KFCGIDA
SINCE 1993

2024
Sustainability Report

İçindekiler

Sustainability Message

As the world changes rapidly, sustainability is no longer just a vision, but a strategic necessity. The climate crisis, depletion of natural resources, and financial vulnerabilities remind us more than ever of the importance of anticipating risks and developing robust strategies for a balanced future.

For K.F.C. Gıda, sustainability is not a trend; it remains the essence of our corporate culture and an indispensable value. Value does not grow only when we make profit, but when we share it; we are progressing on this journey together with our employees, our society, and the local development ecosystem in which we operate. The foundation of our social value chain is built on trust-based collaboration with our stakeholders, mutual respect, and the benefits we create together.

With “Protect the Climate, Sustain Agriculture, and Preserve Diversity” approach, we are strengthening our nature-friendly agricultural practices, supporting our producers, and taking steps to protect biological diversity. We are increasing our investments in renewable energy and moving forward by improving our packaging and waste management.

We continue to invest in our greatest strength: our human asset. Our efforts in employee development, equal opportunity, and occupational health and safety are the strongest roots that nourish our corporate culture. While we prepare our talents for the future through our programs carried out under the umbrella of K.F.C. Gıda Academy, we also strengthen our ties with society through our social responsibility projects, and add value to local development.

With the vision of “Strong Strategy, Balanced Future,” we improve all our processes with a balanced management approach, from R&D and innovation to production efficiency, from food safety to legal compliance. Protection of natural resources, responsible production and management of financial risks are among our priority goals.

Every step we take, combined with the trust of our stakeholders in us, enables us to build a more resilient, more inclusive, and more livable future.

“One's love for his country is measured by his service to it”
M. Kemal ATATÜRK

Message from the Chairman of the Board

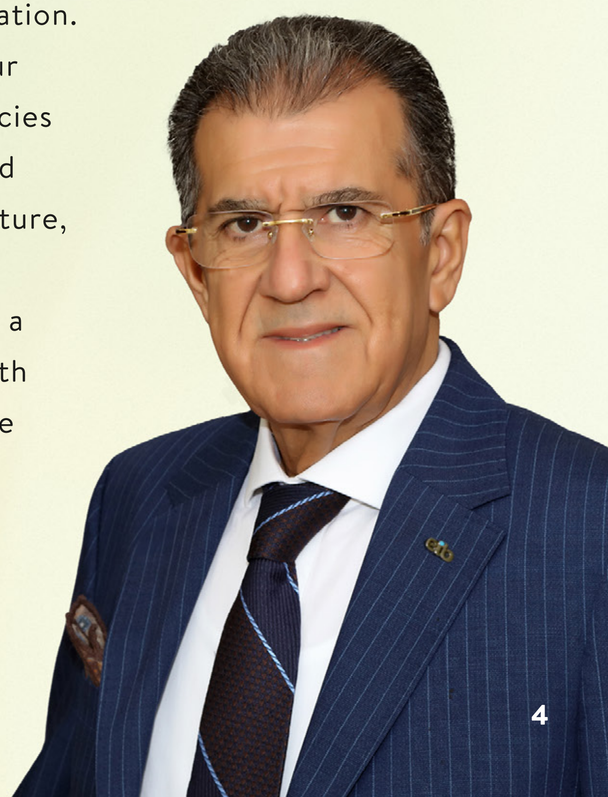
Dear Stakeholders,
Every great journey begins with a small step. At K.F.C. Gıda, we believe that our every step in our sustainability journey will leave a meaningful mark on tomorrow's world. This journey is as valuable as the process from the moment a seed falls to the ground to taking root and sprouting, reaching up to the sky with its strong branches.

Today, we all know that the world is changing rapidly, so adaptability and agility have become a basic requirement for survival. The effects of the climate crisis, the depletion of natural resources such as water and soil, difficulties in accessing financial resources and increasing expectations on the global scale remind us that we must manage by anticipating the risks every day, not just in times of crisis. Therefore, our sustainability approach is no longer just resilience to crises; it is now a roadmap with the flexibility to identify and manage risks early.

For us, sustainability is a vital issue that balances people, nature and economy together. In order for us to say that we are also part of the Game, it is critically important to manage the risks we have identified in terms of sustainability and to prepare our entire supply chain against these risks. Our practices that consider nature and sustainability in agriculture, our trust-based collaboration we built with our producers, our investments in energy efficiency and renewable energy, our digitalization steps, and our investments in our employees and R&D are the fundamental building blocks that support this integrity. Every step we take, along with correct risk management and prioritizing our resources correctly, ensures the legacy we will leave for the future.

We must continue our sustainability journey with a strong management approach and shared motivation. Because what will move us forward is not just our plans, but also the implementation of these policies on the ground. We will continue to move forward confidently into the future by protecting the nature, prioritizing the people, and using technology responsibly. I believe that together we will build a more resilient, sustainable, and livable future with the support of our stakeholders, and I would like to thank all our stakeholders who accompany us on this journey.

Birol CELEP



Company Overview

- Dried fruit and pickling pepper producer in Türkiye
- Third-generation family business
- Origin packer
- 30 years of experience
- Private label production capability
- Conventional/organic product processing capacity
- Packaging competence in different package formats from 1 oz to 2000 lbs.
- Contractual production relationship with more than 800 farmers.
- Sales of raw materials ready for B2B use and B2C products to over 75 countries
- Affiliated offices in the US and China
- Nut-free facilities

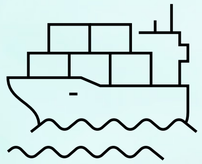
Safe Food Corporation

- Safe Food Corporation was established in 2002 in New Jersey to better service our growing customer base in North America. As an origin packer from Türkiye, we have a unique setup where we act as the direct importer and distributor of our own products.
- Our US company is a certified importer in US Customs CTPAT program and fully compliant with FSMA regulations.
- Currently we operate 6 warehouses strategically located throughout the US and Canada.

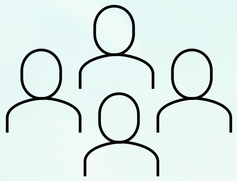
Newark, NJ	**Vernon, CA**
Davenport, FL	**Oakland, CA**
Houston, TX	**Toronto, ON**

K.F.C. Gıda in Numbers

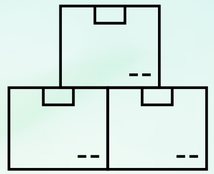
30.000+
TONS EXPORT
(INCLUDING
ALL PRODUCTS)



1000+ EMPLOYEES



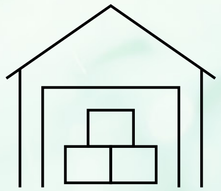
2000+ CONTAINERS



EXPORT TO
+75 COUNTRIES

3 LOCATIONS
7 FACILITIES

19.300 m²
CLOSED AREA
66.000 m²
TOTAL AREA



K.F.C. Gida Milestones

1993
ESTABLISHMENT OF K.F.C. GIDA WITH THE PARTNERSHIP OF THE NEDERLANDS

1999
THE FIRST TRADEMARK REGISTRATION OF SUNNY FRUIT BRAND

2002 OPENING OF THE U.S.A. OFFICE

2003
FIRST BRAND REGISTRATIO N OF BREZZA BRAND

2004
FED TRADING PROCESS ANALYSIS, PROCESS MANAGEMENT TRAININGS AND INTRODUCTION OF FIRST BUDGET

2010
STRATEGIC PLANNING, ERP AND BRANDING STUDIES

2012
ESTABLSIHMENT OF R&D UNIT

2017
EXPORTS REACHED 47 MILLION US DOLLAR

2018
REGISTRATION OF THE BRAND LOGO IN THE USA AND NET SALES REACHING TRY 300 MILLION

2018
ESTABLISHMENT OF THE CORPORAT INNOVATION SYSTEM

2019
ESTABLISHMENT OF R&D CENTE AND ENTRY INTO THE TURQUALITY BRAND

2020
ESTABLSIHMENT OF THE SUSTAINABILITY COMMITTEE

2022
PUBLICATION OF THE FIRST SUSTAINABILITY REPORT

2024
VISION & MISSION AND STRUCTURING IN CORPORATE PERFORMANCE MANAGEMENT AND PREPARATIONS FOR THE GRI STANDARDS

Company Introduction

K.F.C. Gıda, a leading company in the dried fruit sector, exports to more than 75 countries, primarily the United States and Europe.

Company Profile

Company	K.F.C. Gıda Tekstil Sanayi İthalat İhracat Yatırım A.Ş.
The sector it operates in	Food
Year of Establishment	1993
Main product group	Dried fruit and pepper-pickle

EXPORT TO +75

COUNTRIES IN 6 CONTINENTS

48 Thousand tons of production capacity

3 Locations

7 Businesses

+1000 Employes

Products

DRIED FRUITS

Figs, Apricots,
Raisins, Prunes,
Mulberries, Dates,
Cherries, Strawberries,
Persimmons

FRUIT AND NUT SNACKS

Cherry & Hazelnut, Fig & Walnut,
Apricot & Cacao Nibs & Hazelnut,
Snack Fig & Walnut with Prebiotics,
Snack Cherry & Hazelnut with Protein

PICKLED PEPPERS & TOMATO

Pepperoncini,
Jalapeno Peppers,
Banana Peppers,
Sun Dried Tomatoes

CAPABILITIES

Branded Products
Private Label
Industrial Solutions

Brands – Sunny Fruit

DRIED CHERRY

DRIED DATES

DRIED APRICOT

DRIED FIG

DRIED PLUMS

DRIED MANGO

DRIED PERSIMMONS

DRIED BANANA

DRIED MULBERRY

DRIED STRAWBERRY

DRIED KIWI

APRICOT WITH PREBIOTICS

FIG WITH PREBIOTICS

PRUNES WITH PROBIOTICS

Brands - Sunny Fruit - Have A Ball

ORGANIC FRUIT AND NUT SNACKS

NON-ORGANIC FRUIT AND NUT SNACKS

DRIED FRUITS IN POUCHES

FIGS, NATURAL APRICOTS, PITTED DATES, RAISINS, APRICOTS

SUNSATIONAL fruits

ROUND PACKS

Brands - Brezza

PICKLED PEPPERS IN JARS

SLICED BANANA PEPPERS,
WHOLE PEPPERONCINI PEPPERS,
SLICED PEPPERONCINI PEPPERS,
SLICED JALAPENO PEPPERS,
HALF MARINATED SUN DRIED TOMATOES

Gluten free

100% FAT FREE
FAT FREE
100% FAT FREE

PET JARS

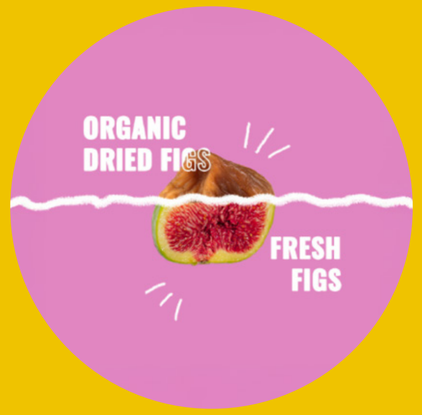
POUCH BAGS

VISION:
CHANGING THE SNACKING HABITS OF THE FUTURE

Growing Sales of Branded Products in the Snack Food Segment

Growing Sustainable Profitability

Improving Digital Maturity



Improving Our Sustainability Policies

K.F.C. GIDA VALUES

RESPECT

WORK DISCIPLINE

TEAM SPIRIT

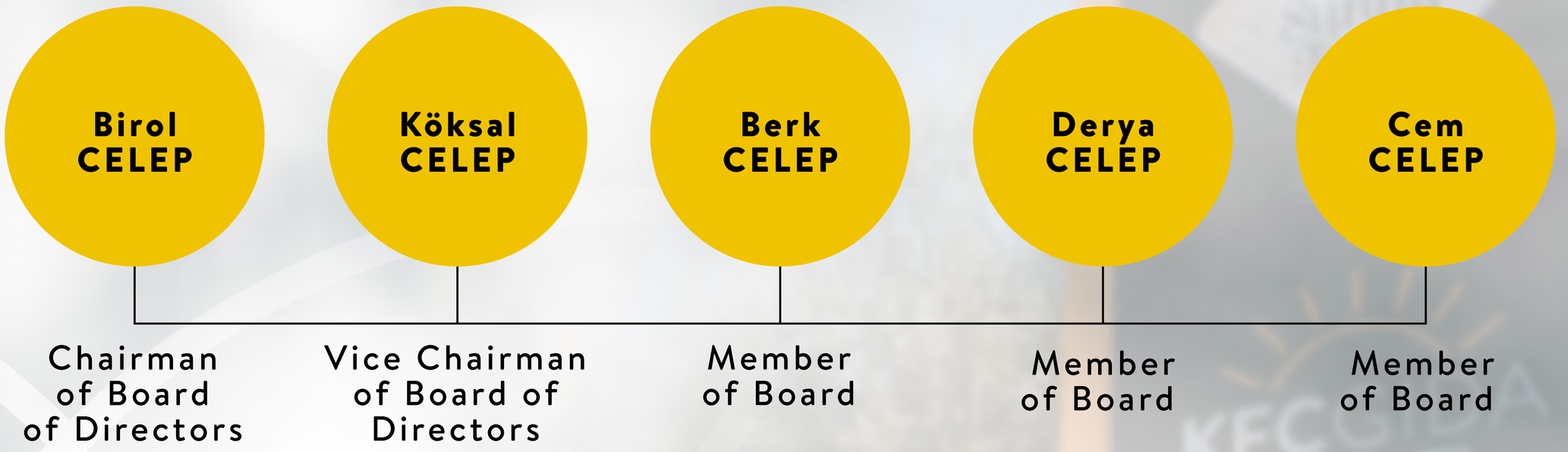
CONTINUOUS DEVELOPMENT

SOCIAL RESPONSIBILITY

INTERACTION WITH OUR BUSINESS PARTNERS

K.F.C. GIDA BOARD OF DIRECTORS

It is an institutionalized family company with 100% domestic shareholders managed by a board of directors consisting of five members chaired by Birol Celep.



Stakeholder Participation

Our main stakeholders are our employees, farmers, suppliers, customers, and solution partners. As part of the 2024 sustainability report, opinions on our priority sustainability issues were gathered from these stakeholder groups and feedback was analyzed. In addition, project- and topic- based collaborations are maintained with universities, research institutions, professional associations, municipalities, NGOs, and export associations.

Preparation of the Report

This report covers sustainability performance for the period January 1, 2024–December 31, 2024, and is prepared for annual publication. Our organization has previously published sustainability reports for 2022 and 2023, but this report is the first to be structured in accordance with the GRI Standards 2021 version.

The report covers K.F.C. Gıda's activities in Türkiye. The report content has been prepared based on the latest GRI standards; the information it contains has not been subject to an independent external audit process. For any questions, comments, or feedback regarding the report, please contact us at sustainabilitygroup@kfc.com.tr.

The Supply Chain

1. INBOUND LOGISTICS

At K.F.C. Gıda, the raw material procurement process is structured based on proximity to the producer and harvest season efficiency. The purchase of dried fruit raw materials in a timely manner and under appropriate conditions, which carry seasonal risks, is prioritized.

2. PRODUCTION

K.F.C. Gıda's production activities are carried out at 7 facilities at 3 different locations. Production is carried out in the dried fruit and pickle groups at the facilities, and the processes are digitally monitored using the Canias ERP system. More than 30,000 tons of products are produced and exported annually.

3. OUTBOUND LOGISTICS

Products are shipped to more than 75 countries, primarily the United States, with an average of over 2,500 container shipments per year. Product safety and on-time delivery are among the main priorities of the outbound logistics process.

4. MARKETING AND SALES

Sunny Fruit branded products are delivered to consumers worldwide through retail chains, e-commerce channels, and distributors. Additionally, strategic collaborations are carried out with the private label production model.

5. SERVICE (AFTER-SALES SERVICES)

Customer feedback is systematically collected and managed through digital channels.

Supply Management

We collaborate with hundreds of farmers and main suppliers for products such as dried apricots, figs and grapes. In addition to agricultural raw materials, we also carry out various collaborations with our suppliers, such as packaging manufacturers, taking into account criteria such as food safety and recyclability. All our suppliers are evaluated based on quality, sustainability, and social compliance criteria. The scope of the evaluation is planned to be expanded by 2025.

Human Resources and K.F.C. Academy

During peak seasons at K.F.C. Gıda, over 1,000 employees are working. Human resources are considered one of the fundamental elements of sustainability, and K.F.C. Academy offers multi-module training programs that support technical and behavioral development. Training is conducted both face-to-face and digitally, and is integrated with individual development plans based on performance evaluation results.

