



2025 Sustainability Report



Table of Contents

- Sustainability Message — 3
- Message from the Chairman of the Board — 4
- Company Overview — 5
- Safe Food Corporation — 6
- K.F.C. Gıda in Numbers — 7
- K.F.C. Gıda Milestones — 8
- Company Introduction — 9
- Products — 10
- Brands — 11
- Vision — 15
- Values — 16
- Board of Directors — 17
- Stakeholder Engagement — 18
- Preparation of the Report — 19
- Determination of Key Issues — 20
- Prioritisation Matrix — 21
- Our Policies and Sustainability Management Approach — 22
- Certifications, Standards, and Audits — 23
- Stakeholder Feedback Mechanisms — 24
- K.F.C. Risk Management within the Sustainability Framework — 25
- Targets and Performance — 28



Sustainability Targets — 29

- Economic Contributions and Local Development — 34
- Our Permanent and Seasonal Workforce: Our Approach to Sustainable Employment — 36
- Occupational Health and Safety — 44
- Employee Development and Talent Management — 48
- Equal Opportunity and Diversity Indicators — 53



Green Transformation: Solutions for the Future — 55

- Extreme Weather Events and Drought Due to Climate Change — 56
- Sustainable Agriculture — 60
- Biodiversity — 61



Innovative Production Innovative Management — 65

- Responsible Production — 66
- Product Quality and Food Safety in the Value Chain — 75
- R&D & Innovation and PD for Adaptation — 76
- Financial Risks — 78

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
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. 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.

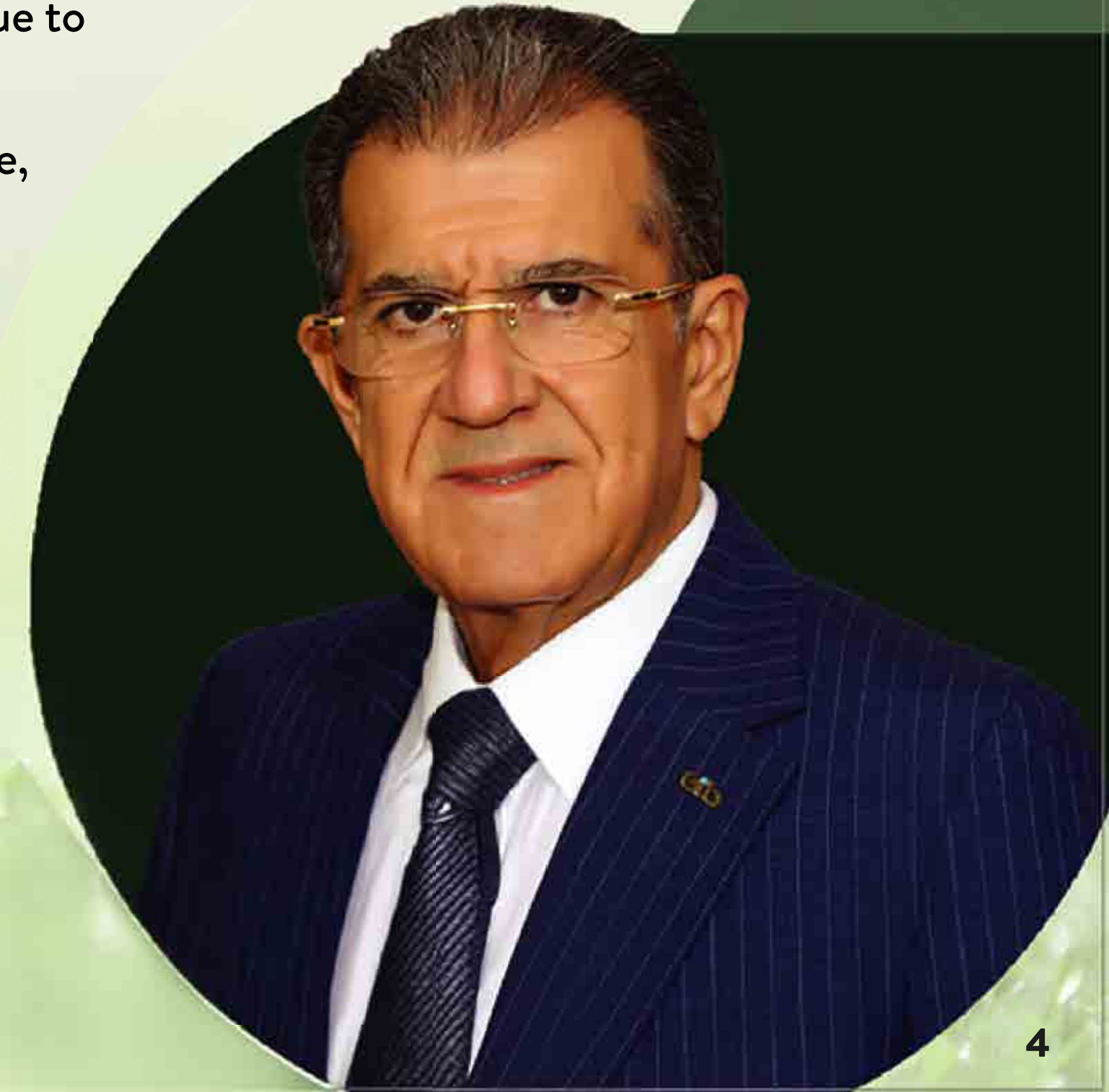
Today, we all know that the world is changing rapidly, so adaptability and agility have become a basic requirement for survival. The effects of the climate crisis, the depletion of natural resources such as water and soil, difficulties in accessing financial resources and increasing expectations on the 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



