Satisfaction Rate (%)	80	90	 
Number of NGOs Member	Headquarters- Senior management	Quantity	2	5	
Number of NGOs cooperating with	Headquarters- Senior management	Quantity	5	10	

IV- Environmental Management



7 ERİŞİLEBİLİR VE
TEMİZ ENERJİ



12 SORUMLU ÜRETİM
VE TÜKETİM



13 İKLİM
EYLEMİ



14 SUDAKİ
YAŞAM



15 KARASAL
YAŞAM

Climate

Greenhouse Gas Emissions

In line with our sustainability vision, we aim to strengthen our corporate reputation by increasing transparency in our relationships with external stakeholders while providing operational benefits with the corporate carbon footprint calculation project. Controlling resource and energy consumption, regularly monitoring the greenhouse gas emission inventory by responsible teams and updating it when necessary, identifying emission reduction opportunities in production processes, increasing internal awareness and planning the necessary actions in the management of risks and opportunities that may arise from climate change are among the important outputs of this process. With our Corporate Greenhouse Gas Emission Inventory and Report, which we prepared for the first time this year, we aim to fulfill our environmental and social responsibilities more strongly by improving our corporate carbon management practice.

We do not have any other operational locations that we use operationally that could be the subject of our Corporate Greenhouse Gas Emission Inventory and Report covering our facilities at Şekerpınar Neighborhood, Fevzi Çakmak Cad. Menekşe Street, No: 4 Çayırova/Kocaeli, **where we carry out our operational activities (NACE Code: 20.52.05)**. The "2024 Corporate Greenhouse Gas Emission Inventory and Report" prepared within the framework of the TS EN ISO 14064-1:2019 "Greenhouse Gases – Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level" standard can be shared with our stakeholders upon request.

Our report covers the activities of RTC Kimya between January 1, 2024 and December 31, 2024; It includes greenhouse gas sources collected under the headings of Category 1 (Direct Emissions), Category 2 (Purchased Energy Emissions), Category 3 (Indirect Emissions from Transportation) and Category 4 (Other Indirect Emissions Related to Products and Services Purchased by the Organization).

Category	Emission Sources
Category 1: Direct Greenhouse Gas Emissions	Category 1.1. Fuels consumed in fixed combustion systems; Natural gas (generation and building heating systems) Category 1.2. Fuels consumed in mobile combustion systems; Gasoline and diesel consumption in vehicles (Since diesel fuels purchased for forklifts are also used in generators, all emissions from diesel consumption are calculated under Category 1.2.) Category 1.4. Refrigerants and fire extinguishers; HFC and HCFC gases (R32, R134A and R410A) and CO2 based fire extinguishers used in refrigeration and air conditioning devices
Category 2: Energy Indirect Greenhouse Gas Emissions	Category 2.1. All electricity consumed within the scope of operational activities

Category 3: Indirect Greenhouse Gas Emissions from Transportation	Category 3.1. Road and sea transportation of purchased raw materials Category 3.2. Road and sea transportation of products Category 3.3. Commuting of personnel Category 3.4. Customer visits Category 3.5. Business trips and accommodations
Category 4: Product or Raw Material Used by the Organization	Category 4.1. Raw materials purchased, packaging and office supplies, water supply, WTT emissions of consumed fuels, WTT emissions from electricity generation and electricity transmission and distribution losses

Category	Emission Sources
Indirect Greenhouse Gas Emissions	Category 4.2. Capital assets purchased in the reporting year Category 4.3. Disposal of solid wastes (mixed packaging wastes and other hazardous wastes) generated during operations and wastewater treatment Category 4.5. Services purchased in the reporting year (procurement of services such as catering, cleaning, security, various professional, scientific and technical consultancy, etc.)

While calculating all greenhouse gas emissions, the most up-to-date and reliable sources were used. These include the IPCC 2006 Greenhouse Gas Calculation Guidance Documents, IPCC 6. Assessment Report (AR6), DEFRA (Department for Environment Food C Rural Affairs) emission factors dataset and 2022 EPA EEIO (Environmental Protection Agency - Environmentally Extended Input-Output Model) emission factors dataset, national electricity emission factor (EF) of the Ministry of Energy and Natural Resources of the Republic of Turkey, international EPD documents, scientific reports and articles.

Operational Boundaries and Methodology

In determining greenhouse gas emissions, the "operational control" approach, which is the data collection method for the year of monitoring and reporting and specified in Article 5.1 an" of the TS EN ISO 14064-1: 2019 standard, was applied. The reason for this is; the company has full management authority over day-to-day operational activities; the traceability of emission data and the applicability of mitigation measures are high. In accordance with this approach, all greenhouse gas emission sources of 1 campus under our financial and administrative control were included in the inventory, and all of our activities were taken into account.

We do not produce heat or steam produced for export, domestic sale or distribution. In 2022, we installed a SPP with a capacity of 400 kW for energy efficiency and clean energy use. During the reporting period (01.01.2024- 31.12.2024), we produced 187,530.62 kWh of renewable energy, but since this amount did not meet our total electricity needs, we did not sell it to the grid. We do not have any activities related to the use of biomass within our operational boundaries.

Details of the carbon footprint calculation methodology and a detailed list of current greenhouse gas emission sources for the reporting period are included in the relevant report. All activity data used within the scope of the study are primary data. Activity Data Sources and Acceptances in Calculations **are presented in Annex-1.**

The emission factors and references used are given in **Annex-2**, and the Greenhouse Gas Emission

Sources Inventory List is **detailed in** Annex-3 together with the greenhouse gas emission amounts.

Emission Amounts and Assessments

TS EN ISO 14064-1 Categories	%	Total (CO ₂ e ton)
Category 1	0,49%	139,90
Category 2*	1,34%	379,60
Category 3	51,90%	14.736,67

TS EN ISO 14064-1 Categories	%	Total (CO ₂ e ton)
Category 4	46,28%	13.140,81
Category 5	-	-
Category 6	-	-
Total- Corporate Carbon Footprint	100%	28.3G6,67

* Total emission calculations are based on the location-based emission value for Category 2.

As a result of the calculation made according to ISO 14064-1, the total greenhouse gas emissions in 2024 were calculated as 28,396.97 tons of CO₂e. Looking at the breakdown of emissions, Category 3 emissions account for about 52% of total emissions. Under this category, *Category 3.2 - Emissions from the transport or distribution of goods (outbound)* (13,275.02 tonnes of CO₂e) stand out. This high number of emissions is due to the fact that our products are mostly sent abroad by road transportation. It is common for the chemical industry to have high emissions from the supply chain and distribution.

Category 4 emissions account for approximately 46% of the total amount of greenhouse gas emissions. In this category, *Category 4.1 - Emissions from the use of purchased raw materials, finished products and semi-finished products associated with the product* (8,691.95 tons of CO₂e) stand out. It is expected that the raw materials used in the chemical industry will be high because they generally go through energy and carbon-intensive production processes and are supplied through international supply chains. In this context, measures such as choosing low-carbon or recycled materials in raw material selection, monitoring the carbon management performance of suppliers and increasing material efficiency are useful practices. *Category 4.2 - The high emissions from capital assets* (4,359.78 tons of CO₂e) were driven by the roof construction and building reinforcement works carried out in 2024.

In this context, it is important to focus primarily on Category 3 and Category 4 in emission reduction strategies, especially supply chain management, transportation optimization and sustainability of raw material use, in order to effectively manage the company's total corporate carbon footprint.

Total greenhouse gas emissions were also calculated according to the Greenhouse Gas Emission (GHG) Protocol to meet regulatory requirements.

In the GHG Protocol, greenhouse gas emissions are evaluated under 3 different scopes:

- Scope 1: Direct Greenhouse Gas Emissions
- Scope 2: Energy Indirect Greenhouse Gas Emissions
- Scope 3: Other Indirect Greenhouse Gas Emissions (There are 15 different sub-categories under Scope 3.)

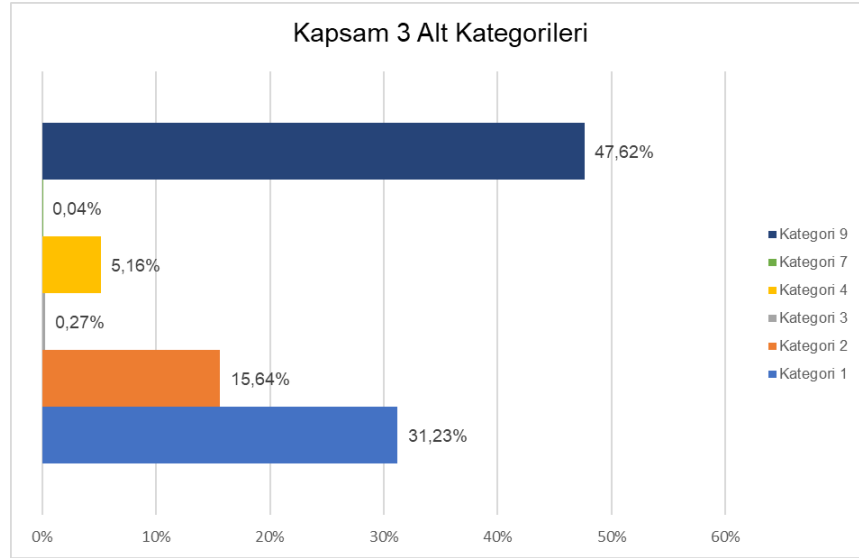
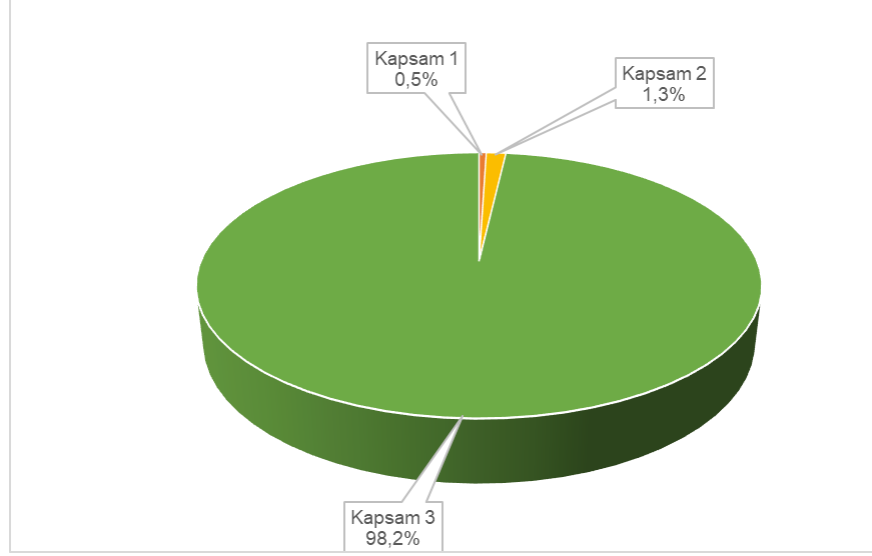
GHG Protocol	%*	Location-Based (tonnes CO ₂ e)
Scope 1. Direct emissions	0,5%	13G,60
Scope 2. Indirect energy emissions	1,3%	37G,60
Scope 3. Other indirect emissions	68,2%	27.877,48
Category 1. Purchased Goods and Services	31,23%	8.706,27
Category 2. Non-Current Assets/Capital Goods	15,64%	4.359,78
Category 3. Fuel and Energy Related Emissions (Not Included in Scopes 1 and 2)	0,27%	74,28
Category 4. Upstream Transportation and Distribution	5,16%	1.437,79
Category 5. Wastes Generated During Operations	0,002%	0,48
Category 6. Business Trips and Accommodations	0,05%	12,88
Category 7. Personnel Transportation/Employee Commuting	0,04%	10,98
Category 8. Upstream Leased Assets	-	-
Category 9. Downstream Transportation and Distribution	47,62%	13.275,02
Category 10. Processing of Sold Products/Semi-Finished Products	-	-
Category 11. Use of Sold Products	-	-
Category 12. End-of-Life Transactions of Sold Products	-	-
Category 13. Downstream Leased Assets	-	-
Category 14. Franchises/Franchises	-	-
Category 15. Investments	-	-
Total Corporate Carbon Footprint	100%	28.366,67

*The ratios of Scope 3 subcategories to total Scope 3 emissions are given.

According to the GHG Protocol, total greenhouse gas emissions in 2024 were calculated as 28,396.97 tons of CO₂e. The calculated amount is consistent with the ISO 14064-1 standard and 98.2% of emissions were found to be from Scope 3 (other indirect emissions). It has revealed that emissions from our indirect activities throughout our value chain have a decisive impact on our total carbon footprint. It is seen that the highest share in the sub-categories of Scope 3 is *Category 9* (Downstream Transportation and Distribution) with 47.6%. This category covers the process of delivering our products to distribution points and customers, and the number of emissions is calculated high because our products are mostly sent abroad by road transportation. On the other hand, *Category 1* (Purchased Goods and Services) accounts for 31.2% of total Scope 3 emissions. *Category 2* (Non-Current Assets/Capital Goods) is the total Scope 3 emissions.

15.6%. Roof construction and building reinforcement works carried out within the scope of SPP installation in 2022 played an important role in the high emissions in this category. These activities to support SPP infrastructure have increased embodied carbon emissions in the computing year (2024). In this context; In terms of emission reduction efforts, it is important to focus on Category 4, which is the source of greenhouse gas emissions for raw material transportation, along with Category 9, Category 1 and Category 2.

The distribution of Greenhouse Gas Emissions for 2024 according to the GHG Protocol Scopes and the graphs of their distribution according to Scope 3 subcategories are also given.