The Supply Chain

Technology and R&D

K.F.C. Gıda conducts its R&D activities within the framework of sustainability risk management and climate crisis adaptation, taking into account market analysis reports and customer expectations, with the goals of product development, increased efficiency, and reduction of the environmental impact of products. Practices such as university-industry collaborations, patent processes and innovation pools support this structure. Within the R&D center, 2 new patents/utility model registrations were obtained in 2024, and 6 utility model applications were filed. Within the scope of digitalization, software such as ERP, QDMS, Power BI, SCADA, digital HR portal, and Agriculture 4.0 decision support systems are actively used. All these digital infrastructures are secured within the scope of ISO 27001 Information Security Management System.

Management Infrastructure

As K.F.C. Gıda, we have an organizational structure in place to manage our supply chain processes within the framework of specific standards. All financial and operational processes are carried out with the ERP infrastructure. Our food safety system is audited with the internationally valid BRC Food Safety certificate and supported by organic and social compliance certificates for many countries such as Türkiye, the USA, Europe and Japan. Our management structure is carried out with the strategic coordination of 5 main departments at the directorate level and 7 main departments at the management level. Our priority is to increase traceability, reduce compliance risks and manage processes sustainably.

External Initiatives

K.F.C. Gıda actively contributes to various national and international platforms in line with sustainable development goals and aims to create impact across the sector through strategic solution partnerships. In addition to membership to Fair for Life, Sedex, How2Recycle, and other global sustainability initiatives, **the use of decision support systems developed in the agricultural sector** is one of the steps we take to contribute to supporting sustainable agriculture by offering digitalization and data-driven governance solutions for producers together with our solution partners.

OUR SOLUTION PARTNERS

SÜRDÜRÜLEBİLİRLİK AKADEMİSİ
SUSTAINABILITY ACADEMY

Sedex Member

fair for life

Member of How2Recycle

TOO GOOD TO GO

ekonorm Mühendislik Hizmetleri

SGS DIGICOMPLY
THE REGULATORY INTELLIGENCE NETWORK

ZERO WASTE

BASF
We create chemistry

Determining Important Topics

At K.F.C. Gıda, sustainability priorities are determined through a multi-layered analysis process, aligned with the organization's strategic governance structure. The process was initiated with an internal **SWOT analysis** and a **sustainability risk analysis** conducted with the participation of the employees from all department. The UN Development Goals also served as the main reference in this study. The analysis results have been evaluated by considering **environmental, social, and financial impacts** as a whole, taking into account not only the current effects of risks but also their future impacts.

This internal assessment has identified priority risk areas grouped under **the ESG (Environmental, Social, Governance)** framework. Based on this, sustainability focus areas such as drought and **extreme weather events due to climate change**, financial risks, and responsible production have been redefined for the 2024 reporting period. Additionally, in 2024, the “Environmental Impact-Dimension Analyses” were restructured, our impact on the environmental system and the environmental system's impact on us were examined in detail, and the necessary actions were taken.

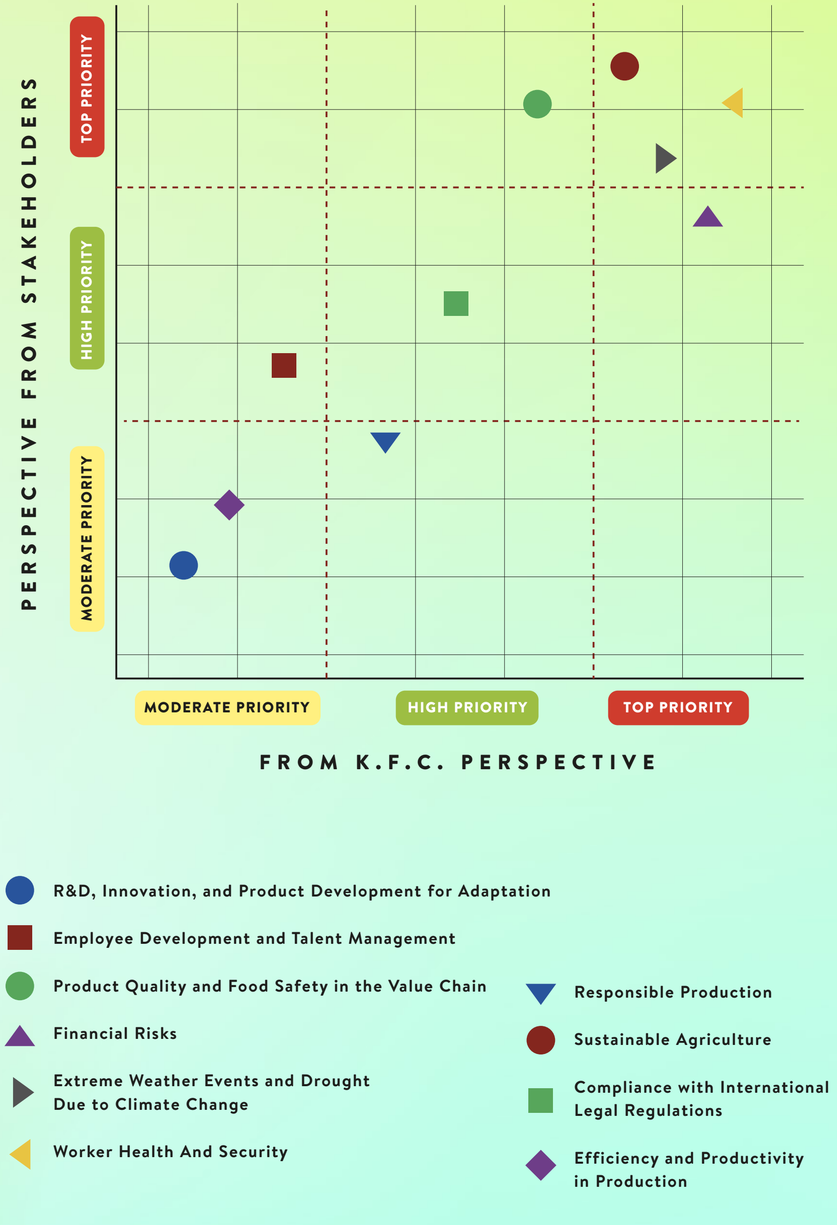
Simultaneously, **a sustainability prioritization survey was administered to the main stakeholder groups**, including employees, producers, suppliers, customers, and business partners. The data obtained from these surveys and the priority issues identified by **the K.F.C. Strategic Planning Committee and Executive Committee senior managers** through internal analysis were evaluated together.

As a result of all these studies, evaluations based on criteria such as **impact magnitude, corporate strategic importance**, and stakeholder interest were visualized using a **priority matrix**, thereby transparently revealing the key priority areas for K.F.C. Gıda's sustainability management.

Prioritization Matrix

The priority analysis study we conducted as K.F.C. Gıda was designed using a dual-axis approach that takes into account both internal strategic priorities and stakeholder expectations. Our matrix, created in accordance with the GRI standards, includes three main issues that stand out as very high priorities from both perspectives: Sustainable agriculture, the increasing risk of extreme weather events and drought due to climate change, and worker health and safety. These areas have been identified as priority risk and opportunity areas by both K.F.C. management and external stakeholders in terms of production safety, resource conservation, employee welfare, and climate adaptation. Following these, high-priority issues include product quality and food safety in the value chain, financial risks, and compliance with international regulations. These issues are directly related to critical corporate areas such as reliable production processes, economic resilience, and full compliance with regulations. The medium-priority group includes employee development and talent management, responsible production, production efficiency and productivity, and adaptation-focused R&D and innovation. Although these issues are more closely linked to internal development and long-term competitiveness goals, they are perceived as less important than other issues by external stakeholders.
By increasing the visibility of the impact of topics such as innovation and efficiency on external stakeholders, the strategic contribution in these areas can be reflected more strongly. The priority matrix created as a result of all these

assessments is used as a fundamental building block in K.F.C. Gıda's sustainability strategies, and plays a guiding role in both in determining priorities in environmental, social, and governance (ESG) areas and strategic planning and sustainability reporting. K.F.C. Gıda commits to integrating sustainability into its entire corporate structure in line with these analysis results and to progress in transparent communication with all stakeholders.



Our Policies and Sustainability Management Approach

K.F.C Gıda's sustainable product approach is based on multidimensional criteria such as raw material content quality, production method, supply distance, and environmental impacts. As of 2024, the products recognized as having **a high level of sustainability** within the scope of the corporate evaluation system are as follows. In evaluating these products, sustainability criteria such as **clean ingredient composition, natural or organic production methods, environmental impact of input use (water, fertilizer, pesticides)**, and **supply distance.**

POLICIES

- Quality and Food Safety Policy
- Allergen Policy
- Pesticide Policy
- Ethical, Environmental and Social Policy
- Environment and Energy Policy
- Anti-Bribery and Anti-Corruption Policy
- Food Defense Policy
- Human Rights Policy
- Social Responsibility Policy
- Public Information Policy
- Sustainability Policy
- Occupational Health and Safety Policy

OUR SUSTAINABLE MATERIALS

🍓 Organic Dried Strawberries
🍒 Organic Dried Sour Cherry
🍅 Organic Dried Tomatoes
🌿 Organic Dried Mulberries
🍇 Organic Dried Figs
🍑 Organic Dried Apricots
🥝 Organic Dried Kiwi
🌾 Organic Rice Flour
🍈 Organic Dried Trabzon Dates
🌿 Dried Mulberry (Conventional)
🍇 Dried Figs (Conventional)

SUSTAINABILITY MANAGEMENT: COMMITTEE STRUCTURE

K.F.C. Gıda Sustainability Committee has been operating as a team under the Executive Board since 2020. The committee is responsible for monitoring the institution's environmental, social, and governance-based sustainability goals, performance monitoring processes, and related reporting.. It works in an integrated structure with the Strategic Planning Committee.
The committee, which leads the process of creating and implementing action plans for identified risk areas, organizes workshops and project development sessions in this direction. In addition, the institution's sustainability policies and procedures are updated by this structure in line with ESG principles. The Committee meets regularly every month and carries out internal communication, awareness and guidance activities to ensure the adoption of the goals at the institutional level. As of 2024, the committee consists of 14 members, including representatives from Project Management, R&D, Production, Quality, Purchasing, Sales, Marketing, Logistics, Human Resources, Financial Affairs and Senior Management.

COMMUNICATION WITH STAKEHOLDERS

As K.F.C. Gıda, we establish open, transparent, and multi-channel communication with all our strategic stakeholders, primarily our employees, producers, suppliers, customers, and solution partners, in the sustainability process.

In this regard, we conduct stakeholder prioritization surveys to gather expectations and suggestions. We exchange ideas with internal employees through workshops, one-on-one meetings, surveys, suggestion boxes, and questionnaires. We share sustainability reports and content with the public on our website.

Certificates, Standards and Audits

K.F.C. Gıda's Quality and Compliance Certificates

Food Safety Management Systems Certificates

BRCGS Food Safety CERTIFICATED

Organic Certificates

Türkiye · Canada · USA · Europe · Taiwan

Korea · Brazil · Japan · Sweden

Ethical and social audit certificates / memberships

Sedex Member

for life · fair for life · ics

How2Recycle

Halal and Kosher certificates

ISO27001

Vegan Product Certificate

Not genetically modified product certificate

NON GMO Project VERIFIED nongmoproject.org

Global GAP certificate

GLOBALG.A.P.

C-TPAT (USA) audit

C-TPAT

Feedback Mechanism for Stakeholders

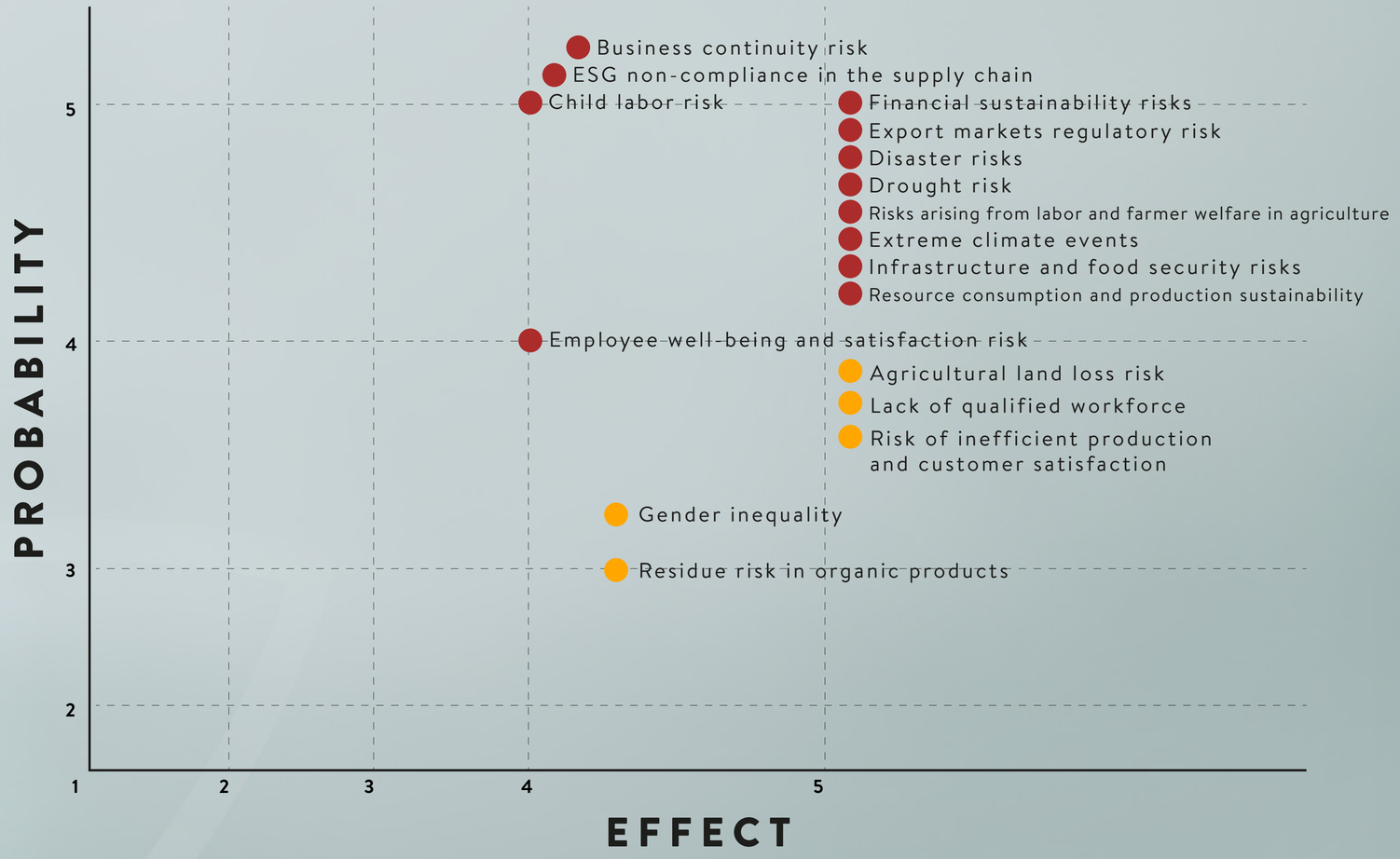
K.F.C. Gıda has established an accessible, reliable and transparent complaint and feedback mechanism for all producers, agricultural workers and family members involved in the supply process. This system addresses issues such as preventing ethical risks and child labor in the field and ensuring respect for human rights, and is implemented for continuous improvement purposes.

Through suggestion/complaint boxes placed in visible locations in fields and gardens, producers and employees can access the phone numbers of the relevant persons in charge at K.F.C. Gıda and through which channels they can complain, and can submit anonymous complaints. Digital channels such as the contact form on Company's website or direct contact by phone, as well as one-on-one channels such as face-to-face communication with field agricultural engineers are also used.

All processes are recorded and the identity of complainants is kept confidential if they wish. The right to complain anonymously is available. Committees work with multi-stakeholder structures (field engineers, human resources, sustainability committee, etc.) to conduct a fair assessment without conflict of interest.

K.F.C. Risk Management within the Framework of Sustainability

As K.F.C. Gıda, we systematically review our environmental, social, and governance (ESG)-based risks at least once a year and carry out this process in collaboration with the relevant functions. Our analysis, in which risks are prioritized according to their probability and impact level, forms the basis for actions to be taken throughout the organization. Priority risks encompassing business continuity, employee safety, environmental impacts, and supply chain performance are addressed holistically through our sustainability strategy.