GLOBAL G.A.P.
The Global Partnership for Good Agricultural Practices



Safe Food Corporation

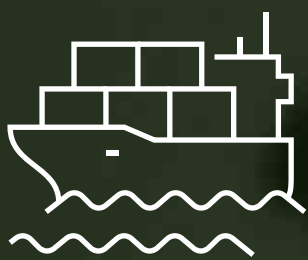
- ☞ Safe Food Corporation was established in 2002 in New Jersey to better service our growing customer base in North America. As an origin packer from Türkiye, we have a unique setup where we act as the direct importer and distributor of our own products.
- ☞ Our US company is a certified importer in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

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



K.F.C. Gıda in Numbers

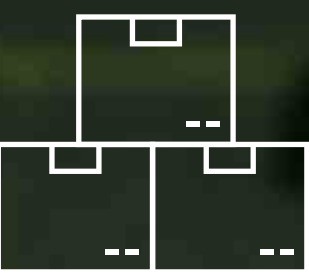
30.000+
TONS EXPORT
(INCLUDING
ALL PRODUCTS)



1000+ EMPLOYEES



2000+ CONTAINERS



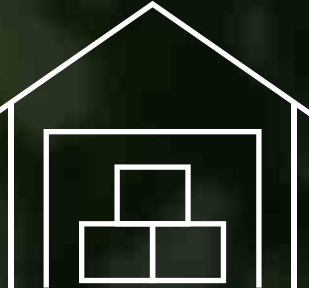