*Ratios of Scope 3 subcategories to total Scope 3 emissions

Since the corporate greenhouse gas emission inventory preparation study was carried out for the first time in this reporting period, **2024** was chosen as the base year.

Emission Reduction Strategies

Recognizing the critical role played by the private sector in combating global climate change, we have prepared our first Corporate Carbon Footprint report. Based on the short-term target criteria of the Science Based Targets Initiative (SBTi), we aim to reduce our Scope 1 and Scope 2 emissions by 42% over the next 10 years and to progress towards net-zero emissions in the long term, in line with our national targets. This target is also in line with the goal of limiting global temperature rise to 1.5°C.

In the 2024 reporting period, the total of Scope 1 and Scope 2 greenhouse gas emissions was calculated as 519.5 tons of CO₂e. Considering the type of activity of our company, Scope 3 emissions (especially raw material embedded emissions, emissions from raw material and product transportation, and service provision processes) have the highest share (98%) in total emissions. Therefore, monitoring Scope 3 emissions and developing mitigation strategies in related areas are critical in our company's sustainability roadmap.

As climate change has become a fundamental transformation area for the business world with both its environmental and economic impacts, we consider this transformation not only as a risk factor, but also as an opportunity area that will increase competitiveness.

Direct emissions and indirect emissions due to electricity consumption occur in the fixed and mobile combustion sources in our company's production processes. In order to reduce these effects, we invested in a SPP with an installed capacity of 400 kW in 2022. In this way, we started to meet a part of our electricity consumption (18% in 2024) with renewable energy.

Our logistics activities such as chemical raw material and material transportation and product distribution throughout the supply chain also cause indirect emissions. Therefore, we foresee that carbon-intensive raw materials and transportation activities may create additional costs by being included in carbon tax practices within the scope of CBAM, Climate Law and ETS legislation in the future, and that these regulations may pose a significant climate transition risk by creating the potential to increase operating expenses, affect supply chain costs and reduce competitiveness. Detailed assessments of climate risks and opportunities **are explained in detail in the** Risks and Opportunities section.

We structure our company's greenhouse gas reduction strategies in line with the Paris Climate Agreement targets and adopt the long-term net-zero emission target. In this context, energy efficiency studies, increasing the use of renewable energy, preferring low-carbon raw materials, raw materials, packaging, waste management practices and low-carbon logistics solutions where the circular economy is implemented are among the strategic priorities.

Actions Planned within the Scope of Decarbonization

Some strategic goals that we are working on to reduce our greenhouse gas emissions and that will form our transition plan are;

- **Energy management:** Investments in energy efficiency in production and increasing the use of renewable energy (expanding the already established SPP capacity)
- **Purchasing low-carbon feedstocks:** Shift towards sourcing bio-based or recycled, low-carbon chemical feedstocks
- **Production of low-carbon products:** Transforming the product portfolio to respond to customer demand for products with a low carbon footprint
- **Eco-Design: Development** of lower-emission product formats, use of recycled and low-carbon packaging materials

- **Logistics:** Ensuring the long-term transition to low-carbon transport models in transport
- **Supplier collaborations: Conducting** joint mitigation projects with suppliers for raw materials with a high carbon footprint and conducting prioritization analyses when deciding which suppliers to cooperate with for this purpose, taking into account the emission impacts and strategic importance of suppliers.

In order to achieve our climate goals, we are comprehensively examining emission reduction opportunities across the entire value chain. In this context, we plan to focus on raw material supply chain (upstream) and product distribution (downstream) in our operations. In this context, we aim to define measurable KPIs in the future, to monitor the annual emission reduction potential (tonnes of CO₂e) thanks to the defined KPIs, and to report progress regularly. In addition, we aim to reduce the carbon footprint through the use of renewable energy (solar energy) in production processes and process optimization with energy efficiency practices.

Scope 1 and Scope 2 Emission Reduction Strategies and Planning

In our company's activities and production processes, direct emissions from fixed and mobile combustion sources (Scope 1) and indirect emissions due to electricity consumption (Scope 2) are generated. In this context, the focus has been on energy efficiency and renewable energy investments since 2022.

- In 2022, the rooftop SPP project (400 kW installed power) was completed. With this investment, 18% of total electricity consumption was met from renewable sources as of 2024. It is aimed to increase this rate to 30% by 2025.
- In 2024, load profile optimization studies with reactive power were carried out and these studies are planned to continue in the coming years.
- In the 2026-2027 period, it is planned to prioritize insulation works to reduce heat losses in hot oil and mixer systems, and to invest in more efficient motors and diaphragm pumps.
- Again, in the 2026-2027 period, it is planned to carry out insulation works to reduce hot oil and mixer heat losses with the furnace revision. With these applications, it is aimed to achieve hidden savings by reducing direct and indirect emissions by ensuring efficiency in fuel and electricity consumption.
- In the medium term (2027–2030), the project for the recovery of waste heat into the process is planned to be commissioned. In addition, setting quantitative reduction targets for Scope 1 and Scope 2 emissions and strengthening the energy monitoring infrastructure are among our short-term plans.

With these studies, increasing energy efficiency and reducing direct emissions have been determined as the main goals.

Scope 3 Emission Reduction Strategies and Planning

Scope 3 emissions, which make up the majority of our total emissions; high rates of downstream and upstream transportation activities, raw material embedded emissions and investment activities

It originates. In this context, efforts towards supply chain transformation were initiated in 2023.

Raw Material and Product Transformation

A gradual transformation approach is adopted in supply chain and product development processes in order to reduce embedded emissions from raw materials and transform the product portfolio in line with low-carbon alternatives.

- In this context, efforts were carried out to increase the share of bio-based contents in the 2023-2024 period, and the rate of bio-based content was increased from 14% to 24%. In this context, sustainable raw material alternatives with lower product carbon footprints are evaluated. In the same period, awareness trainings were given to sales and purchasing teams in this context.
- In the short term, the process of requesting EPD and PCF data from suppliers will be initiated.
- In addition, it is aimed to implement the practice of collecting rainwater and using it in the fire extinguishing system in the 2025-2026 period.
- In the 2025-2027 period, it is planned to increase bio-based alternative product development projects and expand product-based carbon footprint calculations. Creating a roadmap for the transition to low-carbon alternatives in critical raw materials is one of our priority plans, and it is among our goals to include carbon management performance in supplier selection criteria and to add provisions on the calculation of greenhouse gas emissions to new contracts in the coming period.

Logistics and Transportation

In order to reduce indirect emissions arising from logistics activities, transportation mode preferences, operational optimization and service provider performance are handled with a holistic approach.

- In the 2023–2024 period, sea transportation was preferred instead of road by obtaining the approval of customers when appropriate. This practice will continue in the coming years.
- In 2024, studies were carried out to review the routes of the institution's shuttles, organize them according to the number of personnel and optimize the shuttle routes. Attention has been paid to keeping the age of service vehicles low for many years.
- In the 2025-2027 period, it is aimed to reduce emissions from supplier production and transportation by ending the purchase of nitrogen gas through external procurement and starting on-site production with the nitrogen generator investment.
- In the 2025-2027 period, it is planned to systematically monitor and report logistics-related emissions and evaluate the carbon performance of logistics providers.

Packaging and Circularity

Packaging management and circular design practices are prioritized to improve resource efficiency and reduce environmental impacts throughout the product lifecycle.

- In 2024, packaging and raw material conversion applications have started and innovative packaging design studies continue. In this context, customers were directed to use IBCs instead of metal drums in 2024.
- In the 2025–2027 period, the integration of circular design criteria into product development processes is planned.

In the current situation, since the financial evaluations of the above-mentioned actions have not been completed, the total financial expenses that may arise in the implementation of the transition and adaptation plan have not yet been clarified.

As RTC Kimya, we focus on reducing Scope 1 and Scope 2 emissions in line with SBTi near-term targets in the short term, activating Scope 3 reduction levers in the medium term, and meeting the net-zero emission target in the long term. We strategically evaluate supplier management, product innovation and energy transformation in line with emission reduction and long-term net-zero targets across our entire value chain.

Use of Natural Resources and Materials

As RTC Kimya, we approach resource consumption sensitively and continue to work towards realizing our commitment to ensure the most efficient use of energy and natural resources, which is the basis of our environmental management perspective and environmental policy. In this context, we share with our employees that the importance and necessity of resource conservation mean not only financial benefit but also the protection of world resources with a higher awareness in order to reduce resource consumption and develop savings awareness, and we work to develop resource consumption optimization and energy efficiency practices in our operational processes.

Within the scope of our operations, electricity, water and natural gas we use in production, warehouses and offices, as well as the fuels we use in forklifts, transportation, service and company vehicles, and the raw materials and packaging materials we use in production constitute our natural resource consumption. Reducing the consumption of natural resources as much as possible is one of our environmental sustainability goals.

As mentioned above **in the Emission Reduction Strategies** section, we invested in a SPP with an installed capacity of 400 kW in 2022 and started to meet a portion of our electricity consumption (18% in 2024) with renewable energy. As detailed **in the Actions Planned within the Scope of Decarbonization** section, one of our important goals is to increase the use of renewable energy sources by expanding the scope of our SPP investment. At the same time, we are creating action plans to implement a series of measures in our operations, including circular economy principles such as the use of bio-based, recycled raw materials, raw material management through supplier collaborations, packaging material management, and efficient logistics practices. Also

We prioritize efficiency in our electricity consumption and adopting low-emission models, and we prefer lighting elements and production equipment to have low energy consumption.

There is no water consumption in our business activities other than the use of domestic and cooling water. Our water needs are met from the ISU network and we do not use well water. Domestic wastewater is disposed of by discharging it into the ISU sewerage system. In our process, which does not produce industrial wastewater, we have a closed-circuit cooling system for cooling the reactors. Our resource consumption and material usage in 2024 are summarized in the tables below.

Natural Resource Consumption (Direct Consumption) - Year 2024	Quantity
Electricity (KwH) - (including SPP consumption)	1.046.347,840
Water (m3)	988,00
Natural Gas (kw)	548.968,23
Liquid Fuel (gasoline) (L)	7.225,85
Raw material (polyol, castor oil, isocyanate, titanium dioxide, ethoxy propanol) (tons)	6.866,28

Material Consumption- Year 2024	Quantity (kg)
Metal (barrel)	208.208,00
Metal (hard)	25.500,00
Wooden (wooden pallet)	24.000,00
Plastic (tape, cling film and bag types)	19.095,00

Management of Chemicals

As RTC Kimya, all chemicals used in our production and supply processes; We manage it within the framework of human health, environmental safety and legal compliance. Our chemical management system; It is based on the principles of full compliance with national and international legislative requirements, risk-based assessment and continuous improvement.

We regularly update our chemical inventory, provide Safety Data Sheets (SDS) for all products, and provide relevant training to our employees. We carry out our chemical management processes in accordance with the chemical management legislation we are related to, such as KKDIK (Registration, Evaluation, Authorization and Restriction of Chemicals), SEA Regulation (Classification, Labelling and Packaging) and European Union REACH regulation.

We obtain regulatory compliance declarations from our suppliers and follow the necessary registration and notification processes for imported raw materials. In this direction, basically;

- We store chemicals in accordance with the chemical storage matrix in separate areas according to compliance criteria under appropriate temperature, ventilation and separation conditions.

- We use secondary anti-seepage systems (such as barriers, overflow pans).
- We carry out waste management through licensed disposal companies.
- We provide regular chemical safety training to our employees.
- We conduct emergency drills and provide training to emergency workers.
- We take care to ensure that SDSs are easily accessible to all relevant personnel.
- We provide chemical conformity declarations and technical documentation to our customers.

Since some of our products are products that do not come into contact with food but are used in food packaging, we offer our customers the connection of the conditions specified in the relevant European Union directives and FDA (US Food and Drug Administration) regulations with the product content in terms of food compliance, ECHA (European Chemical Agency) REACH Regulation and any of the substances classified as carcinogenic, mutagenic, toxic. We declare that we do not use it intentionally or consciously in our products. We state that all information shared is treated as confidential information by our customers under legal confidentiality conditions, and that it is best shared in good faith, taking into account the current state of technology applied in the industry and regulations related to applicable laws. During the reporting period, no cases of non-compliance with the health and safety effects of our products were reported, and there were no customer complaints.

In the labeling of our products, we adopt it in full compliance with national and international legislation, especially SEA and KKDIK regulations. Label contents are prepared in accordance with Safety Data Sheets, revisions are documented and physical controls are carried out before shipment. The relevant personnel are subjected to regular legislation and chemical safety trainings and their competencies are recorded.

Waste Management

We have a zero-waste certificate within the scope of our zero-waste project with the principle of circular economy. We provide the necessary infrastructure for the separation of wastes such as paper, cardboard, glass, plastic, metal packaging, printing toners, batteries and kitchen wastes generated as a result of general use in production and offices, and we provide training to our employees on waste management. In order to reduce the use of consumables in our offices, we are trying to develop electronic systems instead of paper copies, to encourage reading on computers, and to raise awareness about waste minimization in all areas of life through studies and trainings to optimize the use of vehicles during business trips.

We store hazardous wastes generated in the R&D Center, laboratory and production process under conditions in accordance with the legislation reserved for them, ensure that they are collected by contracted authorized companies, and renew the hazardous waste compulsory financial liability insurance policy every year.

We ensure that the wastes are recorded in the waste tracking system by the Environmental Officer and that waste notifications are made through the declaration systems determined by the Ministry of Environment, Urbanization and Climate Change by the legislation, that the separated wastes are collected by the relevant municipality and contracted authorized companies, and that the necessary information and warnings about waste management are announced to the employees.