K.F.C. Risk Management within the Framework of Sustainability

SUSTAINABLE DEVELOPMENT	SDG SUB-GOALS AREA	DEFINITION OF RISK
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.8 WORKER RIGHTS AND SAFE WORKING ENVIRONMENT	Disaster risks
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Risks arising from labor and farmer welfare in agriculture
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Infrastructure and food security risks
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Risk of loss of agricultural land
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Financial sustainability risks
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Export markets regulatory risk
CLIMATE ACTION	13.1 INCREASING RESISTANCE	Drought risk
CLIMATE ACTION	13.1 INCREASING RESISTANCE	Extreme climate events
RESPONSIBLE PRODUCTION AND CONSUMPTION	12.2 SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES	Resource consumption and production sustainability
QUALITY EDUCATION	4.4 NUMBER OF PEOPLE WITH QUALIFICATIONS NECESSARY FOR FINANCIAL SUCCESS	Lack of qualified workforce
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Risk of inefficient production and customer satisfaction
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Business continuity risk
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	ESG non-compliance in the supply chain
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.7 ENDING MODERN SLAVERY, HUMAN TRAFFICKING, AND CHILD LABOR	Child labor risk
GENDER EQUALITY	5.5 ENSURING FULL PARTICIPATION IN LEADERSHIP AND DECISION MAKING	Gender inequality
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Residue risk in organic products
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.5 FULL EMPLOYMENT, FAIR WAGES AND DECENT WORK	Employee well-being and satisfaction risk

K.F.C. Risk Management within the Framework of Sustainability

Climate-related Financial Effects, Risks and Opportunities

As K.F.C. Gıda, we regularly monitor the effects of climate change on our operations and shape our risk management processes by considering both physical risks and transition risks.
Within the scope of physical risks, the possible effects of factors such as drought, extreme weather events and water stress on the supply chain, agricultural production and quality parameters are included in the annual risk analysis, and preventive plans are developed for these risks.
Transition risks are addressed in areas such as changes in legal regulations, carbon taxation practices, and compliance with export market standards; preparation processes being carried out specifically for regulations such as pesticide and toxin limits.
These climate-related risks also present opportunities. Renewable energy investments, the expansion of the organic production model, digitalization projects that increase resource efficiency and nature-based solutions increase our institution's climate resilience while also supporting its financial sustainability. Within the scope of financial risks, although not mandatory, work has been started on TSRS-1 and TSRS-2 published by the Public Security Authority.
These assessments are integrated into both our risk matrix and strategic goals, and our climate-related decision-making processes are carried out under the supervision of the sustainability committee.

Highlights in 2024

SPP USAGE

With a 1652 kW capacity Solar Energy System operating at two different locations, we meet 42% of our consumption from nature.

ORGANIC FARMING

We carry out organic production activities with 243 producers on an area of 975 hectares.

BIODIVERSITY

We are enhancing biodiversity in our black fig orchard, which spans 40 acres and contains approximately 2,000 trees, by adding four different types of vegetation cover and improving the soil.

WATER SAVING

Thanks to the drone spraying system, we achieve a 98% water savings rate in agricultural fields and vineyards.

DIGITALIZATION

Thanks to sensor technologies and decision support systems implemented in vineyards in 2024, pesticide use was reduced by 40%.

K.F.C. ACADEMY

Within the academy, 34-hour per person training programs on conscious production-consumption and personal development.

PACKAGING MANAGEMENT

Within the scope of How2Recycle project, 83,216 kg recyclable plastic was recycled in 2024 in flexible packaging.

Evaluation Mechanisms and Management Approach

At K.F.C. Gıda, sustainability risks are reviewed once a year and the results are used as key input in determining corporate strategies and priorities. The target tables derived from these analyses are built upon those deemed prioritized at a high-risk level. However, some indicators that are critical to monitor, even if they do not fall into the high-risk category, are detailed with their targets under the relevant headings of the report. Thus, both a risk-oriented and proactive approach was adopted. Sustainability targets are monitored on a quarterly basis and regularly evaluated by the Committee, with overall results discussed in meetings with the senior management at the end of the year.

SUSTAINABILITY GOALS

Investing in People, Supporting Development

Employee Development and Talent Management

GRI Indicators: 404-1, 404-2, 401-1

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 Target	2030 Target
Annual training time per person given to all employees (hours)	2021	1,67	7,10	8.0	10.0
White-collar employee turnover rate* (%)	2020	21	16	<15	<10
Internal trainer contribution rate to white-collar training (%)	2024	-	7,50	10	25
Blue-collar employee turnover rate** (%)	2020	22	55	<45	<30

*Calculated annually.
**The first 2 months are calculated based on the trial period.

Occupational Health and Safety

GRI Indicators: 403- 9

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 Target	2030 Target
Occupational accident frequency rate (AFR)	2020	72,46	81,9	Zero Occupational accident	Zero Occupational accident
Work accident severity rate (SR)	2020	2,49	2,6	Zero Occupational accident	Zero Occupational accident

Protect the climate Preserve Agriculture, Celebrate Diversity

Sustainable Agriculture

GRI Indicators: 204-1, 413-1, 303-3

KPI	Reference Year	Reference Year Performance	2024 Performance >	2025 Target>	2030 Target>
Organic product sales amount (tons)	2020	>4500	>7000	>7000	>8500
Organic product variety (number)	2020	20	21	25	30
Drip irrigation rate in grape production (%)	2024	-	60	65	90

Climate Change and Energy Management

GRI Indicators: 302-1, 305-1, 305-2, 305-3

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 Target	2030 Target
The ratio of renewable energy produced within the enterprise to total consumption (%)	2021	8,9	44,6	-	>80
Scope 1+2 emissions (tCO_2e)	2023	3.296	3.022	-	<2.000
Scope 3 emissions (tCO_2e)	2023	84.812	78.069	-	<60.000

Strong Strategy, Balanced Future

Responsible Production

GRI Indicators: 301-1, 301-2, 306-1, 306-2

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 target	2030 target
Domestic raw material ratio (%)	2024	-	89%	≥85	≥90
Medium and above sustainable material rate (%)	2024	-	60%	≥65	≥80
Plastic use / Produced product (%)	2020	1,29	0,55	≤0,40	≤0,30
Use of recyclable plastic packaging / Total plastic (%)	2020	52,3	54	≥60	≥80
Paper usage / Product produced (%)	2020	4,88	4,6	≤4,50	≤4,00

Product Value and Food Safety in Value Chain

GRI Indicators: 416-1, 416-2

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 Target	2030 Target
Customer complaint volume (PPM) Complaint	2020	13,3	17,12	<15	<10
Response time (days)	2020	0,58	0,48	≤0,45	≤0,30
Number of nonconformities per audit (Qty)	2022	75	80	<70	<50
BRC audit score (average)	2020	AA	A+/A	A+	A+

R&D & Innovation and PD for Adaptation

GRI Göstergeleri: 203-2, 302-4, 305-5

KPI	Reference Year	Reference Year Performance	2024 Performance	2025 Target	2030 Target
Number of joint projects with stakeholders (Qty)	2020	4	10	≥10	≥10
Number of Patents / Utility Models / Trademarks / Design Registrations (QTY)	2020	3	0	≥1	≥3
Number of Patents / Utility Model Applications (Qty)	2020	4	6	≥6	≥8
Number of new products launched to the market (Qty)	2020	–	2	≥2	≥4
Number of scientific event participations (Qty)	2020	1	14	≥10	≥15
Number of scientific papers / publications (Qty)	2020	0	4	≥4	≥8

Investing in People, Supporting Development

Value does not grow only when we make profit, **but when we share it**

Economic Contributions and Local Development

Our Starting Wage Policy

As K.F.C. Gıda, our wage policy for our employees is structured with a fair and transparent approach. Under GRI 202-1 indicator, the comparison of starting wages paid to employees at certain position levels (1st grade) with the local minimum wage set in Turkey for 2024 is as follows:

Starting positions,

GRADE: E1 - E2 (FIRST GRADE)
These are positions that are involved in the basic business processes of the business, have specific professional, technical or administrative knowledge, and are in implementing and supporting roles.

Supervisor: A person with specific education or expertise in professional and who is responsible for a sub-function of the business
Engineer: A person with specific education or experience in professional and technical matters and who is at the entry level in both technical and administrative terms in a technical sub-function of the business.
Assistant: The unit/person who performs secretarial work.
Technician: A person with technical knowledge and skills.

*Our starting salary policy for blue-collar employees, including those directly employed by our organization and other workers performing the organization's activities (such as cleaning and other labor provided through subcontractors), begins at the minimum wage level. Starting wages do not fall below the current minimum wage level, and remuneration above the minimum wage is determined based on criteria such as performance, seniority, and level of responsibility. Our wage policy is reviewed annually and updated to take into account sectoral trends and living costs.

Economic Contributions and Local Development

Manufacturer-Oriented Infrastructure Investments and Productivity-Improving Applications

Throughout 2024, K.F.C. Gıda implemented various initiatives aimed at strengthening its producer infrastructure and increasing agricultural production efficiency:

- A scale was installed and donated to the people of Örtülü Village (Kınık), where peppers are grown.
- Since the existing weighbridge road in İlyaslar Village of Bigadiç was muddy, road infrastructure was improved and concrete paving was laid.
- The production of high value-added melons was encouraged in the Bergama, Salihli and Torbalı regions, thus increasing the income of producers compared to the previous product.
- A total of 34,000 fig nets were distributed to fig producers.
- In the Bergama region, by choosing to plant small tomatoes instead of large ones in the production of dried tomatoes, labor costs were reduced, productivity was increased and logistics costs were reduced.
- Within the scope of the black fig project, an additional 100 decares of land was brought into agricultural production.

Investing İn Young Talents: Value-Adding Internship Program

As K.F.C. Gıda, we contribute to the development of students through our "Value-Adding Intern" program, which we created to support young talent. In this context, a specially prepared development process is offered to our interns, and this process is carried out through our digital academy platform.

Throughout the internship program, participants receive training on many topics such as adapting to business life, communication skills, ethics, project management, and customer experience. The training content consists of sections such as Welcome, Introduction to Corporate Life, Job Shadowing, Getting Acquainted, Continuing to Learn, Job Trial, Reinforcement Time, Essential Training, Ethics, and Job Application. Each section promotes corporate culture and supports competence development.

At the end of the internship, participants are expected to present a development project in line with the training they received. These projects allow the intern to demonstrate their competence and create potential value for our institution.

Successful interns are prioritized during the employment process and have the opportunity to become permanent staff in our institution.

This program supports the participation of young people in the workforce in a more qualified manner while also aiming for sustainable human resource development.

YEAR	NUMBER OF TOTAL INTERNS	RECRUITED INTERNS	
		FEMALE	MALE
2020	15	2	2
2021	PANDEMIC	PANDEMIC	PANDEMIC
2022	15	0	1
2023	15	0	3
2024	15	2	1

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Our institution has evaluated employment processes during the 2024 activity period based on demographic breakdowns such as age, gender, working duration, and education level, thereby establishing a foundation for strategic workforce planning.

Data on white and blue-collar employees are structured to include the number of hires and leaves, employee turnover rates, and working duration distributions. Among white-collar employees, the number of employees who started and left their jobs in 2024 was detailed by age and gender, making it possible to calculate the turnover rate on an annual basis.

For blue-collar employees, comparative employment and early period (first 2 months) departure data for 2020, 2023 and 2024 are presented. These data show that losses, especially during the initial employment period, increase over time: The rate of employees leaving in the first two months of 2020 increased to 53% in 2023 and to 55% in 2024. This situation indicates that there are areas for improvement in early adaptation, orientation and job commitment in blue-collar recruitment processes.

Data on education level show that 90% of white-collar employees have a bachelor's degree or higher. The higher rate of female employees with a master's degree compared to male employees has been considered a positive indicator in the context of gender equality.

The proportion of female employees among blue-collar employees was high, demonstrating that female employment in production processes was supported by corporate policies. The distribution of working duration shows that female employees can remain within the organization in a stable manner and that long-term employment is not exclusive to male employees.

In light of these assessments, our organization will continue to maintain its strengths in employee engagement, job retention, and gender balance, while focusing on developing
blue-collar employee retention strategies, particularly after hiring.

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

White Collar Working Time

WORKING DURATION/GENDER	MALE	FEMALE	MALE %	WOMAN %	TOTAL
1-5	30	24	33%	26%	59%
6-10	13	9	14%	10%	24%
11-15	3	2	3%	2%	5%
16-20	0	1	0%	1%	1%
20+	7	2	8%	2%	10%

AGE/GENDER	AGE/TERM OF OFFICE									
	1-5		6-10		11-15		16-20		20+	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
20-30	12	11	0	3	0	0	0	0	0	0
31-40	9	11	5	5	1	1	0	0	0	0
41-50	7	2	7	1	2	1	0	1	5	1
51-65	2	0	1	0	0	0	0	0	2	1
TOPLAM	30	24	13	9	3	2	0	1	7	2

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

White Collar Education Level

GENDER/EDUCATION LEVEL OF EMPLOYEES								
AGE	HIGH SCHOOL		ASSOCIATE DEGREE		BACHELOR'S DEGREE		MASTER DEGREE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
20-30	0	1	0	1	9	7	3	5
31-40	0	0	2	1	13	9	2	5
41-50	7	1	2	0	12	3	0	2
51-65	2	1	0	0	0	2	1	0

	HIGH SCHOOL	ASSOCIATE DEGREE	BACHELOR'S DEGREE	MASTER DEGREE
NUMBER OF EMPLOYEES	12	6	55	18
PERCENTAGE OF EMPLOYEES	%13	%7	%60	%20

GENDER				
AGE	MALE	FEMALE	MALE %	FEMALE %
20-30	12	14	%13	%15
31-40	17	15	%18	%16
41-50	21	6	%23	%6
51-65	3	3	%3	%3
TOTAL	53	38	%58	%42

GRADUATION %	RATIO
MALE HIGH SCHOOL %	%10
FEMALE HIGH SCHOOL %	%3
MALE ASSOCIATE DEGREE %	%4
FEMALE ASSOCIATE DEGREE %	%2
MALE BACHELOR'S DEGREE %	%37
FEMALE BACHELOR'S DEGREE %	%23
MALE MASTER DEGREE %	%7
FEMALE MASTER DEGREE %	%13

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Blue Collar Working Duration

	GENDER			
AGE	MALE	FEMALE	MALE %	FEMALE %
18-30	65	141	8%	16%
31-40	27	89	3%	10%
41-50	36	182	4%	21%
51-65	55	265	6%	31%
TOTAL	183	677	21%	79%

*CALCULATION WAS MADE ON 860 EMPLOYEES

DURATION/GENDER	MALE	FEMALE	MALE %	FEMALE %	TOTAL
1-5	30	24	33%	26%	59%
6-10	13	9	14%	10%	24%
11-15	3	2	3%	2%	5%
16-20	0	1	0%	1%	1%
20+	7	2	8%	2%	10%

AGE/GENDER	AGE/WORKING DURATION									
	1-5		6-10		11-15		16-20		20+	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
20-30	12	11	0	3	0	0	0	0	0	0
31-40	9	11	5	5	1	1	0	0	0	0
41-50	7	2	7	1	2	1	0	1	5	1
51-65	2	0	1	0	0	0	0	0	2	1
TOTAL	30	24	13	9	3	2	0	1	7	2

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

White-Collar Employee Turnover Rate by Gender During the Activity Period

2024							
AGE/GENDER	NUMBER OF EMPLOYEES RECRUITED IN 2024		NUMBER OF EMPLOYEES LEFT IN THE 2024		TOTAL NUMBER OF EMPLOYEES IN 2024		2024 EMPLOYEE TURNOVER
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
20-30	2	8	0	0	14	29	16,29%
31-40	2	6	4	4	27	42	
41-50	2	0	0	0	49	16	
51-65	0	0	0	1	10	5	
TOTAL	6	14	4	5	100	92	

In 2024, a total of 34 new employees started work, with women aged 20–30 making up a significant portion of this group. During the same period, 25 employees left the company, with departures concentrated among male employees aged 31–40. At the end of the period, women constituted 48% of the total workforce of 192 employees, a ratio that highlights the institution's strong performance in terms of gender equality. The employee turnover rate was 16.29%, which is moderate when compared to industry averages and indicates a need to retain male employees, particularly those in the middle age group. Transparent reporting of hiring, separation, and turnover rates under the GRI 401-1 standard and sharing employee profile data in line with the GRI 2-7 standard has revealed high employment rate of women and participation of young talent as strengths, while it points the development of loyalty and career development programs for middle-aged employees as areas that the Company needs to improve.