Waste type- year 2024	Quantity (kg)
Hazardous Wastes (such as waste adhesives and sealants containing organic solvents or other hazardous substances)	39.951
Organic waste containing hazardous substances	16.497
Hazardous contaminated materials (such as absorbents, filters, cloths, clothing)	6.729
Hazardous contaminated packaging waste	5.725
Mixed packaging (plastic, paper, glass, metal)	1.310

Domestic wastewater is disposed of by discharging it into the ISU sewerage system. In our process, which does not produce industrial wastewater, we have a closed-circuit cooling system for cooling the reactors. In 2024, there are no spills and hazardous wastewater generation. We ensure that all wastes are separated and temporarily stored within the facility within the framework of the relevant legislation , delivered to licensed companies and disposed of, and we receive services from a licensed environmental consultancy firm within the scope of our contract in the management of environmental impacts and risks of wastes and in making official notifications.

Environmental Management System

In our environmental management, which we shape with the ISO 14001 Environmental Management System in our Integrated Management System, we are sensitive to the efficient use of resources in the consumption of raw materials and natural resources, and we try to minimize waste generation and integrate the zero-waste principle into our practices. We implement our Environmental Management Procedure to adapt the requirements of our Environment and Climate Policy to all our processes.

Our Environment and Climate Policy

As RTC Kimya, which adds value to the industry and its stakeholders with its constantly developing activities and has the mission of being a dynamic solution partner, for a better livable world;

- To evaluate our impacts on climate change, to measure our carbon footprint, to adopt a low-carbon economy by creating our reduction target,*
- To identify climate risks and opportunities and implement action plans,*
- To use environmentally friendly inputs in the design of our products,*

- *To ensure that pollution is prevented at its source and damages are minimized by taking into account the environmental impacts that may occur in the processes during the preparation phase,*
- *To ensure the efficient use of energy and natural resources by encouraging effective use, recovery and re-evaluation studies and supporting the circular economy,*
- *To ensure that the resulting wastes are disposed of or caused to be disposed of in a way that may cause minimum damage to the environment,*
- *To create a structure that will provide the necessary training, planning and activities for the continuity and improvement of all activities,*
- *To review the purpose and target of the ISO 14001 Environmental Management System regularly and taking into account the changing conditions and to continuously increase environmental performance,*
- *To comply with all legislation, including local and international legal and other conditions that we are obliged to comply with on environmental and climate issues,*

While fulfilling its commitments, we consider the main goal of protecting the environment as our sacred duty.

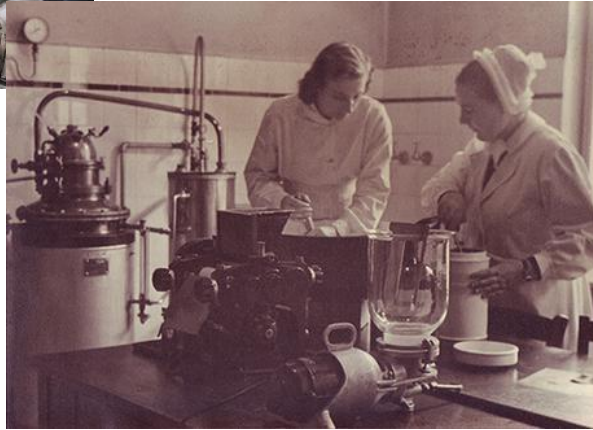
Our Environmental Coordination Group, working under the leadership of the Environmental Management Officer, works on determining the environmental policies of the institution, coordinating its environmental activities, ensuring compliance with the legislation and working in line with sustainability principles. Group members ensure the determination of environmental impacts and importance levels for all departments within the scope of their roles and competencies within the Company, and the creation and management of actions to be taken. They are responsible for updating impact assessments for relevant activities and reviewing existing assessments annually in cases where there is a high environmental impact or where process changes/new processes need to be incorporated into the organization. The division of duties of group members is coordinated by the Environmental Management Officer.

At the same time, the Environmental Coordination Group takes an active role in the creation of emergency plans within the scope of operational activities and the implementation of these plans is managed. Monitoring and inspecting compliance with environmental legislation and making legal notifications within the scope of Environmental Legislation are among the duties of the Environmental Officer.

Storage and management of wastes in accordance with the legislation, reduction and control of natural resource consumption (such as raw materials, electricity and water), training of employees within the scope of the environmental management system, taking necessary measures in case of environmental pollution that may occur as a result of accidents are provided by the Environmental Coordination Group by sharing duties.

The activities of the Environmental Coordination Group are reported monthly to the Factory Manager by the Environmental Management Officer. Progress and corrections are indicated in the next monthly report and implemented.

V- Social Management



Human Rights

As RTC Kimya, we are aware of the importance of the welfare of our employees and society and the right to life, and we approach the protection of fundamental human rights with sensitivity by setting an example for our employees. Our Human Rights Policy, which we implement with this awareness, constitutes one of our core values.

Our Human Rights Policy

As RTC Kimya, we consider human rights as an integral part of ethical principles and standards of conduct in the world of work, and we adopt national and international human rights principles such as the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact, and accept work as the basis of our commitments stated below.

- With the awareness of the value that diversity, equal opportunities, and different backgrounds and experiences add to our corporate culture, we value the identity of the people we work with, and we do not allow discrimination on issues such as nationality, race, gender, age, belief and disability.*
- We respect the freedom and rights of employees within legal limits, show zero tolerance against all kinds of violence and abuse that threaten or damage peace and security in our working environment, and adopt compliance with ethical principles without compromising events such as oppression, ill-treatment and harassment by observing human rights and dignity in business life and society.*
- We believe in a working order that aims to maintain work-life balance by rejecting practices such as involuntary and threatened labor, debt payment labor, and human trafficking, which are defined as forced labor.*
- We act in accordance with national and international legislation on child labor and the deprivation of children's right to education. We do not allow young people under the age of 18 to be employed except for internships.*
- With the principles of trust and justice, we create a structure where our employees and other stakeholders can express their demands and complaints.*
- We attach importance to the adoption of this policy by our employees and stakeholders with whom we cooperate.*
- We work for the continuous improvement of the principles in this policy by ensuring compliance with sustainability principles and legal regulations, and we ensure that the policy is effectively communicated with our employees and stakeholders and published publicly.*

Violations of this policy can be reported at etik@rtcchem.com.

With our Human Rights policy, it is guaranteed that child labor is not employed. In this context, in the coming years, in cooperation with suppliers in terms of compliance with sustainability principles,

the necessary supplier evaluations will be carried out and all personnel (including security personnel) will be trained within the scope of the Human Rights policy. In the region where our facility is located, there are local/region-specific differences communities do not exist. Since there are no dense living areas around our facility, an impact assessment study involving the participation of local communities has not been carried out.

Diversity and Inclusion

In accordance with our Human Rights Policy, we adopt as our principle of diversity and inclusion to protect the personal characteristics of our suppliers, customers and other stakeholders with whom we interact within our value chain, such as age, gender, belief, disability, ethnicity, and to stand against all kinds of discrimination, especially our employees, who are one of our most important building blocks. We act decisively to implement these principles within the corporate structure by cooperating with our employees on the continuity of these principles in our working culture. In this direction, we are making evaluations to increase the rate of female employees at different levels.

In line with the principles we have adopted, we plan to provide training to our employees on the adoption of diversity and inclusion, starting from our recruitment processes, and to organize social campaigns to raise this awareness.

We aim to increase the ratio of women in senior management, which is 25% at **the end of 2024**, and the **rate of female employees, which is 30%**, over the years, and we support the development of women in social and business life. Within the scope of our equal pay for equal work policy, we adopt the principle that there should be no wage differences between male and female employees doing the same job. At the same time, we support inclusiveness in disadvantaged groups with the same conditions. There were no reports or any discrimination complaints or cases detected during the reporting period.

Our Employees

We adopt our Human Resources Policy as the basic principles of human resources while working to manage our human resources meticulously, with the awareness that the quality, stability, robustness, consistency and ultimately customer satisfaction of corporate structures are directly related to employee loyalty, welfare and quality.

Our Human Resources Policy

This policy, which supports RTC Kimya's growth journey and forms the basis for our employees, who are our greatest value, to work in a safe, fair, transparent and motivating environment, aims to guarantee the welfare of all our employees and the protection of their rights under national and international labor laws and related legislation.

- *With the principle of respecting the fundamental rights and freedoms of all employees, we act in accordance with the provisions of ILO conventions, the Turkish Labor Law and related legislation.*

- *By adopting the principle of equal opportunity in recruitment, promotion and remuneration processes, we implement a zero-tolerance policy against discrimination based on gender, age, disability, ethnicity, belief or any difference.*
- *We support women's participation in the workforce and their representation in leadership positions.*
- *We absolutely do not allow child labor and forced labor.*
- *We encourage our employees to express their opinions, suggestions and complaints freely with an open communication culture, we base our employee-employer relations on transparency, respect and cooperation, and we adopt management models that support employee representation and employee participation in decision-making processes.*
- *We comply with legal working hours, organize overtime on a voluntary basis and with remuneration in accordance with the legislation, and are open to evaluating flexible working opportunities by considering work-life balance.*
- *We adopt the policy of 'equal pay for equal work' for our employees, take care to provide fair wages, social rights and fringe benefits, and to stand by them in difficult times.*
- *The health and safety of our employees is one of our top priorities. Occupational Health and Safety We take all measures within the scope of the (OHS) Law. We provide regular OHS trainings for all our employees by conducting needs analyzes such as chemical safety and the use of personal protective equipment in laboratories and production areas.*
- *We support the professional and personal development of our employees with continuous training, plan annual training with needs analysis, and offer innovative learning opportunities to strengthen the R&D-oriented culture.*
- *We evaluate the leadership competencies of employees with high potential and support their development. Through university internship programs and collaborations, we provide opportunities for the professional development of young talents and recruit high-performing young people.*
- *We encourage continuous improvement through performance evaluation and feedback mechanisms.*
- *We expect all our employees to comply with our Ethical Principles, and we do not allow behaviors such as corruption, bribery, or conflict of interest.*
- *We carry out our Human Resources practices in accordance with sustainability principles and standards such as the UN Sustainable Development Goals and Global Compact principles.*
- *While supporting social responsibility projects that will add value to society, we encourage employee participation and believe in the power of success together.*
- *We regularly conduct employee satisfaction surveys and implement approaches that aim to strengthen motivation and loyalty and support employee well-being with the findings obtained.*

In employee management, recruitment, training needs, satisfaction evaluations, performance measurements are applied within the framework of the Human Resources Procedure. The need for human resources is determined by the general manager by evaluating the demands from the senior management. After the evaluation of the applications in recruitment and the first selection, the resumes of the remaining candidates are sent to the relevant section.

After being shared with the manager and evaluated with an interview and with the approval of the General Manager, the appropriate candidate is recruited within the framework of the recruitment procedures. In our orientation program, after an intensive training in the first week, the new personnel whose 1-month orientation process is completed by applying the "body" system with an experienced employee selected from the relevant department, where possible, are notified to the HR officer and the evaluated employee after the 2-month trial period.

At RTC Kimya, our most important goal in Human Resources is to create a structure where commitment to corporate culture and teamwork are supported for common goals, from order acceptance to delivery of the final product to the customer, and where our employees focus on corporate success with a sense of duty as well as their personal success. In this context, we adapt a corporate culture in which issues such as human and employee rights, OHS, ethical values, anti-bribery and corruption, and social responsibility are adopted to our human resources practices with the principle of continuous development. There are no collective bargaining agreements or union membership practices in our company.

It implements the policy of equal pay for equal work in remuneration, with a fixed and performance-based system; We apply a wage scale created according to job descriptions, and we make wage arrangements by taking into account criteria such as sense of responsibility, competence, skills, behavior and communication with the annual performance evaluations of the personnel. Senior executives are also evaluated by the General Manager according to these criteria and wage applications are made according to market conditions. In our company, there is no practice such as employment bonuses or recruitment incentive payments, including senior management. In line with the official employment rules and legal insurance procedures, the insurance procedures of our employees who join RTC are carried out within the framework of legal procedures and legislation during their employment. We do not have minimum wage employees in our company. We currently do not have any private pension benefit plans for senior management and other employees, other than legal rights.

We enforce legal notice periods for senior executives and other employees. Similarly, there are no mitigating clauses in our payment policy and employment contract termination regulations, except for the legal payments related to the notice period. In 2024, no senior employees left our company. However, in such a case, there is no additional severance pay.

Currently, all of our staff are full-time contract employees and we do not have any part-time or temporary employees. As of the end of 2024, 2 university interns are learning the importance of creating added value for the institution they work for, while improving themselves with the experience they have gained in their fields. There are no permanent, temporary, non-contracted or daily employees from supplier-subcontractor companies in our company, but in case of future activities, we are creating a structure that will ensure that they are supported with on-the-job training in order to ensure compliance with our corporate culture and procedures. We manage leave processes such as annual leave, parental leave, sick leave and other employee rights in accordance with legal requirements.