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Blue-Collar Worker Turnover Rate by Gender (2000, 2023, and 2024)

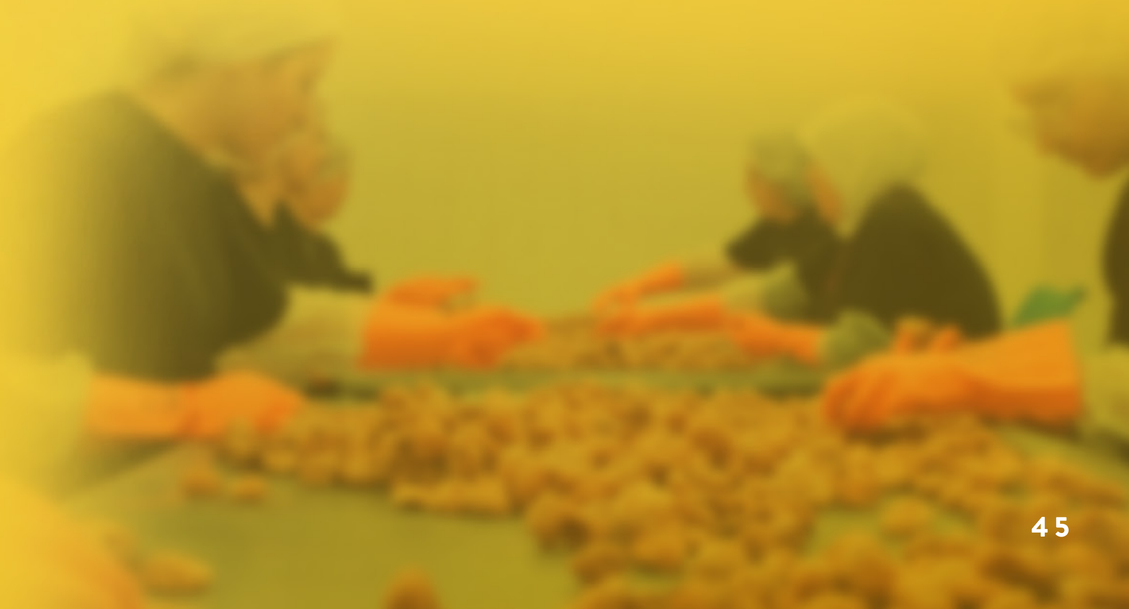
2020		
NUMBER OF EMPLOYEES HIRED	MALE	FEMALE
546	210	336
NUMBER OF EMPLOYEES WHO LEFTCOMPANY WITHIN 2 MONTHS	MALE	FEMALE
204	100	104
TOTAL NUMBER OF EMPLOYEES	MALE	FEMALE
935	185	750
NUMBER OF EMPLOYEE/TOTAL EMPLOYEES WHO LEFT DURING THE TRIAL PERIOD	22%	

2023		
NUMBER OF EMPLOYEES HIRED	MALE	FEMALE
1219	340	879
NUMBER OF EMPLOYEES WHO LEFTCOMPANY WITHIN 2 MONTHS	MALE	FEMALE
614	198	416
TOTAL NUMBER OF EMPLOYEES	MALE	FEMALE
1152	194	958
NUMBER OF EMPLOYEE/TOTAL EMPLOYEES WHO LEFT DURING THE TRIAL PERIOD	53%	

2024		
NUMBER OF EMPLOYEES HIRED	MALE	FEMALE
1064	256	808
NUMBER OF EMPLOYEES WHO LEFTCOMPANY WITHIN 2 MONTHS	MALE	FEMALE
536	157	379
TOTAL NUMBER OF EMPLOYEES	MALE	FEMALE
967	159	808
NUMBER OF EMPLOYEE/TOTAL EMPLOYEES WHO LEFT DURING THE TRIAL PERIOD	55%	

Reasons for and Number of Blue-Collar Employee Leavings (2024)

	MALE	FEMALE
MILITARY SERVICE	4	0
RESIGNATION	136	375
TRIAL PERIOD	97	227
RETIREMENT	9	21
BEHAVIOR CONTRARY TO THE RULES OF MORALITY AND GOOD FAITH	1	0
FOR HEALTH REASONS	7	32
MARRIAGE	0	11
END OF SEASON	12	115
OTHER REASONS	1	0
FOR COMPULSORY REASONS BY THE EMPLOYER AND DUE TO DETENTION	1	0



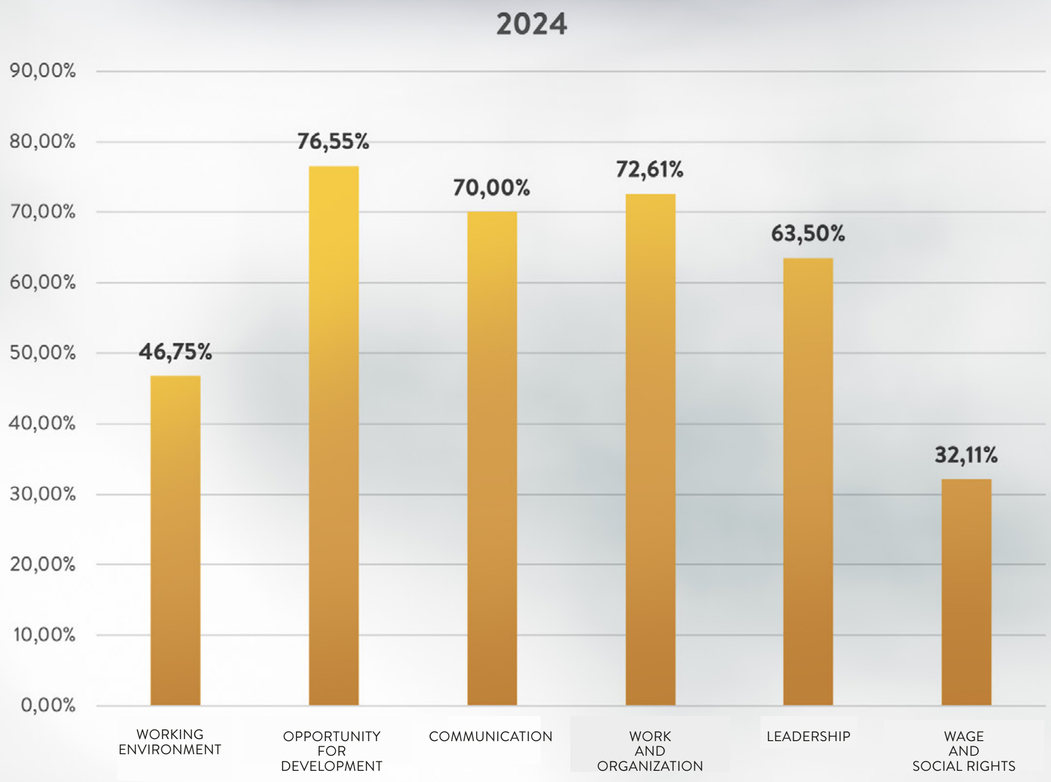
Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Employee Satisfaction Survey

As K.F.C. Gıda, we conduct annual employee satisfaction surveys to enhance our employees' work experience, ensure sustainable employment, and increase organizational commitment. Employee satisfaction data for 2024 was obtained by evaluating blue- and white-collar groups together.

The highest score regarding the satisfaction levels of employees who participated in the survey was recorded under the heading "Opportunities for Development" at a rate of 76.55%. This rate shows that the training, promotion and talent management practices of the organization to support the professional and individual development of its employees are strongly perceived.
High satisfaction levels were also measured in the topics of communication (70.00%), business and organizational structure (72.61%) and leadership approach (63.50%). The work environment (46.75%) and salary and social benefits (32.11%) are among the priority areas for improvement.

This assessment shows that employee experience is not limited to wage alone, but that factors such as communication, development, and organizational structure are decisive in terms of employee loyalty. The measurement results will be used as the primary data source for HR strategies in the coming years.



Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Additional Benefits and Parental Leaves

When assessed under GRI 401-2 indicator, K.F.C Gıda's additional benefit practices are fully compliant with legal regulations, and equal opportunities are provided to all employees. All other additional benefits—such as annual leave, sick leave, and maternity/paternity leave—**are provided equally to all employees regardless of rank, gender, or job description, within the framework of legal requirements.**

Our institution has both temporary and part-time employment model.

WHITE COLLAR							
Year	**Gender**	**Those who are entitled**	**Those used**	**Those returned**	**Those remaining for 12 Months**	**Return Rate (%)**	**Stay Rate (%)**
2023	Kadın	51	2	2	2	100%	100%
	Erkek	82	1	1	1	100%	100%
2024	Kadın	50	1	1	1	100%	100%
	Erkek	81	2	2	2	100%	100%
BLUE COLLAR							
Year	**Gender**	**Those who are entitled**	**Those used**	**Those returned**	**Those remaining for 12 Months**	**Return Rate (%)**	**Stay Rate (%)**
2023	Kadın	928	11	11	9	100%	82%
	Erkek	170	4	4	4	100%	100%
2024	Kadın	868	13	12	10	92%	77%
	Erkek	168	2	2	2	100%	100%

Parental leave data for 2023 and 2024 has been tracked in detail for both white-collar and blue-collar employees.

In 2024, the return and stay rate of all individuals entitled to parental leave among white-collar workers is 100%.

Among blue-collar workers, 15 people took parental leave in 2024, 93% of whom returned and 77% of whom remained on duty for 12 months.

These indicators demonstrate our organization's approach to employee loyalty and respect for family life, supporting a people-centered sustainable employment policy.

Our permanent staff and seasonal worker structure: Our Approach to Sustainable Employment

Labor Relations and Employee Representation

Although there is no union structure at K.F.C. Gıda, an Employee Representation system is in place to ensure that employees are represented and that their views on occupational health and safety are taken into account at the corporate level. This system has been established in accordance with the Occupational Health and Safety Law No. 6331 and the relevant legislation.

Employee representatives are determined on an election basis, with the participation of all employees from all shifts throughout the company. Qualifications sought in representative candidates are as follows: being a permanent full-time employer in the institution, having at least three years of work experience and having at least a secondary school graduate. The election process, which is carried out by secret ballot, is carried out following the voluntary candidacy applications of employees and the results are announced transparently. The elected representatives hold their posts for five years and have legal rights such **as representing all employees, participating in the OHS board and requesting preventive measures.** The training provided by the management after the election supports these powers and responsibilities.

At K.F.C. Gıda, the **Occupational Health and Safety Board**, established in accordance with legal requirements, meets regularly every three months under the chair of the employer. The committee also includes an employee representative and a chief representative. The Board determines the measures to be taken regarding occupational health and safety, and these decisions are announced to the employees. Employees have the right to submit their suggestions or problems regarding board decisions to the board through their representatives.

This practice demonstrates that our communication with employees is maintained in a transparent, democratic and participatory manner, and allows employee opinions to be represented in corporate decision-making processes.

Occupational Health and Safety

Occupational Accident Severity Rate (SR) Calculation Method:
The occupational accident severity rate (SR) is calculated by dividing the total number of workdays lost due to occupational accidents occurring within a specific year by the total number of working hours during the same period, and normalized to 1,000,000 hours. In the calculation, the average number of people who worked throughout the year was used as the number of employees, and the total working days were calculated by deducting public holidays and weekends. Daily working time is taken as 7.5 hours.

Occupational Accident Frequency Rate (AFR) Calculation Method:
Occupational Accident Frequency Rate (AFR) is calculated by calculating the total number of occupational accidents occurring in a given year based on 1,000,000 hours, normalized over annual net working hours. Net working hours are calculated based on the average number of employees, weekly working hours (45 hours) and annual number of weeks (52), deducting public holidays and leave days.

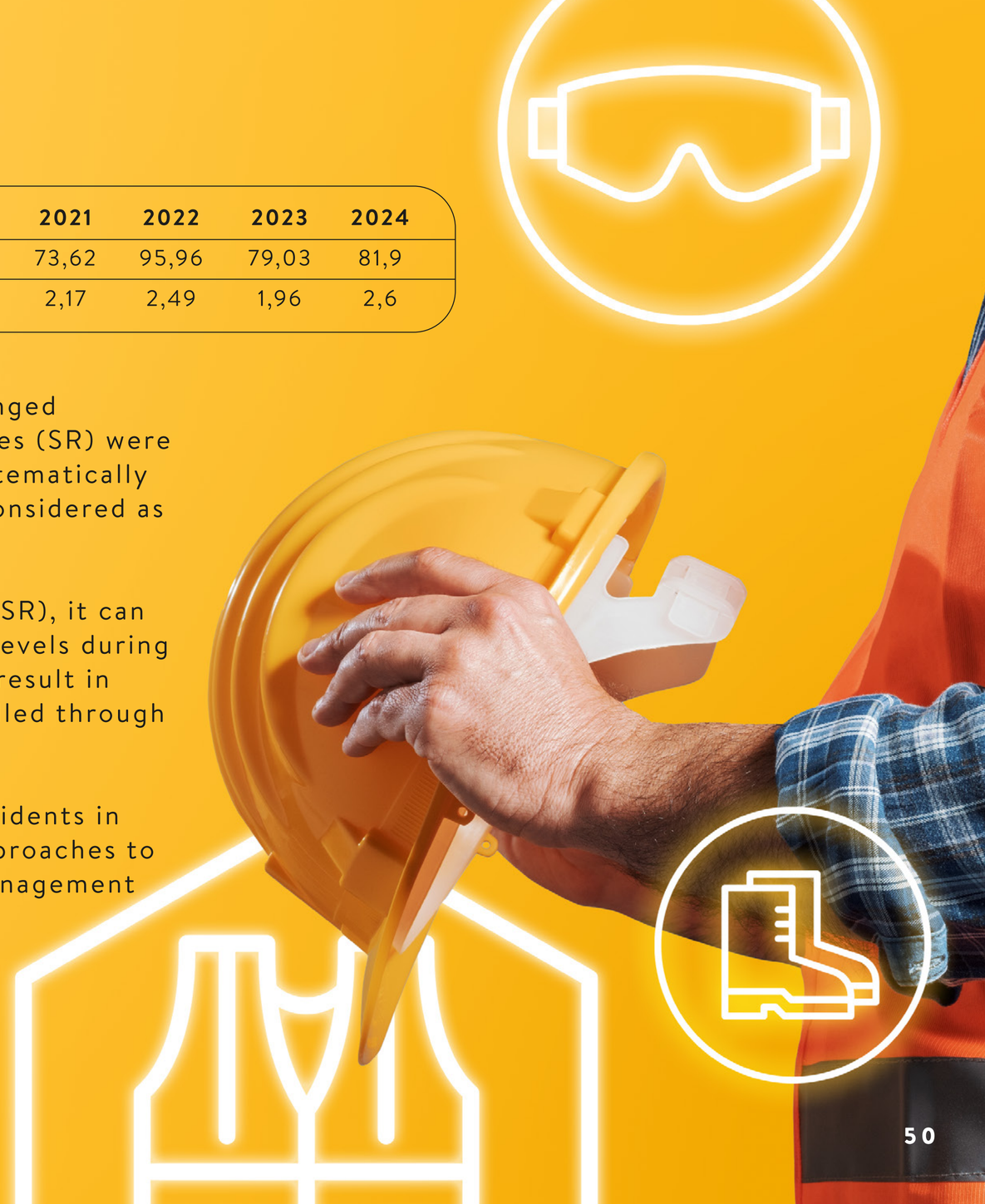
Occupational Health and Safety

KPI	Target	2020	2021	2022	2023	2024
Occupational Accident Frequency Rate (ACR) (%)	Zero Occupational Accident	72,46	73,62	95,96	79,03	81,9
Occupational Accident Severity Rate (SR) (%)	Zero Occupational Accident	2,49	2,17	2,49	1,96	2,6

Occupational Accident Frequency Rates (AFR) for the 2020–2024 period ranged between 72 and 96, varying by year, while occupational accident severity rates (SR) were measured between 1.96 and 2.60. Since accident reporting is carried out systematically and comprehensively in our institution, the relatively high AFR rate is also considered as an indicator of transparency in recording and reporting.

On the other hand, when examining the occupational accident severity rate (SR), it can be seen that it remained within the range of 1.96–2.60 and at relatively low levels during the relevant period. These rates indicate that the vast majority of accidents result in minor injuries, do not cause long-term incapacitation, and are mostly controlled through preventive interventions.

Our organization continues its efforts with the goal of zero occupational accidents in occupational health and safety area and continuously develops risk-based approaches to prevent accidents. Work accident data is regularly monitored by our OHS management system and evaluated in the light of corrective/preventive actions.