Number of Employees (2024 year-end - by gender)	White Collar	Blue Collar	Total	Oran
Male	15	26	41	%69
Women	16	2	18	%31
Total	31	28	5G	%100

Number of Employees (2024 <u>yearly average-based</u> on sex)	White Collar	Blue Collar	Total	Oran
Male	15	26	41	%69
Women	16	2	18	%31
Total	31	28	5G	%100

Number of Employees (2024 year-end - by age)	White Collar	Blue Collar	Total	Oran
Under 30 years of age	8	10	18	%31
30-50 years old	8	27	35	%59
Over 50 years of age	2	4	6	%10
Total	18	41	5G	%100

Number of Employees (2024 year-end - by seniority)	White Collar	Blue Collar	Total	Oran
0-5 years	26	29	55	%93
5-15 years	2	2	4	%7
15 years and above	0	0	0	0
Total	28	31	5G	%100

Number of Directors (2024 year-end - by age and gender)	Women	Male	Total	Oran	Female Ratio	Male Ratio	Total Odds
Under 30 years of age	0	0	0	0	0	0	0
30-50 years old	3	2	5	%71	%42	%29	%71
Over 50 years of age	0	2	2	%29	0	%29	%29
Total	3	4	7	%100	%42	%58	%100

Number of Managers Who Left Their Jobs (2024 year-end - by gender)	High-end	Other	Total	Total Administrators Ratio to Number
Women	1	0	1	%14
Male	0	0	0	0

Total	1	0	1	%14
--------------	----------	----------	----------	------------

Number of Employees Leaving Jobs (2024 year-end - by gender)	White Collar	Blue Collar	Total	Total Employees Ratio to Number
Women	4	0	4	%7
Male	4	16	20	%34
Total	8	16	24	%41

In accordance with our corporate information sharing policy, we have a confidentiality policy regarding any disclosure of executive fees, so we do not provide fees or other information that may be the basis for a fee.

Performance Management and Training

In performance management, we conduct performance evaluation as a two-way open evaluation. Depending on the nature of the job, the personnel himself, one of his colleagues, 1. Level and 2. We apply a 4-stage evaluation system, including a level manager. The realization of the goals set within the scope of the personnel's duties constitutes 50% of the evaluation score, so the realization of personal goals determined in line with the company goals is also an indicator for the annual performance of the company. The same method is applied in the evaluation of the senior management, and the evaluation is made by himself, one of his team, one of the other managers and the General Manager.

The annual corporate targets determined by the senior management and approved by the General Manager and the job description targets created on the basis of these goals are announced to the personnel. Every year in December, Personnel Performance Evaluation Forms are prepared by the senior management (for their own team) and the General Manager (for the senior management) and announced to the relevant employee. Similarly, we have a system for employees to evaluate their own managers. Regular performance and career development evaluations are carried out for all employees. The level of employee targets set by the senior management is evaluated by the relevant department manager and reported to the senior management. Wage increase rates are also determined according to Performance.

Employee satisfaction surveys are conducted annually, the opinions of the employees are collected anonymously, the opinions and suggestions of the personnel are collected and carefully evaluated. The results of the evaluation made under the headings of Working Environment C Conditions, Business Management C Employee Awareness, Communication, Management Approach, Development Opportunities are discussed at the Management Review meetings on a subject basis, action plans are prepared and the decisions taken are announced to all personnel. We act with the awareness of the importance of employees' loyalty and belonging for the development of our

corporate culture. In 2024, there were no cases of turnover that could cause fluctuations in employee turnover.

Employee Satisfaction	2024
Satisfaction survey participation rate (%)	95
Satisfaction rate (%)	74

In our employee management principles, where we adopt the principle of encouraging the professional and talent development of the senior management team and employees, the trainings given in accordance with the annual training plan; compulsory trainings in accordance with the legislation, vocational trainings determined by the managers within the scope of our operational activities, are shaped according to the training needs and demands of the personnel for professional or career development. In this context, **a total of 113 hours of training was provided in 2024** . The training plan for 2025 was also created in line with the training requirements and demands that emerged at the end of 2024.

Trainings	2024
Training hours per person (hours)	3
Training satisfaction rate (%)	90

Basic Trainings Realized (2024)	Duration (hours)
Integrated Management System	3
Occupational Health and Safety Training	16
Environmental Health and Waste Management Training	10
Information Training on Working with Hazardous Chemicals	2
First Aid Training	16
Fire Fighting Training	4
TÜBİTAK Supports and Project Writing Training	16
Customer Intelligence, Collection and Risk Management	8
Laboratory Staff Chemicals Trainings (such as Bond Structures in Organic Chemistry, Polymer Reactions, GC-MS and Esterification Reactions, Polyurethanes -total hours)	17

Health and Safety

We implement all laws, regulations and other requirements that we are obliged to comply with within the scope of Occupational Health and Safety (OHS) legislation through our ISO 45001 certified OHS Management System, and we consider it one of our primary duties to protect and ensure the safety of our employees, subcontractors, suppliers, customers and visitors temporarily in our sites within the framework of our OHS Policy.

Our Occupational Health and Safety Policy

At RTC Kimya, the goal of creating the necessary awareness and culture on Occupational Health and Safety (OHS) issues with all our employees, including senior management, and the prevention of all occupational accidents and occupational accidents

We act with the belief that diseases are preventable. With this understanding, we direct our work, constantly improve ourselves and adopt the following principles;

- To comply with legal regulations related to OHS in all our activities,*
- To train and raise awareness of all our employees in order to ensure their health and safety,*
- To ensure that all our employees, suppliers and visitors comply with the established OHS rules,*
- To identify and eliminate the factors that may cause work accidents and occupational diseases in our enterprises in advance ,*
- To measure the performance of the OHS management system and to carry out studies to increase the performance,*
- To follow technological developments in OHS and to direct our investments accordingly,*
- To ensure the participation of our employees and suppliers in all our processes,*

We undertake that we will continue our work in order to provide a healthy working environment with its principles.

The last of the measurements related to indoor environment quality and personal exposure, which we are obliged to have every 2 years in line with OHS requirements, is carried out by GT Global Technical Control Quality Inspection and Occupational Safety Services Trade Ltd. Şti. on 15.09.2023 and Ambient Noise, Personal Exposure Noise, Personal Exposure Respirable Dust, Ambient Respirable Dust, Thermal Comfort, Lighting, Whole Body Vibration, Personal Exposure Volatile Organic Compounds (VOC) parameters were measured. According to the data obtained from the approved report, it was stated that there was no limit value exceeded. All OHS activities to protect employee health are carried out by the contracted OSGB company with the approval of the employer.

It is mandatory for employees to use Personal Protective Equipment (PPE) suitable for the job during their operational activities. The use of PPE, obligations and sanctions in this regard are notified to the employees in the relevant procedure, repeated in on-the-job orientation trainings, on-the-job trainings and regular OHS trainings and inspected by the OHS specialist. We focus on employee health and emissions management through ATEX compliance, antistatic grounding, closed container use and regular VOC/environment measurements, and develop an OHS culture by disseminating operator training and visual instructions. As a part of our OHS culture, we provide on-the-job training suitable for the job to the subcontractor company personnel who need to work in our production facility, as well as our employees.

Information about the minutes and statistics of occupational accidents is recorded by the OHS officer, and occupational accidents are communicated to the senior management on a monthly basis. Accident information evaluated by senior management is evaluated with repeated accidents, severity and recurrence time investigations, root cause analysis and action plans are created. The responsibility for the implementation of the action plans belongs to the unit manager and the problems in the implementation are communicated to the OHS officer using the relevant forms.

Our Emergency Plan, which is prepared in accordance with the relevant legislation for emergencies such as fire, explosion, earthquake and other natural disasters, industrial accidents (such as electric shock, chemical poisoning, boiler overturning), sabotage, is updated every 2 years. Emergency teams are subjected to emergency preparedness drills and training in accordance with their duties. Planned and unplanned drills are organized by the OHS officer and the results are reported to the Emergency Manager (General Manager).

Accidents at Work – 2024	Number of People
Loss of life	-
Severe disability (loss of limb)	-
Severe injury (inpatient treatment)	-
Minor injury (outpatient treatment in hospital)	2
Very mild injury (on-site dressing)	-
Ramak kala	-
Total (excluding near misses)	2

Within the scope of our ISO 45001 certified OHS Management System and OHS legislation requirements, hazard identification, risk assessment and case study issues are managed within the framework of our OHS Policy and OHS Management procedure. Detailed consultancy services on issues such as OHS studies, field inspections, occupational health services, OHS trainings within the scope of job descriptions of employees, worker participation, and appointment of worker representatives are received from the contracted OSGB company.

Corporate Social Responsibility

With the awareness of the importance of providing benefits for all our stakeholders, especially our employees, and for the society, and our responsibility to our country as a corporate company, we attach importance to increasing social welfare by providing employment for people, supporting the development of our country by contributing to production and economy, as well as supporting the social support of disadvantaged groups in accordance with the requirements of our Corporate Social Responsibility Policy.

Our Social Responsibility Policy

As RTC Kimya, our company's social responsibility approach in line with carrying out our activities with a sense of responsibility towards society, the environment and all our stakeholders and complying with sustainability principles:

- We support projects that will contribute to social development in the regions where we operate, and allocate resources to initiatives focused on equal opportunities, education, environment and social benefit.*

- *We encourage our employees to be involved in activities that improve social contribution by developing collaborations that adopt a voluntary basis, especially with NGOs, and work to develop social maturity and solidarity awareness.*

- *In order to show our employees as well as other stakeholders that creating social value is actually possible with small touches, we support working with disadvantaged groups and adopt it as a part of our social principles.*
- *We act with the awareness that the improvement of socio-economic infrastructure, especially the right to live humanely, and efforts to create a livable world where the entire ecosystem is protected are linked to the adoption of social responsibility.*

In addition to contributing to the country's economy within the framework of our activities, we create employment opportunities for the people in the Organized Industrial Zone (OIZ) where we are located, and where possible, we strive to act together on issues such as environmental protection and social projects, as well as employment, in coordination with other facilities around us. Since our production facility is located in the OIZ region, the stakeholder engagement process of environmental and social impacts has not been discussed. With our control measures and sensitivity to compliance with legal regulations, we minimize our environmental and social impacts, and if any negativity is communicated to us through the communication channels given throughout this report, through our website or directly, we carry out the necessary investigations by activating our action plans and inform the complaining parties about the solution of the problem.

VI- Corporate Governance



All our corporate policies are approved by senior management and are under the commitment of our General Manager. We publish our corporate policies on our website and notify our employees of policy updates via e-mail. It is the responsibility of department managers to ensure that the commitments in our policies are integrated into corporate strategies and operational procedures and to follow up on the implementations. The implementation of our policies is communicated to our employees annually through training programs or when necessary (orientation, update).

We attach importance to the fact that the senior management team has the necessary equipment to protect our Company's vision, mission and values, to ensure sustainability compliance and to observe our corporate sustainability efforts, to associate sustainability goals with strategic goals and objectives, and to monitor sectoral sustainability efforts. For these competencies, we ensure the fulfillment and follow-up of the tasks related to the critical performance indicators (KPIs) in the job descriptions.

Our Senior Management acts without compromising within the framework of our ethical principles in providing all kinds of material and intangible benefits or benefits that may affect or have the potential to affect their impartiality while performing their duties, and establishes their relations with all stakeholders on this basis. The same approach applies to all employees and our Code of Ethics is given to employees at orientation and annual refresher trainings. In addition, as RTC Kimya, we maintain our impartiality by acting with the principles of not taking part in a political formation, not participating/contributing to political campaigns, organizations or lobbying activities.

We support the implementation of our management strategies, the realization of our operational activities, and the management of our monitoring and auditing functions with our ISO management systems approaches. In this context, we implement the requirements of ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 OHS Management System in our business processes, ensure continuity through periodic internal and external audits, and implement relevant policies, procedures, and other documents to ensure standardization in employees' practices.



Our Code of Ethical Conduct

RTC Kimya is not only with its successful business results; We manage our activities with our ethical principles that support it to be a reliable industry player with its fair, transparent and responsible practices.

Our Ethical Principles

Honesty and Transparency

- *We conduct all our activities in an honest, transparent and accountable manner.*
- *We are based on open communication in our relations with customers, suppliers, employees and society.*
- *We do not allow misleading information, manipulation, or obtaining hidden benefits.*

Compliance with Laws and Regulations

- *We adopt compliance with the relevant requirements contained in the United Nations Anti-Corruption Convention, the 10 principles of the United Nations Global Compact, and other applicable anti-bribery and anti-corruption laws and regulations.*
- *We fulfill our obligation to fully comply with all relevant laws, regulations and regulations of the Republic of Turkey, such as the Turkish Penal Code, the Law on the Prevention of Laundering Proceeds of Crime, and the Law on the Prevention of Money Laundering.*
- *We comply with national and international standards applicable to the chemical industry.*
- *We constantly follow legislative changes and integrate them into our business processes.*

Anti-Corruption, Anti-Bribery and Competition

- *We are absolutely against all forms of bribery, corruption, money laundering and conflicts of interest.*
- *We support rules and the application of the strictest sanctions regarding anti-competitive behavior, trusting and monopolistic practices, and we avoid anti-competitive behavior.*
- *We prohibit all our employees from establishing relationships with 3rd parties (such as a civil servant, a public institution or any legal entity employee) under any name that we cooperate with, directly or indirectly, to influence business decisions and provide mutual benefit. Employees are not allowed to receive or give gifts in kind or in cash such as gifts, treats, donations, except for symbolic gestures that are not possible to influence a business decision or are generally accepted. The amounts of any gifts, treats or other benefits are evaluated by the senior management.*
- *We expect our business partners to apply the same ethical standards.*
- *We establish mechanisms to ensure that suspicious situations are reported securely and confidentially by employees and other stakeholders.*

Human Rights and Employee Rights

- *We support the UN Universal Declaration of Human Rights and the ILO Working Principles.*
- *We ensure that employees work in fair, safe and equal conditions.*

- *We see the principle of diversity, inclusion and equal opportunity as an ethical responsibility.*
- *It is absolutely acceptable for all employees to use emotional violence such as humiliating behaviors, discrimination, harassment and/or physical violence in their relations with each other or with senior management. cannot be done.*

Respect for the Environment and Society

- *Environmental responsibility is at the core of our ethical approach.*
- *We take care to protect the environment in all processes, from waste management to energy efficiency.*
- *We support projects that will add value to society and develop ethical relationships with local stakeholders.*

Information Privacy and Data Protection

- *We keep the data of employees, customers and business partners confidential in line with legal regulations such as KVKK.*
- *Protection of intellectual and property rights and trade secrets negatively affects brand value and reputation.*
We evaluate information security at the highest levels on the basis of avoiding all kinds of interactions that will affect the public and the dissemination of misleading information whose accuracy has not been verified through any channel.
- *We prioritize ethical data use and cybersecurity in digitalization processes.*

Ethical Business Culture and Training

- *We expect all our employees to exhibit attitudes and behaviors that will ensure the integrity of corporate culture, to protect the reputation and reliability of RTC Kimya in the business world and in the sector, and to act in accordance with these ethical principles.*
- *We organize ethical orientation trainings for newly recruited employees.*
- *We implement regular awareness programs to prevent unethical behavior.*

Political Activity

- *As RTC Kimya, we adopt the principle of not taking part in any political formation in any way and do not donate to political parties. It is not accepted for employees to participate in political and ideological activities during working hours, and none of the assets and resources of the Company, including their title, can be used in political formations.*

Accountability and Continuous Improvement

- *We measure our ethical performance and share it transparently.*
- *We review our ethical standards every year with a culture of continuous improvement.*
- *In any incident within the scope of ethical principles, we adopt the principle of termination of employment contract and filing a criminal complaint when necessary.*

Notification of violations within the scope of ethical principles can be made at etik@rtcchem.com.

Complaints and notifications regarding incidents within this scope are evaluated and concluded by the senior management in a complete confidentiality and impartiality. Notifications can be made anonymously, even if the identity of the reporter is known, it is the commitment of the senior management to carry out the entire process confidentially.

We make the necessary notifications to our employees with a zero-tolerance policy in compliance with ethical principles. Within the scope of our ethical principles, we create training coverage for all employees, especially in purchasing and sales departments. In terms of corruption-related risks, the units and activities that carry out purchasing management and customer relations within the supply chain are evaluated. During the reporting period of 2024, there were no confirmed cases of corruption or legal action against anti-competitive behavior, antitrust, or monopolistic practices.

Supply Chain Management

In the management of the supply chain, supply processes such as raw materials, materials and services are managed, while a dynamic process consisting of order creation, purchasing, quality control processes, supplier evaluation and updating the supplier list is applied. This process is managed as part of the purchasing procedure. Since the strength, flexibility and durability of the supply chain directly affect our production processes, supplier diversity and geographical region distribution are seen as important as evaluation criteria such as quality, speed and reasonable price. At the same time, we adopt a policy based on compliance with the principles of ethics, transparency, honesty and sustainability. Our supply

We meet 40% from local (in Turkey) suppliers.

Any disruption or break in our supply chain has the potential to weaken our competitiveness by affecting our production, reliability and therefore customer satisfaction.

As stated in the tables in the Risks and Opportunities section, **where we explain the risks and control measures that may arise from supply chain management**, we take actions with the awareness that risks that are not evaluated in all aspects may harm our determination to be a sustainable company.

Standardization in supply chain management can be possible with the implementation of the Supply Chain Management Policy. Criteria that are directly related to sustainability, such as human rights, employee rights, production, product and service quality, are also met by our suppliers, and

"Being aware of the fact that sustainability has an important place in the supply chain, especially today, we are committed to developing applications that enable more efficient use of resources, reducing various supply chains. It increases the resilience of companies against breakages that may occur due to reasons. Another important issue that directly affects the supply chain is the increasing carbon regulations globally, in order to comply with the climate target. decarbonization studies have the potential to create cost pressure. comes out. As RTC Kimya, we focus on the management of sustainability-related studies, meeting the net-zero emission target, and managing the risks and opportunities brought about by the transition process. We closely follow sectoral sustainability practices to maintain robustness and competitiveness in the supply chain."

Günnur CENGİZ – Supply Chain Manager

Meticulous management of contract management processes is one of our basic principles. We continue to improve our procedures to apply environmental and social criteria in supplier selection and to take necessary measures by evaluating negative environmental and social impacts in the supply chain.

Our Supply Chain Management Policy

At RTC Kimya, we see our suppliers not only as our business partners but also as a strategic part of our sustainability journey, expecting them to implement our corporate policies.

- In our supplier selection criteria, we take into account sustainability performances as well as quality, duration, stability, compliance with contract conditions, price policy criteria, and encourage improvement processes through regular evaluations.*
- We expect our stakeholders in our supply chain to comply with social principles such as human rights, employee rights and welfare, and child labor.*
- Shows zero tolerance for corruption, bribery and unethical trade practices, We ask our suppliers to implement transparency, honesty, adherence to our ethical principles, confidentiality, fair competition and compliance with competition legislation with precision.*
- We contribute to local economic development by supporting local suppliers.*
- We expect our stakeholders in our supply chain to comply with all laws and regulations within the scope of their commercial activities, to provide a fair, safe and healthy working environment for their employees, to control their environmental ethics, and to evaluate their impact on climate change.*
- Within the scope of our data and information security policies, we protect the information of our stakeholders in our supply chain, do not share their expertise information about their products and services with third parties without their permission, and expect the same sensitivity from them.*

We apply our principle of not working with suppliers whose compliance with the above-mentioned principles is damaged under all circumstances, and we do not compromise on our corporate policies.

Customer Relationship Management

With the awareness of the importance of ensuring customer satisfaction and loyalty through customer-oriented management, we meticulously manage order, sales and after-sales support processes by adopting sustainability principles in Customer Relationship Management.

Our Customer Relationship Management Policy

As RTC Kimya, the basis of our Customer Relations Policy is to meet the needs of our customers in full compliance with our policies and legal requirements, and to take care to protect customer rights under all circumstances, by seeing customer relations not only as a commercial bond, but also as a process of trust, transparency and sustainable value creation.

- *We conduct our customer relations within the framework of the principles of compliance with contracts, transparency and honesty.*
- *We prioritize compliance with international health and safety standards, with the main priority of ensuring that our products are sensitive to human health and the environment.*
- *We provide our customers with clear and accurate information about product ingredients, usage conditions and environmental impacts, and we do not tolerate misleading information and hidden cost practices.*
- *We provide fast, effective and solution-oriented service by understanding customer needs, and we adopt the principle of continuous improvement in our products and services by evaluating the feedback we receive.*
- *We ensure customer privacy and data confidentiality, and we do not compromise our ethical principles in our business processes .*
- *As a responsible manufacturer, we aim to develop more environmentally friendly solutions together with our customers and support them in reducing their carbon footprint with our innovative products.*
- *We care about evaluating and communicating the results of our customers' demands, complaints, suggestions and requests by recording them through customer satisfaction surveys and feedback in our business processes, and we continuously maintain our processes by seeing customer satisfaction as our ultimate goal.*
We strive to improve.

*All complaints and suggestions **can be submitted to** info@rtcchem.com.*

Within the scope of our corporate governance principles, complaints and suggestions can be conveyed directly to sales representatives in written or verbal form, via e-mail or Customer Complaint Form, as well as to the Quality and Sustainability Manager. All complaints are recorded in the system through the Complaint Form, examined with great care and order, production and quality control records are evaluated. Evaluations on all complaints and suggestions are discussed at senior management meetings, necessary action plans are made and corrective actions are implemented. The Quality and Sustainability Manager ensures that the complaints are followed up, actions are taken by the relevant units/persons and closed by considering customer satisfaction.

We have the opportunity to improve and develop our processes by receiving customer feedback through the Customer Satisfaction Evaluation Survey, which we have developed to measure customer experience about our sales and after-sales services and to learn customers' thoughts and suggestions, thus aiming to provide uninterrupted customer satisfaction. At the same time, we have the opportunity to follow how our products are positioned in the market. During the reporting period, no cases of non-compliance with marketing communications were reported, and no complaints were recorded.

R&D and Digitalization

The use of new technologies, digitalization and energy efficiency practices play an important role in sustainable production. The water-based production line, which was completed in 2025, is designed to provide solvent-based products with low-VOC offers an alternative. Water-based share in product di We aim to reduce from 10% to 35%, reduce fugitive VOC sources, and ensure that the dirty solvent is collected separately and directed to recovery/disposal processes.

In our production process, where we adopt a root cause approach for continuous improvement, we have standardized it by applying scientific methods to prevent inappropriate production. Systematic for critical deviations models; We ensure that these models are reflected in the standard work instructions. Thanks to this structure, in the rate of inappropriate/faulty production, We are increasing our productivity by achieving significant improvement (over 30%) and a reduction in rework (approximately 25%).

Reducing human error with digitalization and automation

Within the scope of our work, we reduce recipe deviations by automating data entry through operational integration, dosing automation and switching to a handheld terminal, and increase the right-first-time production rate by minimizing manual data entry areas. To ensure traceability, we employ an end-to-end tracking system from raw material receipt to product shipment.

With our energy efficiency practices, we achieved an average improvement of 11% in energy density by optimizing heating-cooling set values, mixing times/speeds and hot oil circuits with line/equipment-based energy monitoring. In the coming years, additional improvement is aimed with line-based sub-measurement points and heat recovery facilities.

In our R&D Center, with a sustainability-oriented approach; We continue our R&D studies on water-based polyurethane, water-based ink and lacquer systems, and we work for the production of nitrocellulose-free ink as a more environmentally friendly and healthy choice in solvent-based inks. We ensure that water-based wastes such as solvent wastes are collected separately. At the same time, thanks to water-based inks, which are a powerful alternative to traditional solvent-based inks, we aim to significantly reduce VOC emissions, further improving product safety by minimizing the risk of odors and migration, especially in food packaging.

"In today's world, sustainability is not just an environmental choice, it is a global it has become a fundamental necessity that determines the future of the packaging and printing industry.

With our portfolio of laminating adhesives and packaging inks, we are at the center of this transformation, continuing our commitment to providing safer, more efficient and environmentally friendly solutions. As the R&D Center, the basis of our sustainability strategy is in the production and implementation processes to minimize environmental impact. Each solvent/solvent-free adhesive and water/NC free ink formulation we produce is a testament to the principle of 'less resources, less waste and more safety'. is proof. Our goal is to provide our customers with sustainable packaging solutions that are not only high-performing but also fulfill our responsibility to leave a more livable world for future generations."

Suat AKIN – Ink & Lacquer R&D and Technical

We benefit from TÜBİTAK support in our R&D studies, and we continue to work on product-based carbon footprint calculations within the scope of projects.

Information Security

We take the necessary measures to protect all kinds of data including all digital, written or printed information such as all financial and operational technical knowledge and skills, formulations of products, R&D activities within the scope of our company's activities, and to prevent data leakage. By taking the necessary precautions against any data leak, cyber-attack, emergencies including natural disasters such as fire/earthquake, we back up all company data at an address other than our operational facilities and ensure that it is up-to-date. We share our action plans for the importance and practices in this regard with our relevant employees. We provide detailed information about the data privacy clauses in the employment contracts of our employees.

We take care to protect the personal data of our employees, within the scope of the personal data processing conditions determined by the limits drawn by the provisions of the relevant legislation and with authorized public institutions and organizations, limited to the fulfillment of the obligations imposed by the legislation; We declare that it can be used within the framework of the Personal Data processing conditions and purposes specified in the relevant Law in accordance with the purposes of audits such as legal, financial and tax liabilities. In this context, we make employees sign the Clarification Text on the Protection of Personal Data C and the Personal Data Processing Consent Form at the beginning of employment. In parallel, the supplier officials we cooperate with, our customer companies and their employees are also subject to this practice. Similarly, the protection of sensitive information and data of our customers, except for the information limited by KVKK and whose consent has been obtained, is also ensured within the scope of our data privacy management procedures. There were no complaints about the breach of customer privacy and the loss of customer data during the reporting period.

Regulatory Compliance, Monitoring and Auditing

Throughout all our operational processes, we always adopt compliance with the provisions of the legal legislation and relevant international legislation and standards that we are subject to within the scope of our fields of activity and the requirements of our operational processes, especially the legislation of the Ministry of Industry and Trade, the Turkish Commercial Code and related legislation, the legislation on the management of chemicals.

We assess the risks related to regulatory compliance, which is one of the basic components of our corporate governance, and follow the changes, new legislative requirements and draft legislation planned to come into force, determine their potential impacts and develop action plans. The effectiveness of the system for monitoring compliance with legal regulations and the evaluation of the cause and consequences in case of any non-compliance are carried out at the general manager level. Legislative compliance processes are monitored by the Management Systems department.

In addition to the certified management systems (ISO 9001, ISO 14001, ISO 45001) within our Integrated Management System, we regularly monitor compliance with the standards related to our sector, especially regarding the management of chemicals, and other standards to which we are

subject, and we carry out our compliance work with the Management Systems unit under the leadership of the Quality and Sustainability Manager.

ANNEX-1: Activity Data Sources and Acceptances in Calculations

Category 1:

Category 1.1. Calculation of Natural Gas-Related Emissions:

- Data on the amount of natural gas consumed by RTC Kimya at its campus in Çayirova/Kocaeli in 2024 was obtained monthly from the invoices issued by PALGAZ.
- The lower calorific value of natural gas was taken as 8,250 kCal/m³.¹
- While converting the consumption data from kCal to Joule (J), the equation 1 kCal = 4.184 kJ was used. Afterwards, the Joule value was converted to TeraJoule (TJ) and the equation 1 TJ=10⁹ kJ was taken as a basis.
- In the calculation of natural gas boiler combustion, the oxidation coefficient was taken as 1 by assuming that all of the fuel was burned.