Occupational Health and Safety

No fatal workplace accidents happened at K.F.C. Gıda in 2024. However, within the scope of production activities, 419 occupational accidents have been recorded. The distribution of accidents by enterprises and their main causes are as follows:

• **Fig Business**	134 cases – Mostly parts and materials falling/tumbling
• **Packaging Business**	73 cases – Mainly caused by machinery and equipment
• **Pepper Business**	166 cases – Machine-related crushing, jamming, tripping and slipping
• **Tomato Business**	12 cases – Tripping, slipping and falling
• **Grapes Business**	34 cases - Crushing, compression

All cases were recorded, root cause analyses were conducted, and preventive improvement efforts were initiated in relevant areas. K.F.C. Gıda considers occupational health and safety to be one of its top priorities and, in line with this approach, carries out regular monitoring, training, and inspection activities.

Occupational Health and Safety

Year	Number of Near Misses
2020	165
2021	202
2022	247
2023	211
2024	164

Our institution has been systematically tracking near-miss incident reports for a long time as part of proactive approaches to preventing occupational accidents.
Within the scope of sustainability performance indicators, 2020 has been accepted as **the base year, and within this framework, the number of near-miss reports between 2020 and 2024 has been regularly monitored and reported.** Near-miss records ensure that potential occupational accidents are detected before they occur and preventive actions are implemented quickly, thus contributing to the strengthening of the corporate OHS culture.
Reported incidents are periodically evaluated by the OHS board and monitored with corrective/preventive actions. This practice is in full compliance with the "incident investigation and risk assessment process" specified in GRI 403-2 and is used as an important managerial tool to strengthen employee safety.
While 165 near-miss incidents were reported in 2020, this number reached 247 in 2022, reaching its highest level. This increase shows that employee awareness and risk reporting culture have improved. In 2023 and 2024, 211 and 164 near-miss incidents were reported, respectively. The decline over the past two years demonstrates the effectiveness of measures taken to reduce field risks, while also indicating the need to ensure the continuity of reporting frequency.

Occupational health and safety risks at K.F.C. Gıda are assessed using the **Fine-Kinney risk analysis method.** This method is an analytical approach providing more precise results that is widely preferred in workplaces. For each hazard, a mathematical risk value is calculated by considering the probability of the risk occurring, the severity of its impact, and the frequency of exposure. In this way, prioritization is made and control measures are planned.
Incidents are handled on a case-by-case basis, and the circumstances surrounding the incident are evaluated together with the employee. Whether the incident has been caused by carelessness, fatigue or environmental factors is analyzed and feedback is provided to the relevant employee. Where necessary, **preventive training is repeated** and the employee is informed to **act more carefully.** This process both increases individual awareness and contributes to preventing the recurrence of similar events.

Occupational Health and Safety

Occupational health and safety management in our institution is structured in accordance with legal requirements and ethical trade audit standards.
Our company employs a full-time team of three occupational health and safety experts, and all our employees (including white- and blue-collar workers) are covered by this system. Although our organization does not have a valid ISO 45001 certificate, occupational health and safety practices are carried out in accordance with the Turkish Labor Law, Occupational Health and Safety Law No. 6331 and relevant regulations.
The occupational physician provides regular services within the legal timeframes, and health monitoring is supported by full-time healthcare personnel (nurses). The occupational health and safety policy in force in our institution is regularly evaluated in various ethical trade audit processes, especially SEDEX.
The job descriptions of all employees include basic responsibilities and powers related to occupational health and safety. This approach increases individual awareness and contributes to the dissemination of the OHS management system throughout the organization.
Occupational health and safety practices are not limited to legal obligations, but also aim to strengthen proactive risk prevention, employee participation and a sustainable safety culture. All employees are covered by these practices; no employee group is excluded.

K.F.C. Gıda has established an **Occupational Health and Safety Board (OHS Committee)** in accordance with relevant legislation at all workplaces with more than 50 employees where continuous operations are carried out. The Board is chaired by the employer or his representative and consists of an occupational safety expert, a workplace physician, representative of HR department, a foreman and employee representatives. Occupational safety expert carries out the secretariat of the Board. Since all K.F.C Gıda businesses are classified as “low risk,” the OHS Board meets four times a year, i.e., every **three months.** Occupational accidents, risky situations and preventive measures are evaluated in board meetings covering all businesses. Decisions taken are communicated to employees through announcements and are binding. The Board makes decisions by majority vote; in case of a tie, the vote of the chair is decisive. Employees may submit their suggestions and complaints regarding board decisions to the board through employee representatives.

The following results were obtained from **external audits and customer ethics audits** conducted on K.F.C. Gıda in 2024:

• **Sedex 2024 - Grapes Business**	2 nonconformities
• **Sedex 2024 - Center Business**	2 nonconformities
• **Customer Ethics Control - Center Business**	-Score: **76**
• **Customer Ethics Control - Grapes Business**	-Score: **63**

Nonconformities affecting performance included the **lack of a natural disaster resistance certificate, break practices, and technical malfunctions related** to the alarm system. All nonconformities were resolved within the same year.

Occupational Health and Safety

Our institution carries out occupational health services within the framework of legal regulations to protect employee health.

The occupational physician works regularly within the periods determined by the relevant legislation, and health assessments, pre-employment and periodic checks are carried out within this scope. Periodic health screenings (chest X-ray, audiometry, blood tests, etc.) are carried out on a planned basis for all employees, and their health files are monitored by the workplace health unit.

In addition, full-time healthcare personnel (nurse) works within the workplace and supports practices such as emergency response, medical guidance and general health monitoring. Employees have equal and free access to all these services.

Employee Development and Talent Management

K.F.C. Gıda considers its qualified, field-proven, and development-oriented human resources to be the cornerstone of its sustainable growth and its most valuable strategic asset. Our institution, which embraces the labor-intensive and multi-disciplinary structure of agriculture and food production, positions its employees not only as part of the production processes, but also as carriers of innovative thinking, quality awareness and corporate values.

K.F.C. Gıda, which is committed to providing a respectful, participatory work environment based on equal opportunity for all team members with different competencies, believes that individual development fuels collective success. In this regard, human resource management at K.F.C. Gıda is not limited to meeting today's production needs; it is addressed as a strategic responsibility to develop tomorrow's leaders, unlock internal potential, and build sustainable corporate memory.

Employee Development and Talent Management

Respect for Human Rights

K.F.C. Gıda Inc. operates in compliance with human rights, ethical principles and conduct, in accordance with the law, and with a focus on economic, environmental, and social sustainability. Respect is one of its core values; it embraces an understanding that respects human rights for its employees and all stakeholders with whom it is in business relationships, and aims to ensure that fundamental human rights are upheld throughout society.

Recruitment

K.F.C. Gıda conducts systematic and needs- based recruitment processes at every level to attract qualified candidates for positions determined according to production and organizational structure requirements. The relevant units define employee requirement; applications are collected through a CV pool, digital media, and consultancy companies and evaluated by the Recruitment and Organizational Development unit. The most suitable candidate is determined and included in the process through a structured multi-stage interview, personality inventory and reference checks for blue and white-collar positions.

K. F. C. Gıda Academy

K.F.C. Gıda believes that its greatest strength lies in its human resources and continuously invests in personalized assessment and development programs to maximize the potential of every employee. K.F.C. Gıda Academy supports employees' current performance and prepare them for future roles through these programs combining technical knowledge, leadership competencies and field experience, and K.F.C. Gıda Digital Academy trainings and face-to-face training. While carrying out these programs, it utilizes both internal trainers trained in-house and professional trainers through external stakeholders.

Employee Development and Talent Management

Performance Management System

K.F.C. Gıda implements a fair and transparent performance management system that evaluates employee contributions based on both results and processes. This goal-aligned, feedback- and development-based system rewards high performance while also supporting areas for development.

Career and Development Management

K.F.C. Gıda offers its employees a transparent, structured, and fair career path through its structured grading system, talent pools, and development programs. Potential, performance and desire for development form the basis of career steps.

Compensation Determination and Rewards

K.F.C. Gıda offers a system that rewards employee contributions through a fair, transparent, and performance-based compensation policy. Success, high performance and compliance with corporate values are supported by bonuses, recognition and reward mechanisms.

Respect for Human Rights Policy

Our Human Rights Policy complies with the practices of the International Labor Organization and the United Nations Universal Declaration of Human Rights. It is an integral part of Anti-Bribery and Anti-Corruption Policy; Ethics, Environmental and Social Policy, Occupational Health and Safety Policy, Human Resources and all related documents approved by the Senior Management and disclosed to the public. K.F.C. Gıda Inc. Human Rights Policy covers our employees, business partners, and suppliers. The rules specified in the Human Rights Policy are conveyed to our employees during annual training. The principles set forth in this Policy are communicated to our employees, as well as to our business partners and suppliers, and they are expected to act in accordance with expectations and commitments. The full text of K.F.C. Gıda's Human Rights Policy is available at ***https://www.kfc.com.tr/kurumsal-yonetim***

Inclusive Education Practices: Blue-Collar and White-Collar Development Data

CATEGORY (WHITE COLLAR)	**QTY**	**DURATION**	**TOTAL TRAINING HOURS PER PERSON**
MANAGERIAL TRAININGS	5	1464	73,2
PERSONAL DEVELOPMENT AND TECHNICAL TRAINING	19	3675	30,63
TOTAL TRAINING	24	5139	42,83

CAREER DEVELOPMENT TRAININGS (TALENT POOL & YOUNG K.F.C.) (WHITE COLLAR)		
POSITION	**HOURS**	**TOTAL TRAINING HOURS PER PERSON**
DIRECTOR (M1&M2)	600	60
EXPERT (U1&U2)	525	52,5
SUPERVISOR (S)	1350	45

CATEGORY (BLUE COLLAR)	**NUMBER OF PERSONS**	**DURATION** (HOURS)	**TOTAL TRAINING HOURS PER PERSON**
ON-THE-JOB TRAINING	1064	1064	1
FIRE TRAINING	1586	6344	4
HYGIENE EDUCATION	1064	8512	8
ZERO WASTE AWARENESS TRAINING	1543	1543	1
OHS TRAINING	1064	8512	8

Category and Gender Distribution in White Collar Jobs Average Training Hours per Person

WHITE COLLAR		YEAR 2024
MANAGERIAL TRAININGS		
Female Employee	**Total Duration** (Hour)	707
Female Employee	**Training Duration per person** (Hours)	15,04
Male Employee	**Total Duration** (Hour)	723
Male Employee	**Training Duration per person** (Hours)	10,4
Total White Collar Employees	**Total Duration** (Hour)	1.430
Total White Collar Employees	**Training Duration per person** (Hours)	12,01
PERSONAL DEVELOPMENT TRAININGS		
Female Employee	**Total Duration** (Hour)	540
Female Employee	**Training Duration per person** (Hours)	21,6
Male Employee	**Total Duration** (Hour)	465
Male Employee	**Training Duration per person** (Hours)	19,3
Total White Collar Employees	**Total Duration** (Hour)	1.005
Total White Collar Employees	**Training Duration per person** (Hours)	20,51
TECHNICAL TRAININGS		
Female Employee	**Total Duration** (Hour)	1324
Female Employee	**Training Duration per person** (Hours)	25,46
Male Employee	**Total Duration** (Hour)	1056
Male Employee	**Training Duration per person** (Hours)	14,27
Total White Collar Employees	**Total Duration** (Hour)	2.380
Total White Collar Employees	**Training Duration per person** (Hours)	18,89

K.F.C. Gıda considers employee development as one of the cornerstones of its corporate culture, and priorities continuous learning and competency development opportunities for all employees as a key strategic area.

As of 2024, training offered to white-collar employees is grouped into managerial, personal development and technical areas. An average of **16.09** hours of training per person was provided in the management training group, **15.25** hours in the personal development group, and **25.13** hours in the technical training group. For blue-collar workers, practical training covering topics such as fire, hygiene, occupational health and safety, and environmental awareness was provided. These trainings were given to more than 1,000 employees, and thousands of hours of learning outcomes were produced.

K.F.C. Gıda Academy that supports the professional development of its employees invests in both the present and the future through role-specific technical development opportunities as well as potential-based talent development programs (Young K.F.C., Talent Pool, etc.). The preservation of corporate memory is also supported by the practice of re-employing employees after retirement. On the other hand, a systematic transition support program for those leaving work has not yet been structured.

The performance evaluation system applicable to all white-collar employees is structured to be goal-based, feedback-focused, and development-oriented. Employees' competencies, contributions, and career journeys are monitored through this system, and training needs and career development plans are shaped in line with these evaluation results.

K.F.C. Gıda provides a sustainable development infrastructure that enables its employees to prepare not only for today's production needs but also for the future corporate vision, based on the understanding that individual development will turn into collective success.

Equal Opportunity and Diversity Indicators

STATISTICS ON AGE AND GENDER OF MEMBERS OF MANAGEMENT BODIES (EMPLOYEE IN MANAGERIAL AND ABOVE POSITIONS ACCORDING TO THE WORK FAMILY PROCEDURE)						
AGE GROUP	**FEMALE (QTY)**	**FEMALE (%)**	**MALE (QTY)**	**MALE (%)**	**TOTAL (PERSON)**	**TOTAL (%)**
UNDER 30	0	0%	0	0,00%	0	0,00%
30 - 50	12	30,8%	21	53,8%	33	84,6%
ABOVE 50	1	2,6%	5	12,8%	6	15,4%
TOTAL	13	33,3%	26	66,7%	39	100,0%

K.F.C. Gıda has an organizational structure that promotes diversity in its management team and supports equal opportunity. As of 2024, 39 employees are working in the management body (executive level). 33.3% of these people are female and 66.7% are male. The age group distribution is as follows:

- Under 30: 0%
- Between 30 - 50: 84.6 %
- Over 50: 15.4%

Although the representation of women in management is close to the industry average, K.F.C. Gıda recognizes the need to further increase this ratio and keeps initiatives supporting women's leadership on its agenda. Female talent pools, gender sensitivity in internal promotion processes and inclusive leadership training are evaluated within this scope.
The absence of a female leader on the board of directors has been identified as an area open to improvement.

Equal Opportunity and Diversity Indicators

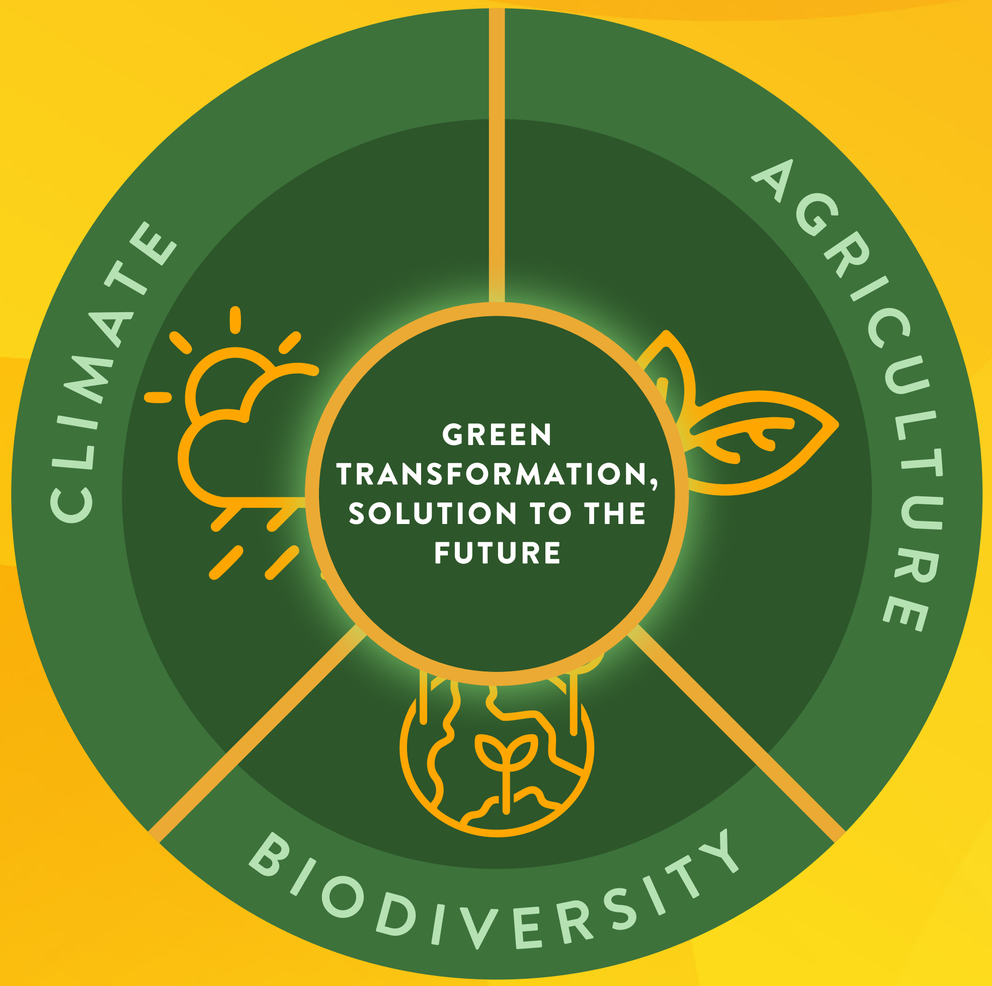
KPI	2024 PERFORMANCE	2030 TARGET
WHITE COLLAR FEMALE EMPLOYEE RATE (%)	42	>49
BLUE COLLAR FEMALE EMPLOYEE RATE (%)	79	≥80
MEDIUM AND ABOVE FEMALE EMPLOYEE RATE (%)	33,3	>45

As part of our equal opportunity policy, we consider strengthening the representation of female employees in the workforce a priority. According to 2024 performance data, the percentage of white-collar female employees was 42%, the percentage of blue-collar female employees was 79%, and the percentage of mid-to-senior-level female managers was 33.3%. The goal is to increase the proportion of white-collar female employees to over 49% by 2030, maintain the proportion of blue-collar female employees above 80%, and raise the proportion of female employees in management positions to 45%. This approach is considered an important step that will strengthen both our principle of gender equality and the inclusive structure of our institutional culture.