Category 1.2. Calculation of emissions from vehicles whose fuel consumption is controlled by RTC Kimya:

- The fuel consumption of all terrestrial vehicles used by RTC Kimya in its activities is included in the scope.
- Data on fuel consumption (gasoline and diesel) were obtained from Karlas Fuel invoice consumption reports on a monthly basis.
- Since the amount of fuel in the tanks of the vehicles could not be determined on the start and end days of the reporting period, it was accepted that the vehicles started the year with an empty fuel tank and that all of the fuel in the tank was burned at the end of the year.
- In 2024, data on the amount of diesel purchased for forklifts was pulled from the system. Diesel fuels purchased for forklifts were also used in generators. Since data on generator diesel consumption could not be provided, all emissions from diesel consumption were calculated under Category 1.2.
- Gasoline density is accepted as 0.735 kg/L.
- Diesel density is accepted as 0.83 kg/L.

Category 1.4. Calculating Emissions from Refrigerant Gas Leaks:

- While calculating the refrigerant gas leakage emissions of the refrigeration and air conditioning devices in the production areas and offices within the scope, the leakage rates were accepted as 1% for each air conditioner and 2% for the chiller. While this acceptance was made, the relevant source 7. The lowest leakage rate predicted for the relevant groups in Table 7.S is taken into account ^{in Section 2}.
- There was no filling in 2024.

¹ Regulation on Increasing Efficiency in the Use of Energy Resources and Energy, Annex-2, Lower Calorific Values of Energy Resources and Conversion Coefficients to Oil Equivalent, <https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm>

² 2006 IPCC Guidelines for National Greenhouse Gas Inventories Vol. 3, Industrial Processes and Product Use, Chapter 7. Emissions of Fluorinated Substitutes for Ozone Depleting Substances, Section 7, Table 7.9

Category 1.4. Calculating Emissions from Fire Suppression Systems:

- Although there are also PPE (Dry Chemical Powder) based fire extinguishers belonging to the company, fire extinguishers that cause greenhouse gas emissions and contain CO2 gas were taken into account within the scope of the study.
- The gas leakage rate in CO2 fire extinguishers is accepted as 4%³.
- There was no filling in 2024.

Category 2:

Category 2.1. Calculation of Electricity-Related Emissions:

- The electricity consumption amounts used in RTC Kimya's operations were obtained from VTC Enerji electricity bills in the reporting period.
- In addition, the amount of electrical energy consumed within the scope of active draft was obtained from the SPP data table.
- In the reporting year, 187,530.62 kWh of renewable energy was generated (SPP, active output). The greenhouse gas emission factor due to the use of electricity generated from renewable energy systems (e.g. solar, wind, hydroelectric) has been adopted as '0' based on the GHG Protocol Scope 2 Guidance (2015) and the IPCC 2006 Guidelines for National Greenhouse Gas Inventories.

Category 3:

Category 3.1. Transportation of Purchased Raw Materials:

- All data of the raw materials purchased by RTC Kimya are included in the system. In this context, all quantitative data were obtained by pulling directly from the system.
- It has been determined that the raw materials are transported both by sea and road. Information on the ports used during transportation was obtained from the Supply Chain Directorate.
- In the highway calculations, the exit locations of the imported/purchased raw materials were determined and RTC Kimya Depot was accepted as the destination location. Distances (km) are calculated using Google Maps (<https://www.google.com/maps>).
- In the maritime calculations, the exit locations of the imported/purchased raw materials were determined and RTC Kimya Depot was accepted as the destination location. The distances between ports used during maritime transportation were calculated using the EcoTransIT World (<https://emissioncalculator.ecotransit.world/>) web page. The distances (km) from the relevant ports to RTC Kimya Depot were calculated using Google Maps (<https://www.google.com/maps>).
- The activity data (ton*km) was determined by multiplying the quantity data (tons) with the distance traveled data (km).
- The return voyage (ballast) of the ship was also taken into account in maritime transportation calculations, and since there was no fuel data, it was widely applied in international studies.

³ IPCC/TEAP Special Report: Safeguarding the Ozone Layer and the Global Climate System, Volume 4.6, What are the most important findings for fire protection, Page 72

In this figure, half of the total ton.km data was taken as activity data (distance-based estimation approach).

- In road transport calculations, all of the total ton.km activity data were used, and the Average Heavy Vehicles (All HGVs) – 50% occupancy value was selected as the emission factor (EF).

Category 3.2. Transportation of Products:

- RTC Kimya's production data (tons) for 2024 has been pulled directly from the system.
- It has been determined that the products are transported to customers mainly by road but also by sea. The distance data traveled by the products from the RTC Chemical Warehouse to the customer institutions was calculated using EcoTransIT World (<https://emissioncalculator.ecotransit.world/>) and Google Maps (<https://www.google.com/maps>).
- The activity data (ton*km) was determined by multiplying the quantity data (tons) with the distance traveled data (km).
- In maritime transportation calculations, the return voyage (ballast) of the ship was also taken into account, and since there was no fuel data, half of the total ton.km data was taken as activity data, as is widely practiced in international studies (distance-based estimation approach).
- In road transport calculations, all of the total ton.km activity data were used, and the Average Heavy Vehicles (All HGVs) – 50% occupancy value was selected as the emission factor (EF).

Category 3.3. Personnel Transportation:

- The service brand model and distance traveled (km) data of the personnel service transportation were obtained from the Supply Chain Directorate. Total km information was obtained using Google Maps (<https://www.google.com/maps>) and calculated under Category 3.3.
- Emissions from fuel consumption of personnel commuting with dedicated vehicles were calculated in Category 1.2 as direct emissions, since the fuel control is in RTC Kimya.

Category 3.4. Customer Visits:

- Information on customer visits is recorded throughout the year. Distance traveled (km) data from customer visits for 2024 was compiled, calculated, and transmitted by RTC Kimya Executive Assistant using Google Maps (<https://www.google.com/maps>).

Category 3.5. Business Travel - Transportation and Hotel Accommodations:

- Information on business trips and accommodations is recorded by the RTC Kimya Executive Assistant during the year. In 2024, business trips carried out by RTC Kimya were carried out by air and road.
- Distances traveled by air were calculated using the <https://www.airportdistancecalculator.com/> page. The distances traveled by road (train) are obtained from the General Directorate of State Railways, 2020-2024 Statistical Yearbook (<https://static.tcdd.gov.tr/webfiles/userfiles/files/istrapor/202024isyil.pdf>).
- The data on hotel stays made by the personnel within the scope of business trips were obtained from accommodation invoices.

- For international flights, flights shorter than 3700 km are considered short-haul flights, and flights longer than 3700 km are considered long-haul flights (DEFRA, 2025).

Category 4:

Category 4.1. Purchased raw materials:

- A total of 2,174.65 tons of raw materials were purchased by RTC Kimya in 2024. These raw materials are castor oil, isocyanate, ethoxy propanol and TiO₂, especially polyol. The data of the purchased raw materials were obtained by pulling from the system.

Category 4.1. Purchased Packaging Products:

- Data on packaging materials purchased by RTC Kimya throughout 2024 were obtained from the Supply Chain Directorate. Buckets, pallets, stretches, pet straps and IBCs were used as packaging materials. Unit weights by the authorities; 13 kg for barrel , 20 kg for pallet, 1.7 kg for bucket, 3.5 kg for stretch, 15 kg for pet strapping, 55 kg for IBC, and the total amount of packaging (kg) purchased was calculated by multiplying the quantity of pieces .

Category 4.1. Office Supplies Purchased:

- Data on office supplies purchased by RTC Kimya throughout 2024 were obtained from the relevant Advance invoices.
- A spend-based approach was applied in the calculations and the EPA 2022 data set was used.

Category 4.1. Water Supply and Consumption:

- The amount of mains water consumed by RTC Kimya throughout the year was obtained monthly (m3) from the invoices issued by ISU.

Category 4.1. WTT Emissions:

- While calculating greenhouse gas emissions arising from electricity transmission and distribution, the average loss and leakage rate data for Turkey was obtained from the World Bank website and accepted as 15%.
(https://data.worldbank.org/indicator/EG.ELC.LOSS.ZS?end=2014Clocations=TRCmost_recent_year_desc=falseCstart=2005).
- WTT emissions of natural gas, gasoline, and diesel consumed in 2024 have been calculated by RTC Kimya. Relevant emission factors *are obtained from* DEFRA 2025, WTT- fuels page.
- WTT-Electricity Generation and WTT- Electricity Transmission and Distribution emissions of electricity consumed in 2024 were calculated by RTC Kimya. Relevant emission factors *are obtained from* DEFRA 2025, WTT- UK Electricity page.

Category 4.2. Capital Assets/Non-Current Fixed Assets/Fixtures:

- Emissions of capital assets (forklifts, industrial machinery, laboratory devices, electronic devices, laptops, etc.) purchased by RTC Kimya in 2024 are calculated under this category. The relevant data is obtained from the 2024 Depreciation Table. 75% of the annual price is included in the calculation.

- While calculating emissions from capital assets, a spend-based approach was applied and the EPA 2022 data set was used.

Category 4.3. Wastewater:

- In the calculations of the amount of wastewater (m3); It has been accepted that 90% of the water consumed is discharged.

Category 4.3. Packaging Waste and Hazardous Waste:

- Data (kg) on mixed packaging waste and hazardous waste generated as a result of RTC Kimya's activities in 2024 were obtained from the Annual Waste Declaration Form.

Category 4.5. Service Purchases:

- The main services purchased by RTC Kimya in 2024 are; food, surveillance, financial consultancy service, process consultancy, environmental and sustainability consultancy, ink formulation consultancy, etc. Relevant activity data were obtained from the Financial Affairs Directorate.
- A spend-based approach was applied in the calculations and the EPA 2022 data set was used.

Emissions Not Included

Category 1.3. Process Emissions: There are no direct greenhouse gas emissions from chemical reactions in the company's production processes. Therefore, this category is out of scope.

Category 1.5. Land Use, Land Use Change, and Forestry (LULUCF)

Activities: The organization does not have land use, land changes or forestry activities. Therefore, this category is out of scope.

Category 4.4. Emissions from the Use of Equipment Leased by the Reporting Organization: Since there was no leased equipment in this reporting period, it was not included in the inventory in the relevant reporting year.

Category 5. Use of Products Manufactured by the Organization and Also Other Product

Greenhouse Gas Emissions Caused by Use: The products produced by RTC Kimya do not create greenhouse gas emissions during the direct use phase. Therefore, Category 5 is out of scope.

Category 6. Indirect Greenhouse Gas Emissions from Other Sources: Within the scope of the study, all emission sources were evaluated and greenhouse gas emissions were calculated under the relevant categories and subcategories. Apart from these, no additional emission sources have been identified.

ANNEX-2: Emission Factors and References

The emission factors used in the preparation of RTC Kimya's 2024 Greenhouse Gas Inventory *have been selected in accordance with the requirements specified in the TS EN ISO 140c4-1: 201S standard.*

In the greenhouse gas emission calculations made within the scope of the preparation of this inventory; *IPCC 200c Greenhouse Gas Calculation Guidance Documents, IPCC ARc, DEFRA 2025, EPA 2022 data sets, emission factors published by ICCT (International Council on Clean Transportation) and the national Turkey-wide Electricity Generation Emission Factor given in the Turkish National Electricity Network Emission Factor Information Form of the Ministry of Energy and Natural Resources of the Republic of Turkey for electricity emission factor.*

used. Various international EPD documents and scientific articles were used to calculate the embedded emissions of raw materials. Emissions used within the scope of this study The list containing the factors and their references is given below. In all calculations; The results found in kilograms and grams were converted to tons of CO₂e.

REFERENCES & ADMISSIONS			
Parameters	Value	Unit	Acceptance or Reference
GWP - CO ₂	1,000	-	IPCC 6th Assessment Report (AR6), https://www.ipcc.ch/assessment-report/ar6/
GWP - CH ₄	27,900	-	IPCC 6th Assessment Report (AR6), https://www.ipcc.ch/assessment-report/ar6/
GWP - N ₂ o	273,000	-	IPCC 6th Assessment Report (AR6), https://www.ipcc.ch/assessment-report/ar6/
Category 1			
Category 1.1			
Natural Gas Lower Calorific Value	8.250,000	kcal/Sm ³	EFFICIENCY IN THE USE OF ENERGY RESOURCES AND ENERGY REGULATION ON INCREASE, Annex-2, Lower Calorific Values of Energy Resources and Conversion Coefficients to Oil Equivalent, https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm
EF CO ₂ - Stationary Combustion Natural Gas	56,100	tons of CO ₂ /TJ	IPCC 2006, Volume2, Chapter 2, Table 2.3 - Default Emission Factors for Stationary Combustion in Manufacturing Industries and Construction, Natural Gas
EF CH ₄ - Stationary Combustion Natural Gas	0,0010	your CH ₄ /TJ	IPCC 2006, Volume2, Chapter 2, Table 2.3 - Default Emission Factors for Stationary Combustion in Manufacturing Industries and Construction, Natural Gas
EF N ₂ O - Stationary Combustion Natural Gas	0,0001	ton N ₂ O/TJ	IPCC 2006, Volume2, Chapter 2, Table 2.3 - Default Emission Factors for Stationary Combustion in Manufacturing Industries and Construction, Natural Gas
Category 1.2			
Density-Diesel	0,830	kg/L	EFFICIENCY IN THE USE OF ENERGY RESOURCES AND ENERGY REGULATION ON INCREASE, Annex-2, Lower Calorific Values of Energy Resources and Conversion Coefficients to Oil Equivalent, https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm
Density-Gasoline	0,735	kg/L	EFFICIENCY IN THE USE OF ENERGY RESOURCES AND ENERGY REGULATION ON INCREASE, Annex-2, Lower Calorific Values of Energy Resources and Conversion Coefficients to Oil Equivalent, https://www.resmigazete.gov.tr/eskiler/2011/10/20111027-5.htm

EF- Average Heavy Vehicles (All HGVs) 50% full	0,12226	kg CO ₂ e/ton*km	DEFRA 2025, Freighting goods, All HGV, %50
Category 3.3			
EF- Service Transportation	0,160	kg CO ₂ e/km	ICCT, INTERNATIONAL COUNCIL ON CLEAN TRANSPORTATION, 2019, https://theicct.org/sites/default/files/publications/EU-LCV-CO2-2030_ICCTupdate_20190123.pdf , Page 3, Table 2 (VW)
Category 3.4			
EF- Customer Visits	0,17474	kg CO ₂ e/km	DEFRA 2025, Passenger vehicles, Cars (by size), Medium car, Petrol
Category 3.5			
EF- Domestic flight	0,22928	Kg CO ₂ e / passenger*k m	DEFRA 2025, Business travel- air, Domestic, Average passenger
EF- Short-haul flight	0,12786	Kg CO ₂ e / passenger*k m	DEFRA 2025, Business travel- air, Short-haul, Average passenger
EF- Long-haul flight	0,15282	Kg CO ₂ e / passenger*k m	DEFRA 2025, Business travel- air, Long-haul, Average passenger
EF- Railway	0,03546	Kg CO ₂ e / passenger*k m	DEFRA 2025, Business travel-land, Rail, National rail
EF- Turkey	32,100	kg CO ₂ e/night	DEFRA 2025, Hotel Stay, Turkey
EF- Iraq	36,900	kg CO ₂ e/night	https://www.hotelfootprints.org
EF- United Kingdom	10,400	kg CO ₂ e/night	DEFRA 2025, Hotel Stay, UK
EF - Bulgaria	30,100	kg CO ₂ e/night	https://www.hotelfootprints.org
EF- Serbia	49,200	kg CO ₂ e/night	https://www.hotelfootprints.org
EF- Russia	24,200	kg CO ₂ e/night	DEFRA 2025, Hotel Stay, Russian Federation
EF- South Africa	51,400	kg CO ₂ e/night	DEFRA 2025, Hotel Stay, South Africa
EF- Germany	13,200	kg CO ₂ e/night	DEFRA 2025, Hotel Stay, Germany
Category 4			
Category 4.1			
EF- POLYOL	3,220	tons of CO ₂ e/ton of product	Cavalaglio, G.; Mecca, I.; Iodice, P.; Giannoni, T.; Gelosia, M.; Nicolini, A.; Barros Lovate Temporim, R. Life Cycle Assessment of Polyol Production from Lignin via Organosolv and Liquefaction Treatments. Sustainability 2023, 15, 15905. https://doi.org/10.3390/su152215905 (Polyester polyol)
EF- INDIAN YAČI	8,030	tons of CO ₂ e/ton of product	Hydrogenated Castor Oil (Castor Oil) – Environmental Product Declaration - (Castor International), 2024, https://www.mrpi.nl/epd-files/epd/1.1.00745.2025%20EPD%20HCO%20Castor_signed.pdf (A1+A2+A3)
EF-ISOCYANATE	2,131	tons of CO ₂ e/ton of product	CRADLE-TO-GATE LIFE CYCLE ANALYSIS OF METHYLENE DIPHENYL DIISOCYANATE (MDI), Franklin Associates, A Division of ERG July, 2022, Cradle-to-Gate-Life-Cycle-Analysis-of-Methylene-Diphenyl-Diisocyanate-Resin-Precursor.pdf
EF- ETHOXY PROPANOL	3,100	tons of CO ₂ e/ton of product	Environmental Performance Assessment of a Novel Process Concept for Propanol Production from Widely Available and Wasted Methane Sources, Ind. Eng. Chem. Res. 2022, 61, 11071–11079, https://doi.org/10.1021/acs.iecr.2c00808
EF- TITANIUM DIOXIDE	11,000	tons of CO ₂ e/ton of product	Sovereign's natural rutile to significantly reduce pigment industry carbon footprint, SOVEREIGN METALS LIMITED, 22 March 2022, https://api.investi.com.au/api/announcements/svm/b69c07e7-2ff.pdf (Scope 1,2 and 3, synthetic route)
EF- Varil - Metal	3.824,093 ₄	kg CO ₂ e/ton	DEFRA 2025, Material use, Construction, Metals: Primary material production

EF- Pallet - Wood	269,5042	kg CO _{2e} /ton	DEFRA 2025, Material use, Construction, Wood: Primary material production
EF- Kova -Metal	3.824,0934	kg CO _{2e} /ton	DEFRA 2025, Material use, Construction, Metals: Primary material production
EF- Stretch -Plastic Film	2.965,0779	kg CO _{2e} /ton	DEFRA 2025, Material use, Plastics: LDPE and LLDPE (incl. forming), Primary material production
EF- PET Strap - Non-Breakable Plastic Ribbon	3.863,9013	kg CO _{2e} /ton	DEFRA 2025, Material use, Plastics: Plastics: PET (incl. forming), Primary material production
EF- IBC - Cube Material in the form of	3.354,2806	kg CO _{2e} /ton	DEFRA 2025, Material use, Plastics: Average plastic rigid, Primary material production
EF- Office Contents	0,111	kg CO _{2e} /USD	EPA2022, Office Supplies and Stationery Stores
EF- Su	0,19130	kg CO _{2e} /m ³	DEFRA 2025, Water supply
EF - WTT-Natural gas	0,33660	kg CO _{2e} /m ³	DEFRA 2025, WTT- fuels, Natural Gas
EF - WTT-Diesel	0,61101	kg CO _{2e} /L	DEFRA 2024, WTT- fuels, Diesel (average biofuel blend)
EF - WTT-Petrol	0,58094	kg CO _{2e} /L	DEFRA 2024, WTT- fuels, Petrol (average biofuel blend)
EF - WTT-Electric Production	0,04590	kg CO _{2e} /kWh	DEFRA 2025, WTT- UK Electricity (generation)
EF - WTT-Electric Transmission and Distribution	0,00397	kg CO _{2e} /kWh	DEFRA 2025, WTT- UK Electricity (TCD)
EF - Electrical Transmission Distribution Loss Rate	15%	-	https://data.worldbank.org/indicator/EG.ELC.LOSS.ZS?end=2014Clocations=TRCmost_recent_year_desc=falseCstart=2005
Category 4.2			
EF - Laboratory Device	0,102	kg CO _{2e} /USD	EPA EEIO 2022, Analytical Laboratory Instrument Manufacturing
EF - Electronics Device	0,143	kg CO _{2e} /USD	EPA EEIO 2022, Computer Terminal and Other Computer Peripheral Equipment Manufacturing
EF - Furniture	0,246	kg CO _{2e} /USD	EPA EEIO 2022, Institutional Furniture Manufacturing
EF - Software License	0,080	kg CO _{2e} /USD	EPA EEIO 2022, Software Publishers
EF - Server	0,058	kg CO _{2e} /USD	EPA EEIO 2022, Electronic Computer Manufacturing
EF - Industrial Machine	0,185	kg CO _{2e} /USD	EPA EEIO 2022, Other Industrial Machinery Manufacturing
EF - Solar Energy System	0,215	kg CO _{2e} /USD	EPA EEIO 2022, Semiconductor and Related Device Manufacturing
EF - Laptop	0,058	kg CO _{2e} /USD	EPA EEIO 2022, Electronic Computer Manufacturing
EF - Metal Material	0,721	kg CO _{2e} /USD	EPA EEIO 2022, Aluminum Sheet, Plate, and Foil Manufacturing
EF - Phone	0,096	kg CO _{2e} /USD	EPA EEIO 2022, Telephone Apparatus Manufacturing
EF - Construction / Reinforcement	0,239	kg CO _{2e} /USD	EPA EEIO 2022, Industrial Building Construction
EF - Forklift	0,253	kg CO _{2e} /USD	EPA EEIO 2022, Motor Vehicle Body Manufacturing
EF - Electric Vehicle	0,240	kg CO _{2e} /USD	EPA EEIO 2022, Automobile Manufacturing
EF - Electric House Tool	0,172	kg CO _{2e} /USD	EPA EEIO 2022, Major Household Appliance Manufacturing
Category 4.3			
EF - Wastewater	0,171	kg CO _{2e} /m ³	DEFRA 2025, Water treatment
EF - Wastes	4,686	kg CO _{2e} /ton	DEFRA 2025, Waste Disposal, Commercial and industrial waste and DEFRA 2025, Waste Disposal, Plastics: average plastics
Category 4.5			

EF - Occupational Safety and Occupational Physician Service	0,080	kg CO ₂ e/USD	EPA EEIO 2022, All Other Professional, Scientific, and Technical Services
EF - Food Service	0,132	kg CO ₂ e/USD	EPA EEIO 2022, Food Service Contractors
EF - Surveillance Service	0,074	kg CO ₂ e/USD	EPA EEIO 2022, Security Guards and Patrol Services
EF - Communication and Internet	0,096	kg CO ₂ e/USD	EPA EEIO 2022, Wireless Telecommunications Carriers (except Satellite)
EF - Full Attestation and Consultancy Service	0,041	kg CO ₂ e/USD	EPA EEIO 2022, All Other Legal Services

EF - High Voltage Operation Responsibility	0,078	kg CO ₂ e/USD	EPA EEIO 2022, Administrative Management and General Management Consulting Services
EF - Investment Incentive Certificate Consultancy Service	0,041	kg CO ₂ e/USD	EPA EEIO 2022, All Other Legal Services
EF - Power BI Reporting Consultancy	0,080	kg CO ₂ e/USD	EPA EEIO 2022, Other Computer Related Services
EF - Environmental Consulting Service	0,090	kg CO ₂ e/USD	EPA EEIO 2022, Environmental Consulting Services
EF - Process Consultancy	0,078	kg CO ₂ e/USD	EPA EEIO 2022, Other Management Consulting Services
EF - Computing	0,089	kg CO ₂ e/USD	EPA EEIO 2022, Computer Systems Design Services
EF - Mobile Health Service	0,180	kg CO ₂ e/USD	EPA EEIO 2022, All Other Miscellaneous Ambulatory Health Care Services
EF - Quality Management	0,078	kg CO ₂ e/USD	EPA EEIO 2022, Other Management Consulting Services
EF - Customs Consultancy Service Price	0,041	kg CO ₂ e/USD	EPA EEIO 2022, All Other Legal Services
EF - Law Consultancy	0,041	kg CO ₂ e/USD	EPA EEIO 2022, All Other Legal Services
EF - KAI and Sustainability Consulting Service	0,090	kg CO ₂ e/USD	EPA EEIO 2022, Environmental Consulting Services
EF - Ink Formulation Consultancy	0,080	kg CO ₂ e/USD	EPA EEIO 2022, All Other Professional, Scientific, and Technical Services

RTC KIMYA 1 January 2024-31 December 2024 GREENHOUSE GAS EMISSION INVENTORY				
DIRECT GREENHOUSE GAS EMISSIONS		Source	TOTAL (your CO2e)	EF REFERENCE
1	Category 1: Direct greenhouse gas emissions and removals	13G,60		
1.1	Direct emissions from stationary combustion	Use of natural gas for production and heating purposes	100,01	IPCC 2006, Volume2, Chapter 2, Table 2.3 - Default Emission Factors for Stationary Combustion in Manufacturing Industries and Construction, Natural Gas
1.2	Direct emissions from moving incineration	Fuel (diesel and gasoline) consumption of vehicles and forklifts owned or controlled by the company	35,17	IPCC 2006, Volume2, Chapter 3, Table 3.2.1 - Road Transport Default CO2 Emission Factors and Uncertainty Ranges, Gas/ Diesel Oil - Motor Gasoline and TABLE 3.2.2 Road Transport N2O and CH4 Default Emission Factors and Uncertainty Ranges, Gas/Diesel Oil - Motor Gasoline
1.3	Direct process from industrial processes emissions and removals	Detection of process-related greenhouse gas emissions has not been done.	-	-
1.4	Direct emissions from leakage/leakage of greenhouse gases in anthropogenic systems	Refrigerant gas leaks caused by cooling systems such as air conditioners, chillers and dispensers and fire caused by extinguishing devices Losses/leaks	4,71	IPCC 6th Assessment Report, Table 7.SM.7 and IPCC Vol.3 Chapter 7 Table 7.8
1.5	Direct emissions from land use, land use change and forestry (LULUCF) activities, and Suspensions	Not available in the relevant reporting period.	-	-
ENERGY INDIRECT EMISSIONS		Source	TOTAL (tonnes CO2e)	
2	Category 2: Indirect greenhouse gas from purchased energy emissions		37G,60	
2.1	Indirect emissions from consumption of purchased electricity*	Use of electrical energy	379,60	Republic of Turkey Ministry of Energy and Natural Resources, Türkiye-wide Electricity Generation Emission Factor, 2024; https://enerji.gov.tr//Media/Dizin/EVCED/en/%C3%87evreVe%C4%B0klim/%C4%B0klimDe%C4%9Fi%C5%9Fikli%C4%9Fi/EmissionFactors/2022_Uretim_Tuke tim_EF.pdf