AGE / GENDER	DISABILITY / TASK DURATION									
	1 -5		6 - 10		11 - 15		16 - 20		20 +	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
18 - 30	5	1	2	2	0	0	0	0	0	0
31 - 40	1	1	0	0	0	0	0	0	0	0
41 - 50	1	2	3	0	0	0	0	0	0	0
51 - 65	1	0	1	3	0	1	0	0	0	0

K.F.C. Gıda embraces an equitable employment approach **that supports the effective participation of individuals with disabilities in the workforce.** As of 2024, disabled employees in different age groups and seniority levels were worked as active parts of production processes.
It is observed that there are both males and females among disabled employees, that the age distribution varies between 18 and 65, and that there are short (0-5 years), medium (6-10 years) and long (11 years) term employment in terms of duration. This structure demonstrates that the institution not only embraces diversity principles, but also implements sustainable social inclusion as a corporate culture. Furthermore, no cases of discrimination were recorded at K.F.C. Gıda during the 2024 reporting period.

Protect the Climate, Sustain Agriculture, Preserve Diversity



Green Transformation Solution for the Future

Extreme Weather Events and Drought Due to Climate Change

Energy Generation

Unit: GJ (Gigajoule)

Consumption of cooling systems is included in electricity consumption.

ENERGY TYPE	CONSUMPTION (MWh)	CONSUMPTION (GJ)
ELECTRICITY	4913	17.687 GJ
HEATING (NATURAL GAS + LPG)	5933	21.358 GJ
STEAM	0	0 GJ
TOTAL	**10.846**	**39.045 GJ**

Energy Conversion Factors Table

ENERGY SOURCE	UNIT OF	CONVERSION FACTOR	EXPLANATION
ELECTRICITY	kWh	1 kWh = 3,6 MJ	CONVERSION COEFFICIENT
NATURAL GAS	sm^3	1 sm^3 = 9,59 kWh	Lower heating value **(LHV)** **- IPCC/EPDK** average
LPG (LIQUID)	litre	1 litre =7,03 kWh	Lower heating value **(LHV)**
MJ GJ	MJ	1 GJ = 1.000 MJ	**- IPCC/EPDK** average **SI** According to the unit system

In 2024, K.F.C. Gıda's total energy consumption amounted to 39,081 GJ. Consumption is based on electricity, natural gas and LPG, and electricity also includes cooling systems (industrial and office type). Since the steam system was not used, there was no consumption in this area. Energy data is monitored in the context of climate change, and the reduction of consumption, particularly of fossil fuels, is addressed within the scope of sustainability strategies.

Additionally, K.F.C. Gıda's total energy intensity for 2024 was 1.2 GJ/ton. This ratio is obtained by dividing the sum of the electricity and heating energies directly consumed in internal operations by the total annual production volume. Cooling systems are included in electricity consumption; steam system is not included. External sources such as suppliers or external service providers are not covered.

Extreme Weather Events and Drought Due to Climate Change

Total fuel consumption from renewable energy

Total fuel consumption (GJ) from renewable sources under K.F.C. Gıda SPP	7895
Total fuel consumption from renewable sources in electricity drawn from the grid* (GJ)	6372

In 2024, K.F.C. Gıda generated 7,895 GJ of renewable energy through its solar power plant (SPP). This amount corresponds to approximately 20% of the company's total energy consumption.

This energy from renewable sources was used directly for electricity generation. Its share in total electricity consumption is 45%. In this context, generating a significant portion of electricity consumption with solar power plants instead of externally dependent sources has both contributed to the reduction of carbon emissions and ensured energy security against risks such as drought and climate change.

In addition, according to the *SHURA Energy Transformation Center, Energy Transformation Outlook of Türkiye 2024 report, the share of renewable energy sources (SPP, WPP, etc.) in total electricity production increased to 46% in 2024. It was stated that the report was based on ministry data. In this context, 6,372 GJ of the total 13,851 GJ of electricity used from the grid is obtained from renewable sources. Therefore, 37% of our total fuel consumption of 39,081 GJ generated from renewable sources.

Since there was no energy sales activity or external energy consumption in the relevant period, no data was included regarding this. In addition, no energy consumption reduction efforts or reduction in the requirements of products and services sold were carried out during the relevant period.

Extreme Weather Events and Drought Due to Climate Change

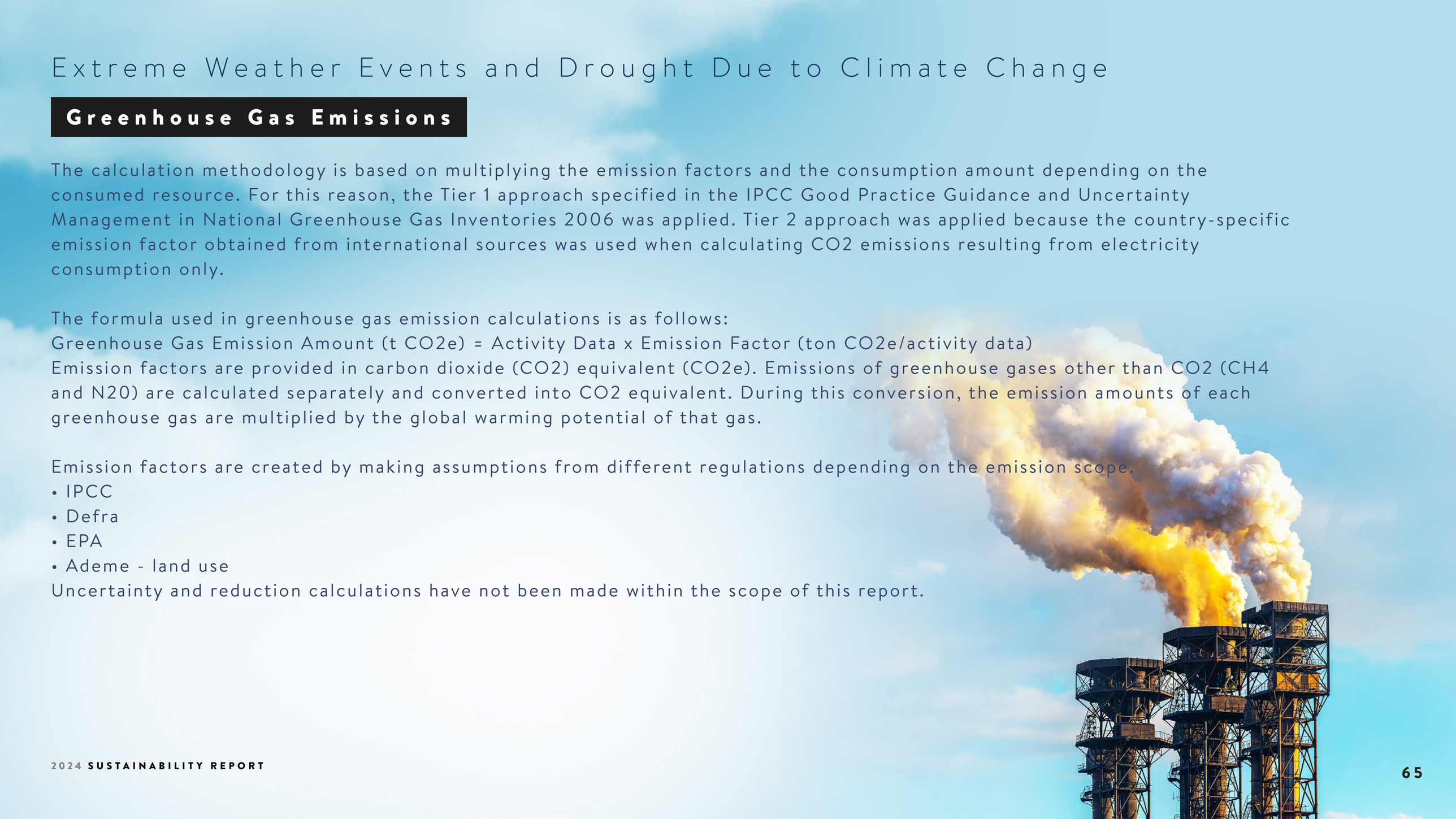
Greenhouse Gas Emissions

The calculation methodology is based on multiplying the emission factors and the consumption amount depending on the consumed resource. For this reason, the Tier 1 approach specified in the IPCC Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories 2006 was applied. Tier 2 approach was applied because the country-specific emission factor obtained from international sources was used when calculating CO2 emissions resulting from electricity consumption only.

The formula used in greenhouse gas emission calculations is as follows:
Greenhouse Gas Emission Amount (t CO2e) = Activity Data x Emission Factor (ton CO2e/activity data)
Emission factors are provided in carbon dioxide (CO2) equivalent (CO2e). Emissions of greenhouse gases other than CO2 (CH4 and N20) are calculated separately and converted into CO2 equivalent. During this conversion, the emission amounts of each greenhouse gas are multiplied by the global warming potential of that gas.

Emission factors are created by making assumptions from different regulations depending on the emission scope.
- IPCC
- Defra
- EPA
- Ademe - land use

Uncertainty and reduction calculations have not been made within the scope of this report.



Extreme Weather Events and Drought Due to Climate Change

Greenhouse Gas Emissions

The Greenhouse Gas Inventory Report covers the 3 greenhouse gases covered by the Kyoto Protocol.

CO_2 CH_4 N_2O

ACTIVITY PERIOD YEAR (2024)	
Central Facility total carbon emissions (CO2 eq. Tons) / Final Product Produced (Tons)	2.4
Grape Processing Facility total carbon emissions (CO2 eq. Tons) / Final Product Produced (Tons)	2.9
K.F.C. Gıda total carbon emissions (CO2 eq. Tons) / Final Product Produced (Tons)	2.5
K.F.C. Gıda total carbon emissions (CO2 eq. Tons)	81.091

As of 2024, K.F.C. Gıda's total carbon emissions have been calculated as 2.5 tons of COze/ton per final product Produced. These rates reveal the intensity of direct and indirect emissions related to our production activities.
K.F.C. Gıda's total greenhouse gas emissions for 2024 were calculated as 80,938 tons of CO.e. The low share of Scope 1 and 2 emissions in total emissions reflects the impact of energy efficiency investments in our operational processes and the transition to renewable sources in electricity consumption. However, Scope 3 emissions account for the vast majority of our carbon footprint. This situation shows that it is necessary to create a climate strategy not only in production processes but also in external processes such as the supply chain, logistics and product life cycle. Differences between businesses arise from differences in production processes, type of energy sources, input materials used and shipping routes. In the coming periods, K.F.C. Gıda aims to reduce Scope 3 emissions through sustainable raw material sourcing, low-carbon logistics solutions, and supplier partnerships.

BUSINESS-BASED EMISSION DISTRIBUTION - SCOPE 1, 2, 3 (TONS CO_2e)

BUSINESS	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL EMISSION
GRAPE BUSINESS	316	435	22.487	23.238
CENTRAL BUSINESS	1.014	1.257	55.582	57.853
TOTAL K.F.C.	1.330	1.692	78.069	81.091

Sustainable Agriculture

QUANTITY BASED ORGANIC PRODUCT SALES RATE IN 2024 = 38%
INCREASE IN ORGANIC PRODUCT VOLUME COMPARED TO 2020 = 51%
ORGANIC PRODUCT SALES VOLUME IN 2024 = > 7000 TONS

At K.F.C. Gıda, we view sustainable agriculture not only as an environmental responsibility but also as a strategic value area that ensures product quality.

As of 2024;
Our total organic product sales volume has exceeded 7,000 tons.
This represents a 51% increase compared to 2020.
The share of organic products in total sales has reached 38%.

This growth is not only a commercial expansion, but also creates obvious environmental benefits such as soil health, producer well-being and reduced carbon emissions.

Sustainable Agriculture

Objectives	2020 Performance	2021 Performance	2022 Performance	2023 Performance	2024 Performance
Number of organic product varieties sold and included in our certificate (pieces)	20	18	19	21	21
Total number of Fair For Life (FFL) certified producers across all our products	38	35	31	31	26
Total FFL certified agricultural area (decare) at our suppliers	2107	2347	2133	2191	2108

The Fair for Life (FFL) certification plays a significant role in K.F.C. Gıda's organic supply model. This certificate covers not only organic production criteria, but also producer welfare, fair trade principles and social compliance standards. The main reasons for the decrease in the number of FFL certified producers are the increasing costs associated with the certification process and the lack of strong market demand in these product groups. Despite the decrease in the number of certified producers, there was no change in the total certified production area compared to the reference year. This situation shows that there is a shift to working with fewer producers but with higher production capacity. The land area of our FFL certified producers constitutes approximately 4% of the total supply area. As of 2024, we have contracted or direct supply relationships with over 500 producers in grape, pepper and fig production, and over 200 producers in apricot production. With this structure, we have a supplier network that works with over 700 producers in total, directly contributing to the local agricultural ecosystem.

The critical importance of water resources in agriculture has been proven on a global scale. According to the United Nations World Water Development Report, approximately 50% of the world's freshwater use is for agricultural purposes. This ratio clearly demonstrates the dominant role of agricultural activity in water consumption and the necessity of transitioning to more efficient systems.

At K.F.C. Gıda, we make effort to integrate sustainable agricultural management with water efficiency.

As a result of the work carried out so far, all production of pepper and tomato products requiring high water consumption has been switched to 100% drip irrigation system. 60% of our raisin producers use drip irrigation, and we aim to increase this rate to 70% by 2026.
These practices both increase agricultural productivity and provide a climate-compatible production model by protecting the resources of water-vulnerable regions.

Biodiversity

Because the majority of our production activities are agricultural, preserving genetic diversity, supporting natural ecosystems and sustaining endemic species is critical to the long-term health of our supply chain.

New Species Development and Increasing Agricultural Diversity
Black Sickle Fig Variety:
As part of our R&D and agricultural projects, we introduced the Black Sickle fig variety to the Aegean Region, which is more resistant to cold climate conditions, has higher nutritional value, and is suitable for drying compared to the “Sarılop” variety. In 2024, production is carried out with 2,750 trees in an area of 52 decares. It is aimed to increase the production area to 500 decares by signing contracts with at least 15 producers in 2025.

Pepper Varieties by Selection Improvement:
With the selection improvement project carried out since 2018, we have been developing pepper genotypes that are climate-adapted, productive, and provide standard quality in processing lines. As of 2024, two registered varieties, Bayraktar and Brezza, have been obtained. The aim is to increase the number of registered varieties to three by 2030.

Regenerative Agriculture Practices
With the project we initiated in our Black Sickle fig plant in 2024, we planted cover crops to improve soil health and increase ecosystem diversity. In the first stage, we carried out the work on a 360 sqm trial plot where vetch, barley, ryegrass and Trifolium Alexandrinum were planted. In 2025, we aim to increase the number of cover crops to 10, spreading them across the entire 80-decare garden, and initiate the Regenerative Organic Certified (ROC) process.