2.2	Indirect emissions from consumption of other purchased energy (superheated steam, etc.)	Related reporting During the period; Use/purchase of steam, heat or cooling energy is not available.	-	-
OTHER INDIRECT EMISSIONS		Source	TOTAL (tonnes CO2e)	
3	Category 3: Indirect greenhouse gas emissions from transportation		14.736,67	
3.1	Arising from the transportation or distribution of goods (inbound to the organization) Emissions	Raw materials to the company By sea or road Transportation	1.437,79	DEFRA 2025, Freightng goods page
3.2	Arising from the transportation or distribution of goods (outbound from the organization) Emissions	Products to customers By sea or road Transportation	13.275,02	DEFRA 2025, Freightng goods page
3.3	Emissions from staff commuting .	Employee service usage	10,98	ICCT, International Council On Clean Transportation, 2019, https://theicct.org/sites/default/files/publications/EU-LCV-CO2-2030_ICCTupdate_20190123.pdf , Page 3, Table 2 (VW)
3.4	Emissions from the transport of customers and visitors	Customers' visits to the company for business purposes	0,19	DEFRA 2025, Passenger vehicles page
3.5	Emissions from business travel	Business trips and domestic/international stays	12,69	DEFRA 2025, Business travel-air, DEFRA 2025, Business travel-land and DEFRA 2025, Hotel stays with pages https://www.hotelfootprints.org
4	Category 4: Indirect greenhouse gas from products and services used by the organization emissions		13.140,81	
4.1	Emissions from purchased raw materials/finished products/semi-finished products/water, etc. associated with the product	Purchase of raw materials, packaging materials, office supplies, water supply	8.691,95	International scientific publications and EPDs for raw materials, DEFRA 2025 Material use sheet for packaging materials, for office supplies EPA EEIO 2022 Dataset, for water supply DEFRA 2025, Water supply page
4.1	All Fuels-WTT emissions	Removing fuel, Processing and transportation	25,76	DEFRA 2025 WTT-fuels page
4.1	Emissions from Electricity Consumption, Transmission and Distribution (TCD)	In the period from the point where electricity is produced until it reaches the end user (transmission and distribution losses incurred during extraction, transportation and Processing	5,69	https://data.worldbank.org/indicator/EG.ELC.LOSS.ZS?end=2014Clocations=TRCmost_recent_year_desc=falseCstart=2005
4.1	Electricity Consumption, WTT-Emissions from production		39,42	DEFRA 2025 WTT- UK electricity page

4.1	Emissions from Electricity Consumption, WTT-Transmission and Distribution (TCD)	The energy used in the transmission and distribution processes that enable electricity to reach the end user Production of resources	3,41	DEFRA 2025 WTT- UK electricity page
4.2	Emissions from capital assets (movable C immovable)	Fixed assets purchased in the relevant reporting period (capital assets)	4.359,78	EPA EEIO 2022 Dataset
4.3	Emissions from the disposal of solid and liquid wastes	Disposal of mixed packaging and other hazardous waste wastewater treatment with	0,48	DEFRA 2025 Wastewater treatment sheet for wastewater, DEFRA for solid waste 2025 Waste disposal page
4.4	Caused by the use of leased equipment (by the organization) Emissions	Not available in the relevant reporting period.	-	-
4.5	Emissions from service procurement	Food, cleaning, safety, various professional, scientific and technical consulting, etc. Service procurement	14,32	EPA EEIO 2022 Dataset
5	Category 5: Post-production use of products Indirect greenhouse gas emissions		0,00	
5.1	Emissions and removals from the use of the product sold	Coverage due to the type of products produced is excluded.	-	-
5.2	Rented equipment (belonging to the organization) emissions from emissions	Not available in the relevant reporting period.	-	-
5.3	After the product reaches the end of its useful life emissions (treatment, disposal, recycling) gain, etc.)	Coverage due to the type of products produced is excluded.	-	-
5.4	Emissions from investments	It is out of scope.	-	-
6	Category 6: Indirect greenhouse gas from other sources emissions		0,00	
	All greenhouse gas sources have been calculated under the relevant categories.	Not available in the relevant reporting period.	-	-
TOTAL			28.3G6,G7	

ANNEX-4: GRI Reference Table

Declaration of Use	RTC Chemical Import Export Industry and Trade Ltd. Sti., referring to the GRI Standards, For the period between 01.01.2024 and 31.12.2024, the information specified in this GRI content index reported.
Usage of GRI 1	GRI 1: Founded 2021

STANDARD GRAY	DESCRIPTION	LOCATION
GRI 2: General Description 2021	2-1 Organizational details	About Our Report
	2-2 Organizations included in the organization's sustainability reporting	About Our Report
	2-3 Reporting period, frequency and point of contact	About Our Report
	2-4 Reorganization of information	About Our Report
	2-5 External assurance	About Our Report
	2-6 Activities, value chain and other business relationships	I- Our Corporate Identity Business Model and Value Chain
	2-7 Employees	Our Employees
	2-8 non-employed workers	Our Employees
	2-9 Governance structure and composition	Organizational Structure
	2-10 Nomination of the highest governance body, and Selection	Senior Management and Committees
	2-11 President of the highest governance body	Senior Management and Committees
	2-12 The role of the highest governance body in overseeing the management of impacts	Senior Management and Committees
	2-13 Delegation of responsibility for managing impacts	Senior Management and Committees
	2-14 The role of the highest governance body in sustainability reporting	Sustainability Committee
	2-15 Conflicts of interest	Organizational Structure
	2-16 Communicating critical concerns	Senior Management and Committees
	2-17 Collective knowledge of the highest governance body	Senior Management and Committees
	2-18 The performance of the highest governance body Evaluation	Senior Management and Committees Performance Management and Training
	2-19 Charging policies	Our Employees
	2-20 Wage determination process	Our Employees
	2-21 Annual total compensation rate	[Not shared for privacy reasons.]
	2-22 Statement on the sustainable development strategy	Message from our General Manager III- Strategy
	2-23 Policy commitments	III- Strategy Topic-wise related sections
	2-24 Putting in place policy commitments	III- Strategy
	2-25 Processes to correct negative effects	Corporate Social Responsibility
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Social Responsibility
	2-27 Compliance with laws and regulations	Regulatory Compliance, Monitoring and Auditing
	2-28 Member associations	Corporate Social Responsibility
	2-29 Stakeholder engagement approach	Corporate Social Responsibility

	2-30 Collective bargaining agreements	Our Employees
	3-1 The process of identifying priority issues	Business Model and Value Chain
GRI 3: Priority Topics 2021	3-2 List of priority issues	Business Model and Value Chain
	3-3 Management of priority issues	Business Model and Value Chain
GRI 101: Biodiversity 2024	101-1 Halt biodiversity loss and reverse Policies for translating	[Since our company is located in the OIZ, its environmental impacts are quite limited, so biodiversity impacts are evaluated. has not been taken.]
	101-2 Management of biodiversity impacts	
	101-3 Access and benefit sharing	
	101-4 Defining biodiversity impacts	
	101-5 Locations with biodiversity impacts	
	101-6 Direct causes of biodiversity loss	
	101-7 Changes in biodiversity status	
	101-8 Ecosystem services	
GRI 102: Climate Amendment 2025	102-1 For mitigating the effects of climate change Transition Plan	Greenhouse Gas Emissions
	102-2 Climate change adaptation plan	Climate Risks Greenhouse Gas Emissions
	102-3 Fair transition	Senior Management and Committees
	102-4 Greenhouse gas emissions reduction targets and progress Status	Greenhouse Gas Emissions Objectives
	102-5 Scope 1 Greenhouse Gas Emissions	Greenhouse Gas Emissions
	102-6 Scope 2 Greenhouse Gas Emissions	Greenhouse Gas Emissions
	102-7 Scope 3 Greenhouse Gas Emissions	Greenhouse Gas Emissions
	102-8 Greenhouse gas emission intensity	Greenhouse Gas Emissions
	102-9 Greenhouse gas removals in the value chain	Greenhouse Gas Emissions
	102-10 Carbon credits	Objectives
GRI 103: Energy 2025	103-1 Energy policies and commitments	Use of Natural Resources and Materials
	103-2 Energy consumption and production within the organization	Use of Natural Resources and Materials
	103-3 Upstream and downstream energy consumption	Greenhouse Gas Emissions
	103-4 Energy density	Greenhouse Gas Emissions
	103-5 Reducing energy consumption	Use of Natural Resources and Materials
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Key Financial Indicators
	201-3 Defined benefit plan obligations and other retirement plans	Our Employees
	201-4 Financial assistance from the government	Key Financial Indicators
GRI 202: Market Presence 2016	202-1 Standard entry-level wage rates by gender compared to the local minimum wage	Our Employees
	202-2 Senior executives recruited from the local community rate	Our Employees
GRI 204: Purchasing Applications 2016	204-1 Proportion of expenditures on local suppliers	Supply Chain Management
GRI 205: Dealing with corruption Challenge 2016	205-1 Activities assessed for risks related to corruption	Our Code of Ethical Conduct
	205-2 Communication and training on anti-corruption policies and procedures	Our Code of Ethical Conduct

	205-3 Confirmed cases of corruption and actions taken	Our Code of Ethical Conduct
GRI 206: To Compete Contrary Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust and monopolistic practices	Our Code of Ethical Conduct
GRI 207: Tax 201G	207-1 Approach to tax	Key Financial Indicators
	207-2 Tax governance, control and risk management	Key Financial Indicators
	207-3 Stakeholder engagement and management of tax concerns	Key Financial Indicators
	207-4 Reporting by country	Key Financial Indicators
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Use of Natural Resources and Materials
	301-2 Recycled input materials used	Use of Natural Resources and Materials
	301-3 Recycled products and their packaging Materials	Use of Natural Resources and Materials
GRI 303: Water and Waste 2018	303-1 Interactions with water as a common resource	Use of Natural Resources and Materials
	303-2 Management of water discharge-related effects	Use of Natural Resources and Materials
	303-3 Draft	Use of Natural Resources and Materials
	303-4 Water drainage	Use of Natural Resources and Materials
	303-5 Water consumption	Use of Natural Resources and Materials
GRI 306: Wastewater and Wastes 2016	306-3 Significant spills	Waste Management
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	Waste Management
	306-2 Management of significant impacts related to waste	Waste Management
	306-3 Generated wastes	Waste Management
	306-4 Wastes not directed for disposal	Waste Management
	306-5 Wastes directed for disposal	Waste Management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected using environmental criteria	Supply Chain Management
	308-2 Adverse environmental impacts in the supply chain and Precautions	Supply Chain Management
GRI 401: Employment 2016	401-1 New hires and employee turnover	Our Employees
	401-2 Benefits provided to full-time employees and not provided to temporary or part-time employees	Our Employees
	401-3 Parental leave	Our Employees
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice of operational changes durations	Business Model and Value Chain
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment and case review	Health and Safety
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation and consultation on occupational health and safety and communication	Health and Safety
	403-5 Employee training on occupational health and safety	Health and Safety
	403-6 Supporting employee health	Health and Safety

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to labor relations	Health and Safety
	403-8 Within the scope of the occupational health and safety management system Employees	Health and Safety
	403-9 Work-related injuries	Health and Safety
	403-10 Work-related health problems	Health and Safety
GRI 404: Education and Training 2016	404-1 Average training hours per employee per year	Performance Management and Training
	404-2 Employee upskilling programs and transition assistance programs	Performance Management and Training
	404-3 Percentage of employees who receive regular performance and career development reviews	Performance Management and Training
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	II- Our Governance Structure Diversity and Inclusion
	405-2 Ratio of basic salaries and wages of women to men	Diversity and Inclusion
GRI 406: Discrimination Don't Do 2016	406-1 Cases of discrimination and corrective measures taken	Diversity and Inclusion
GRI 407: Organization and Collective Bargaining Freedom 2016	407-1 Activities and suppliers where freedom of association and the right to collective bargaining may be at risk	Our Employees
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk of child labor incidents	Human Rights
GRI 40G: Forced or Forced Labor 2016	409-1 Operations and suppliers at significant risk of forced or forced labor incidents	Human Rights
GRI 410: Safety Applications 2016	410-1 On human rights policies or procedures Trained security personnel	Human Rights
GRI 411: Domestic Peoples' Rights 2016	411-1 Cases of violations involving the rights of indigenous peoples	Human Rights
GRI 413: Local Communities 2016	413-1 Operations, impact assessments and development with the participation of local communities Programs	Human Rights
	413-2 Activities that have significant real and potential negative impacts on local communities	Human Rights
GRI 414: Supplier Social Rating 2016	414-1 New suppliers selected using social criteria	Supply Chain Management
	414-2 Negative social impacts in the supply chain and Precautions	Supply Chain Management
GRI 415: Public Policy 2016	415-1 Political contributions	Our Code of Ethical Conduct
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of the health and safety effects of product and service categories	Management of Chemicals
	416-2 Cases of non-compliance regarding the health and safety effects of products and services	Management of Chemicals
GRI 417: Marketing and Labeling 2016	417-1 Product and service information and labeling requirements	Management of Chemicals
	417-2 Regarding product and service information and labeling Cases of non-compliance	Management of Chemicals
	417-3 Cases of non-compliance related to marketing communications	Customer Relationship Management

GRI 418: Customer Privacy 2016	418-1 Verified complaints about breach of customer privacy and loss of customer data	Information Security
---------------------------------------	--	----------------------

This Sustainability Report (Report) has been prepared on a voluntary basis within the scope of RTC Kimya's activities and practices between 01.01.2024 and 31.12.2024, referring to GRI Standards. The data and analyses in the Report contain some information taken from publicly available sources.

includes. No guarantee is given regarding the accuracy, adequacy, validity, reliability, availability or completeness of this information, and this information is not

The right and authority to change it is protected. All rights of this Report and its content belong to RTC Kimya.

Sharing this Report publicly; Containing advice does not imply reaching an opinion, creating legal rights and obligations, or providing a basis for investment decisions; It is intended for general information purposes only. RTC Kimya does not accept any responsibility for any damages that may arise from the use of the information contained in the Report and no assurance is given that the specified goals, commitments and expectations will be achieved.