The areas where afforestation is carried out within the scope of our project mainly consist of lands that are unproductive, where farmer welfare is low and where annual field agriculture is carried out. These areas are not perennial tree or forest ecosystems and have limited diversity in terms of natural vegetation. The applied regenerative agriculture methods aim to permanently improve the structure of the habitat by enabling the cultivation of black fig trees on bare or low-fertility lands. Thus, the project aims not only to increase agricultural productivity but also to create restorative value in terms of biodiversity.

Biodiversity

Reducing Pesticide Use and Digital Agriculture

By using decision support systems in digital agriculture, a reduction of 40% was achieved in water and pesticide use in vineyards in the 2024 production year. This practice will be expanded to prevent climate-related yield loss and maintain quality. In the long term, LCA (Life Cycle Analysis) studies will be integrated into grape, fig and apricot products.

Precise Spraying with Drone Technology

Drone spraying applications reduce pesticide drift, allowing targeted spraying and saving water and energy. In 2025, it is aimed to completely replace tractor-based spraying in pepper production with drone technology.

Protection of Endemic Species and Awareness Studies

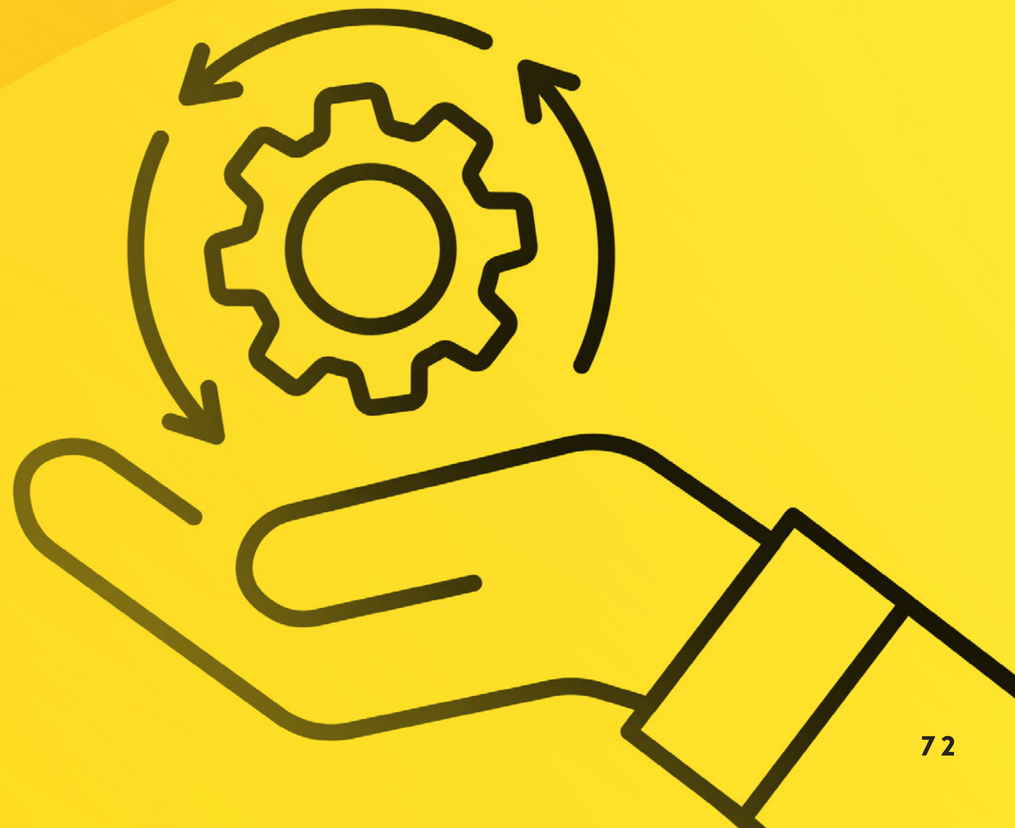
There are hundreds of endemic plant species in the provinces where we operate: 177 species were recorded in Izmir, over 100 in Manisa, 64 in Aydın and 438 in Malatya. This data has been compiled from relevant academic and local research sources and contributes to our understanding of the biodiversity status of the regions we supply products to as of 2024.

Our company plans social responsibility projects, producer trainings and informative material studies for the protection of these species. In the future, the presence of species included in the IUCN Red List in our supply areas will be checked; possible interactions between our supply activities and these species will be analyzed. Thus, the impact of our activities on natural ecosystems can be transparently monitored, and necessary preventive measures can be taken in a timely manner. This approach aligns with our company's long-term environmental responsibility strategies to protect and enhance biodiversity, and supports the sustainability of both local ecosystems and our supply chain.

Biodiversity Performance Indicators and Targets

No	Metric	Current Status (2024)	Target
1	Black Sickle fig production area (decare)	52 decares, 2,750 trees	≥ 500 decares, ≥ 15 producers
2	Regenerative agriculture cover crop number	4 species	≥ 10 species in 2025
3	Number of ROC certified products	None	Starting the process
4	Pesticide & water usage	Reduction by 40%	Increasing the number of suppliers & dissemination
5	Endemic species projects	In the planning stage.	Education and promotion
6	R&D / Number of innovation papers	4 papers	≥ 10 papers

Innovative Production Innovative Management



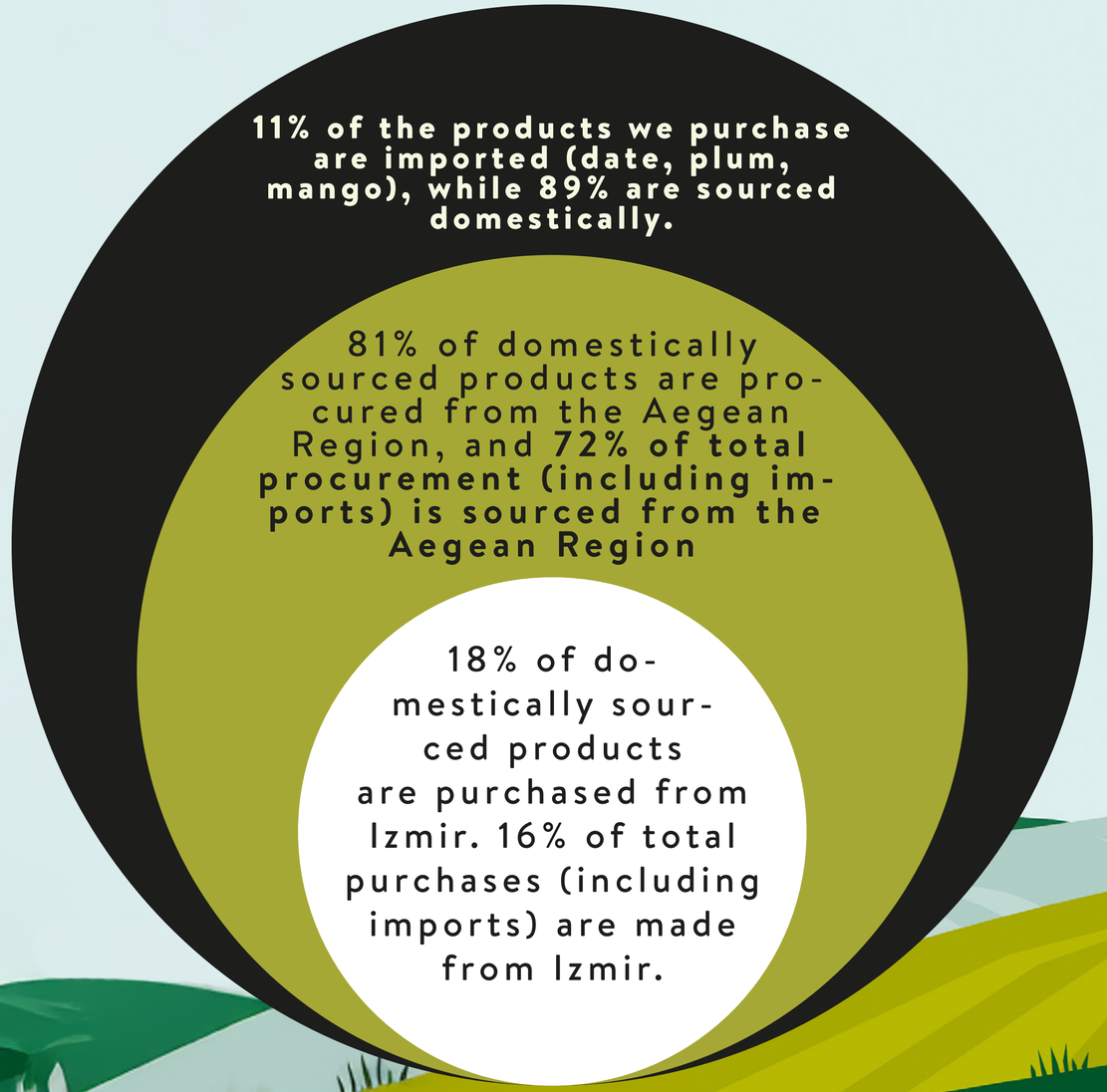
Strong Strategy, **Balanced Future**

Responsible Production

The target is for at least 85% of the raw materials supplied to be sourced from domestic products.

K.F.C. Gıda conducts the majority of its high-volume procurement operations in the Aegean Region and surrounding areas, and it defines local suppliers as those operating within Türkiye's borders. The main operation centers are located in Izmir, Manisa, Aydın and Malatya provinces. For Izmir region, 18% of products sourced domestically and 16% of total purchases (including imports) are supplied from Izmir. Across the Aegean Region, the proportion of products sourced domestically is 81%, while the proportion within total purchases (including imports) is 72%. When the overall domestic-import ratio is examined, 89% of the total supply budget is spent on domestic sources, while 11% is spent on imported products (date, plum, mango). Prioritizing local suppliers not only contributes to the regional economy but also helps reduce carbon emissions from logistics, strengthen product traceability, maintain quality and food safety standards, and develop community relations through long-term partnerships

Materials and Domestic Supplier Expenditure Ratios



Responsible Production

Raw Materials and Other Materials

All materials listed in K.F.C. Gıda's raw material product list are “renewable” because they are entirely plant-based, and they are obtained from agricultural products that can be reproduced in nature. Figs, apricots, grapes, and other fruit on the list and plant ingredients used in addition to these are sustainably sourced th-rough annual or multi-year agricultural production. These raw ma-terials are processed in accordance with quality and food safety standards during production processes and are supplied by local and regional supply networks, contributing to both economic and environmental sustainability. Consumable materials such as fossil fuel derivatives, metals or minerals are included in the packaging and other materials section.

More than 85% of all materials purchased during the activity period are in the renewable material section. All raw materials were considered to be of agricultural and renewable origin; the box was considered renewable because it was made of paper/card-board; in flexible packaging, only the recyclable part was conside-red renewable; other additives were classified based on whether the material came from a regenerative source in nature.

Raw Materials and Other Materials

However, in accordance with our sustainability approach, our raw materials are divided into “high”, “medium” and “low” sustainability categories, taking into account not only their renewable nature but also their environmental impacts such as process intensity, domestic-import supply ratio, and water consumption level, organic or good agricultural practices. In this classification, products that require particularly highwater consumption or are imported are classified at lower levels, while raw materials produced locally, with low process and input intensity and low water consumption are classified at a higher level. Our aim in material management is to take our raw materials classified as medium and low to higher levels in terms of sustainability. In this regard, we carry out infrastructure investments and training programs to reduce water consumption together with our suppliers in our area of operation, implement decision support systems to reduce pesticide use, and continue R&D studies to develop products with cleaner ingredients. In this context, measures implemented through supply chain collaboration aim to reduce the environmental impact of agricultural production, improve product quality and support the well-being of local communities. This transparent and development-oriented approach, in line with the GRI 301 standard, contribute to protect natural resources, sustain biodiversity and strengthen the long-term resilience of our supply chain.
More than 60% of the products we purchased during the activity period are made of medium and above sustainable materials.

High Sustainability	• Organic certified and domestically sourced raw materials • Use of additive-free or only natural sweeteners (e.g. apple juice concentrate) • Low processing intensity • Production with low water consumption • Participation in the local (within Türkiye) supply chain
Medium Sustainability	• Environmental impact level of agricultural practices • Medium process intensity • Moderate level water consumption • Participation in domestic or imported supply chains • Products that comply with clean content principles but may have a high carbon footprint due to logistics
Low / Open to Development	• Conventional production and raw materials containing additives (e.g. Sulphur, refined sugar, salt) • Products produced with high water consumption • High process intensity • Products that are imported and contain additives or domestic but have high additive rates.

Responsible Production

Category	Total Quantity Purchased (tons)	Ratio (%)
High Sustainability	22.961	%59
Medium Sustainability	913	%2
Open to Development	15.231	%39

Recyclability Status of Packaging and Other Materials

PACKAGING AND OTHER INGREDIENTS	USED QUANTITY (TONS)	LOCAL SUPPLIER	AEGEAN REGION	AMOUNT OF RECYCLABLE MATERIALS USED (TONS)	USE OF RECYCLED INPUTS	RECYCLABLE MATERIAL RATE	CONSUMED MATERIALS
RATIO	1.523	%100	%100	1.523	MIN %80	%100	%0
FLEXIBLE PACKAGING	179	%100	%100	97	U.D.	%54	%46
ASSISTANT MATERIAL (CONTRIBUTION MATERIAL)	6.442	%100	%100	0	U.D.	%0	%100

The total amount of packaging materials used in our production processes in 2024 was 1,702 tons. 1,523 tons of this amount is boxes (paper/cardboard based) and is 100% recyclable. Flexible packaging usage amounted to 179 tons, of which 97 tons (54%) was classified as recyclable. Thus, when evaluated solely on packaging materials, our total recyclable material rate was calculated as 95%. When determining the recyclability rate, additives and auxiliary materials used in production are excluded from the calculation since they do not technically have the potential for recycling. Additives (acids, preservatives, flavorings, etc.) cannot be reprocessed into material form due to their chemical structure and are therefore not included in recycling performance indicators. Flexible packaging data has been verified through manufacturer declarations, the How2Recycle label project, and customer feedback collected through surveys. In the coming period, alternative material research and supplier collaborations are planned to continue to increase the recyclability rate, especially in flexible packaging.

WASTE MANAGEMENT

WASTE KPI / YEAR TABLE	Reference Year (2020)	Operation Year (2024)
Plastic use / product produced (%)	1,29	0,55
Use of recyclable plastic packaging / plastic use (%)	52,3	54,0
Paper usage/product produced (%)	4,88	4,68
Paper packaging used in the production of final products	1.245	1.523
Plastic packaging used in the production of final products (tons)	330	179

2025 Targets

Plastic usage / produced product ratio: ≤0,40 %

Use of recyclable plastic packaging / total plastic ratio: ≥ 60 %

Paper usage / produced product rate: ≤4,50 %

During the 2020-2024 period, **plastic usage per unit of product decreased from 1.29% to 0.55%**, reaching its lowest **level of 0.42% in 2023.**
During the same period, the total amount of plastic packaging used was reduced from **330 tons to 179 tons.**
This significant decrease is a direct result of improvements made in packaging design and supply chain strategies.
Packaging dimensions has been re-optimized according to the physical properties and shelf-life requirements of the product.

Packaging materials have been **thinned** while maintaining parameters critical to food safety (e.g., **OTR - oxygen transmission rate and WVTR - water vapor transmission rate**).
Through **joint product development projects** carried out with packaging suppliers, solutions have been produced that offer the same protection capacity with less raw material.
The reason for the increase in paper consumption is that it varies based on the specifications from year to year due to customer diversity.

To increase the use of recyclable packaging, product packaging is being converted to **mono-material (single-structure) solutions instead of multi-layered composite structures.**
This transformation process is carried out in compliance with the legal compliance criteria of the **international markets** to which our products are shipped.
Specifically for the **US and Canadian** markets, our packaging is made compliant with the **How2Recycle** platform's labeling and recycling classification system.
Our company is a member of the **How2Recycle** program and, within this framework, actively uses labeling practices that provide consumers with transparent and accurate recycling guidance.

These efforts not only ensure legal compliance but also strengthen brand reputation and create consumer awareness.
Additionally, it directly contributes to reducing environmental impact throughout **the supply chain and to circular economy goals.**

2024 Waste Amount

Non-hazardous waste		
Waste sent for recycling (waste withdrawn from disposal)		**Explanation**
Paper and cardboard packaging (tons)	**290**	Off-site, licensed recycling company
Plastic packaging (tons)	**150**	Off-site, licensed recycling company
Glass containers (ton)	**0,3**	Off-site, licensed recycling company
Recycled paper waste / Final product Paper packaging used in production (%)	**19**	
Recycled plastic waste / Final product Plastic packaging used in production (%)	**84**	
Total amount ofrecycled waste / Amount oftotal packaging used in the production of final products (%)	**26**	
Waste sent for biogas generation		
Sludge waste (tons)	**47**	Organic waste, external facility
Toxin-containing fig waste (tons)	**26**	Organic waste, external facility
Grape waste (stems and grapes) (tons)	**4,5**	Organic waste, external facility
Sludge waste / Total loading amount of washed products (%)	**0,3**	
Food loss ratio (%)	**<%0.1**	Total production volume of food waste
Hazardous wastes (Waste sent for disposal)		
Amount of contaminated packaging (kg)	**260**	Special process recovery
Amount of fluorescent lamps and other mercury-containing waste (kg)	**120**	Landfill
Amount of waste subject to special treatment for collection and disposal to prevent infection (kg)	**5**	Landfill

1. Recycled Waste

During the reporting period, a total of **440 tons of packaging waste** (290 tons of paper/cardboard, 150 tons of plastic) was sent for recycling.

• Specifically **for plastic packaging**, the total amount of plastic packaging used in product manufacturing was **179 tons**, and the amount of waste directed for recycling was **150 tons**. This shows that a similar amount of plastic waste is generated at the end of the production process compared to the packaging used **(84%).**

This ratio indicates the high level of post-process waste and the impact of internal packaging, highlighting the importance of steps such as **line optimization, waste control, and simplification of secondary packaging** for plastic waste reduction.

• **Specifically for paper packaging**, the total amount of paper packaging used in product manufacturing was recorded as **1,523 tons**, while the amount of paper waste directed for recycling was recorded as **290 tons**. This indicates that it generates a recycling output equivalent to approximately 19% of the paper packaging used.

This ratio indicates the potential for development in reducing paper waste in the production process and **simplifying secondary packaging structures.**

2. Waste Sent for Biogas Generation

As part of the waste-to-energy strategy, a total of **77.5 tons of organic waste** was sent to licensed facilities for biogas production:

- **47 tons of sludge waste**
- **26 tons of toxic fig waste**
- **4.5 tons of grape stalk and pulp waste**

This practice both reduces the environmental impact of waste and contributes to renewable energy systems.

3. Hazardous Waste Management

Hazardous wastes were collected in accordance with regulations and directed to licensed disposal facilities:

- **260 kg of contaminated packaging**
- **120 kg of fluorescent lamp waste containing mercury**
- **5 kg of specially treated waste that carries the risk of infection**

Hazardous waste quantities are limited and kept under control through regular recording and traceability processes. Waste is collected separately according to its type and disposed of with special procedures.

Waste Generation and Significant Waste-Related Effects

The waste generated as a result of our organization's activities originates from both internal processes and packaging associated with the products and materials procured.

Plastic packaging waste is generated from packaging processes carried out during production, process losses occurring in product sorting and washing lines, and packaging materials used during transportation and storage that cannot be reused. These wastes arise systematically both in operational processes and in the physical distribution and storage stages.

Paper packaging waste is the materials that mostly comes with the supplied products and cannot be reused within the production cycle for food safety reasons. Such materials are not suitable for reuse or reprocessing and are therefore excluded from priority methods in the waste hierarchy and removed from the system through recycling.

The environmental impact of these wastes is considered important in the context of the increasing carbon footprint of packaging and the need for integration into the circular economy. Therefore, our waste management system includes strategies to reduce waste generation at its source and to divert waste away from disposal by recycling at the highest possible rate.

During the reporting period, contaminated packaging waste classified as hazardous waste was removed from the system through licensed waste disposal companies in accordance with environmental legislation.

These wastes are generally directed to **regular storage (landfill)** or **special treatment and recovery processes** as disposal methods.

Performance Indicators for Zero Waste Projects for 2024

ZERO WASTE PROJECT DATA/YEAR	2024
Total tree gain from zero waste project (number)	9,4
Total energy savings from zero waste proje-ct (kWh)	4.700
Total water savings from zero waste project (m)	15,5
Total greenhouse gas savings from the zero waste project (kg)	124
Total oil recovery from zero waste project (lt)	1.092
Total Raw Material Recovery (glass and metal) from zero waste project (tons)	0,4

🌿 Zero Waste Project Implementation and Gains

Our organization implements the Zero Waste Project to strengthen waste management in non-production areas and reduce its environmental impact. Within the scope of this project, waste generated in offices, recreational areas and social units is separated at the source and directed to recycling.

Every year, blue-collar workers receive face-to-face training on general environmental and zero-waste practices in cafeterias, while white-collar workers receive this training online. These trainings increase employee awareness and strengthen the behavioral foundations of the zero waste approach.

Thanks to this systematic application, not only waste generation has been reduced, but also measurable savings have been achieved in the use of natural resources.

📊 2024 Achievements:

- **9.4** tree has been saved.
- **4,700 kWh** of energy saving has been achieved.
- **15.5 m³** of water has been saved.
- **124 kg** of greenhouse gas emission has been prevented.
- **1.092 liters** of oil consumption has been achieved.
- **0.4 ton** of glass and metal raw materials were recycled.

Water Management

Our factories use groundwater as the main water source in their production. In order to ensure the sustainability of water resources, it is planned to initiate a scientific analysis process in the coming period to evaluate current groundwater levels and usage amounts. The data obtained will form the basis for the development of our water management strategies and the reduction of water risks.

In conjunction with our water usage processes, the management of wastewater arising from our production activities is also an integral part of our holistic water management approach. In this context, the quantity, quality and disposal methods of wastewater from production are regularly monitored and reported during the process of discharging it to the receiving environment.

	Central Business			Grape Business		
	Interior Analysis	İZSU Analysis*	CUR. LIMIT	Interior Analysis	Ministry of Environment, Urbanization, and Climate Change Analysis**	CUR. LIMIT
pH	7,20 ±1,19	7,25	6,5-9	7,35 ±0,20	7,78	6-9
KOI	334,86mg/L ±260,90	107mg/L	800mg/L	119mg/L ±62,96	<30mg/L	100 mg/L
AKM	179 mg/L	32mg/L	350mg/L	57,95mg/L	3,2mg/L	200 mg/L

Water Management

As K.F.C. Gıda, we have biological treatment plants, which enable us to manage our water processes in full compliance with legal obligations, ensuring that wastewater generated during our operations is disposed of without harming the environment. Regular analyses are carried out by the Ministry of Environment, Urbanization and Climate in our grape business and by IZSU (İzmir Water and Sewerage Administration) in central business to control the wastewater generated. These analyses are carried out in accordance with all national legislation.
At the time of each discharge, composite samples are taken and analyzed once a month in private laboratories authorized by the Ministry of Environment at the Grape Business, and samples are taken once a year at the Central Business and analyzed in their own laboratories.
These samples are analyzed on the following basic parameters:
• **COD (Chemical Oxygen Demand):** SM 5220 B Method
• **SS (Suspended Solids):** TS EN 872/2007 standard • **pH:** TS EN ISO 10523/2022 standard
Samples are analyzed by İZSU (AB-0056-T)* and İZÇEV (AB-0057-T)**, which are accredited laboratories, using equipment including a thermoreactor, LOVIBOND Multi Direct, and pH meter. The laboratories hold accreditation certificates in accordance with the TS EN ISO/IEC 17025:2017 standard. K.F.C. Gıda regularly records these analyses conducted within the scope of environmental water management, takes swift action in cases of non-compliance, and aims for continuous improvement.

• **pH values in all parameters comply with the legislation in both internal and external analyses.**
• Although the COD value for the Central Business showed a high average of 334.86 mg/L in internal analyses, it was determined to be 107 mg/L in the official İZSU analysis. Both values are well below the regulatory limit of 800 mg/L. The main reason for the high level in internal analysis is that regular sampling was performed at different production intensities throughout the year and during periods of possible pollution increase. This approach offers a proactive control strategy in terms of early detection of risks and continuous monitoring of treatment system performance.
• While the average COD in internal analysis at the Grape Business was slightly above the limit at 119 mg/L, external analysis conducted by the State Water Supply Administration (DSİ) measured a very low value of <30 mg/L. The main reason for this difference is that samplings for internal analyses are taken periodically throughout the year and especially during periods when process-related pollution increases. Thanks to this conscious sampling strategy, potential risks were identified early and preventive improvement measures were implemented quickly in the relevant periods. This demonstrates the functionality of process water treatment and that pre-discharge controls are carried out with environmental responsibility.
• **SS values are well below the regulatory limits in both businesses.**, which indicates that the negative impact of wastewater on the environment in terms of particle load is low.

Wastewater removed from the facility via sewage at the Central Business is sent to the Çiğli Wastewater Treatment Facility. The wastewater treated at this facility is discharged into the Aegean Sea.
The water after treatment at the Grape Business is sent to the DSI channel and discharged into the sea.

Product Quality and Food Safety in the Value Chain

Our company accepts the **BRC (British Retail Consortium) Food Safety Standard** in food safety management and is audited annually by independent accredited organizations at four different production locations. Between 2020 and 2024, each location demonstrated high compliance performance with grades of A or A+. Performance increases have been achieved especially in locations 1 and 2, which have our largest production volumes. Non-conformities detected during audits are recorded, the number of non-conformities per total audit is monitored annually and mitigating actions are implemented.

Customer complaints are calculated on a **ppm** (parts per million) basis, covering **all complaint categories**, including health and safety criteria (sensory characteristics, foreign matter, label claims, packaging, inability to obtain the product, etc.). Situations that are reported as complaints, even though they are included in the product specifications of our industrial customers, are also included in this calculation. In the coming period, it is planned to separate these complaints and report them separately on a category basis. End-consumer complaints and corporate customer complaints are examined in sub-breakdowns within the quality management system, root cause analysis is performed and action plans are implemented; however, this detail is not presented as a KPI in sustainability reporting.

With this approach, our company evaluates health and safety impacts throughout the product life cycle, continuously monitors compliance with legislation and voluntary standards, and manages customer feedback as an important part of quality improvement processes.

CUSTOMER COMPLAINTS AND BRAUDITING PERFORMANCE (2020 - 2024)

YEAR	CUSTOMER COMPLAINT QUANTITY (PPM)	COMPLAINT RETURN DURATION (DAY)	NONCONFORMITY FOR TOTAL AUDITS (QTY)	BRC GRADE -1st. LOCATION	BRC GRADE -2nd. LOCATION	BRC GRADE -3rd. LOCATION	BRC GRADE -4th. LOCATION
2020	13,3	0,58	-	AA	AA	AA	AA
2021	9,4	0,50	-	A	B	N/A	B
2022	12,8	0,34	75	AA	A	A	A
2023	15,6	0,43	147	A+	A	A	A+
2024	17,12	0,48	80	A+	A+	A	A

Product Quality and Food Safety in the Value Chain

Performance data for the 2020–2024 period demonstrates that our company has a strong audit and improvement culture in food safety and product quality management. Our three production sites have overally achieved **A, A+, and AA** levels in the BRC (British Retail Consortium) Food Safety Standard, maintaining high compliance performance. Non-conformities identified during audits were systematically managed through root cause analysis and corrective actions. A significant improvement was achieved in 2024, particularly following the increase in the number of non-conformities seen in 2023.

Our customer complaint response rate remained well below the industry average; the average response time, which was 0.58 days in 2020, remained at 0.48 days in 2024. This is one of our strengths regarding rapid evaluation of customer feedback.
However, an increase in the number of customer complaints (PPM) has been observed in the last two years; the PPM value, which was 12.8 in 2022, increased to 17.12 in 2024. This increase has been influenced not only by complaints reported despite products meeting specifications, **but also by the variability in agricultural product quality caused by the climate crisis over the years.** Extreme weather events, especially drought, excessive rainfall or sudden temperature changes, have created differences in the physical and sensory properties of basic raw materials such as grapes, figs and apricots, which have had negative effects on customer satisfaction in some periods.
In general, while our strengths include high audit scores and rapid complaint management processes, the fluctuation in the number of complaints and their increase in some years are areas for improvement that need to be focused on in the future. In this regard, it is planned to separate complaint categories and report them separately, increase proactive quality control measures, strengthen supply and production strategies that will reduce the impact of climate-related quality fluctuations, and increase specification awareness in customer communication.

We carefully examine the labeling processes of our own branded products that we offer to the market in accordance with the relevant labeling regulations of each country where the products will be sold. In this context, the mandatory information to be included on product labels includes details such as the name of the product, list of ingredients, allergen contents, net quantity, country of origin, expiration or recommended consumption date, special storage and usage conditions. In addition, label information is arranged in a way that is easily readable, cannot be erased, and ensures that the consumer is correctly informed. All necessary arrangements are made to ensure full compliance with the legal requirements of each country, taking into account the specific legislation on food products in the markets where the products will be offered. In this way, legal obligations are fully fulfilled and transparent and accurate information is provided to consumers.

R&D & Innovation and PD for Adaptation

Our company positions its R&D activities as a strategic adaptation tool in response to critical issues identified in the risk analysis, such as climate change, agricultural productivity fluctuations and food safety requirements.

The upward trend in the number of joint projects carried out with stakeholders over the years has been maintained, reaching a high level of 10 projects in 2024. Participation in scientific events and the number of scientific publications gained significant momentum, particularly after 2021, leading to progress in knowledge sharing and interaction with the industry. The number of new products launched on the market increased in 2022 and 2023, demonstrating our company's ability to respond quickly to changing market expectations.

However, the fluctuations in patent/registration numbers over the years and the period ending with zero registrations in 2024 indicate that our intellectual property portfolio needs to be strengthened. The decline in new product development in 2024 indicates that commercialization speed needs to be increased in project prioritization.

Our R&D strategy combines economic value creation with adaptability to risks within the scope of GRI 3 and GRI 201. New product formulations that respond to agricultural quality changes resulting from the climate crisis, raw material alternatives, protection methods within the framework of sustainable agriculture, product-based environmental impact research, research projects for the protection of natural resources and production process optimizations are the priority areas in our R&D projects. We aim to both protect our food safety standards and increase the resilience of our value chain through this approach.

R&D & Innovation and PD for Adaptation

R&D and Innovation KPI Table

KPI	2020	2021	2022	2023	2024
NUMBER OF JOINT PROJECTS WITH STAKEHOLDERS (QTY)	4	7	6	10	10
NUMBER OF NATIONAL & INTERNATIONAL PATENT / UTILITY MODEL / BRAND / DESIGN REGISTRATION (QTY)	3	2	5	1	0
NUMBER OF NATIONAL & INTERNATIONAL PATENT / UTILITY MODEL APPLICATION(QTY)	4	3	5	6	6
NUMBER OF NEW PRODUCTS LAUNCHED IN THE MARKET (QTY)	-	-	4	5	2
NUMBER OF SCIENTIFIC EVENT PARTICIPATION (QTY)	1	12	4	11	14
NUMBER OF PAPERS/PUBLICATION WITH SCIENTIFIC CONTENT (QTY)	0	3	3	4	4

Financial Risks

In the prioritization analysis conducted within the GRI framework, our financial risks are in the “very high” group for K.F.C. and “high priority” group for our stakeholders. The recent high interest rate in Turkey significantly increases the severity of this risk; for example, the policy rate increased to 50% in September 2024, and commercial loan interest rates were recorded at 61.23% as of December 2024. Rising capital costs, difficulties in accessing financing and liquidity pressures directly impact our investment and growth plans.

TSRS (Türkiye Sustainability Reporting Standards)-compliant reporting is a strategic tool that not only ensures legal compliance but also facilitates access to green financing and credit opportunities. It is anticipated that TSRS compliance will play a critical role in reducing financial risks and strengthening investor confidence, particularly in the face of high interest rates, in the coming period. As K.F.C., our work on green financing will be deepened in the coming periods.

Fluctuations in economic conditions and difficulties in accessing financing in recent years have forced us to manage our liquidity and financial structure indicators more carefully. Periodic fluctuations have been observed in our liquidity ratios, and the need to protect and strengthen our cash position, especially against short-term liabilities, has increased. Working capital management has been supported by optimizing receivables and inventory turnover periods; occasional increases in cash conversion cycles have been one of the priority areas in risk management. On the financial structure side, changes in foreign resource utilization rates, together with the increase in borrowing costs, reinforced the need for flexibility in the capital structure. In this context, additional measures were taken to create a more balanced debt-equity structure, increase working capital efficiency and strengthen liquidity buffers in the face of economic uncertainties. In the coming period, a risk-focused management approach will gain more importance at both operational and strategic levels to ensure financial sustainability.

KFCGIDA
SINCE 1993

2024

Sustainability Report