EXPORT TO
+75 COUNTRIES



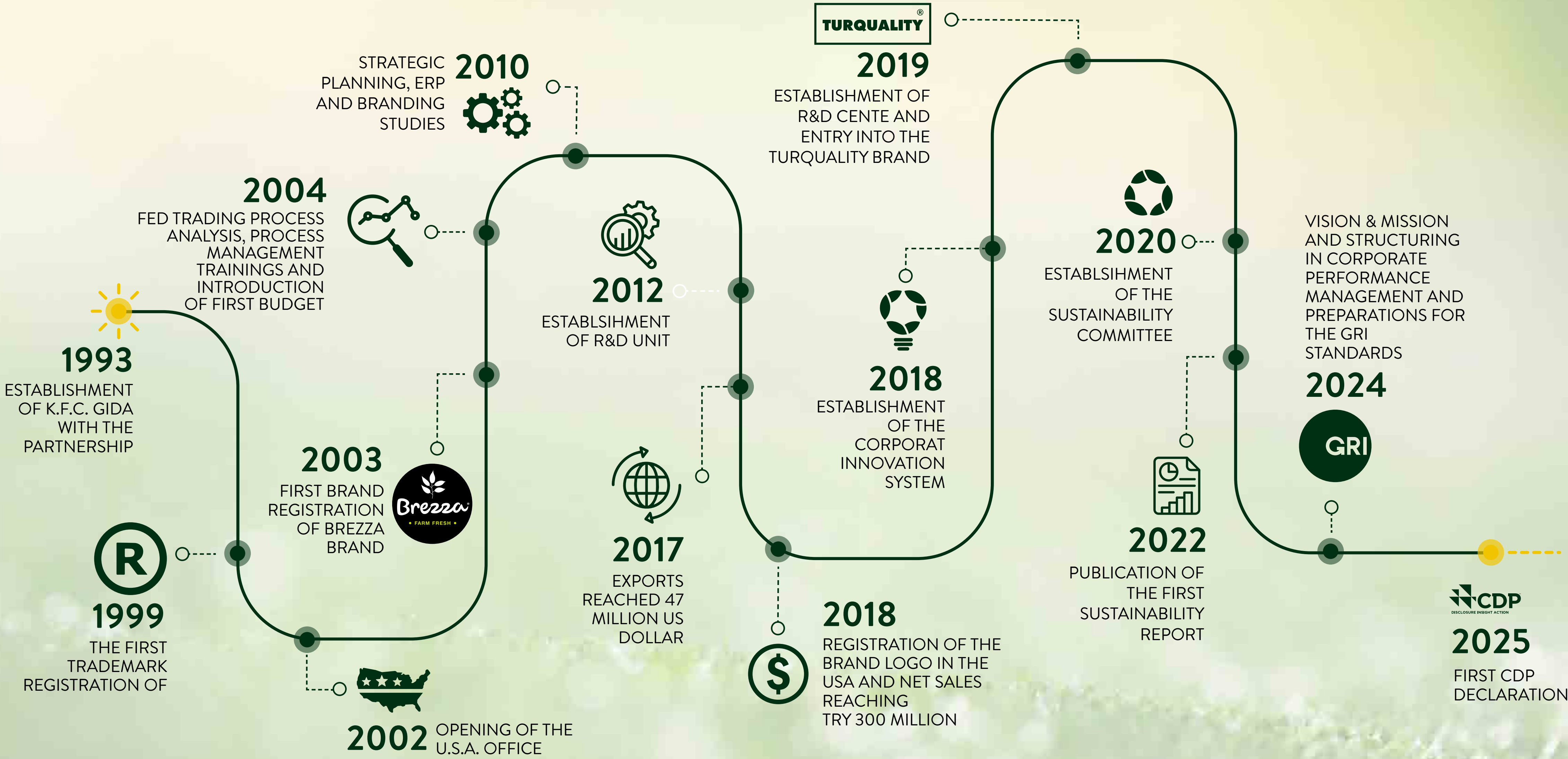
3 LOCATIONS
7 FACILITIES



19.300 m²
CLOSED AREA
66.000 m²
TOTAL AREA



K.F.C. Gıda Milestones



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

COUNTRIES IN 6 CONTINENTS



EXPORT TO +75

48 Thousand tons of production capacity	3 Locations	7 Businesses
	+1000 Employees	



Products



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



Brands - Sunsational Fruits



DRIED FRUITS IN POUCHES
FIGS, NATURAL APRICOTS, PITTED DATES, RAISINS, APRICOTS



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

PET JARS

POUCH BAGS



Gluten free



CHANGING THE SNACKING HABITS OF THE FUTURE

VISION

Growing
Sustainable
Profitability

Improving
Digital
Maturity

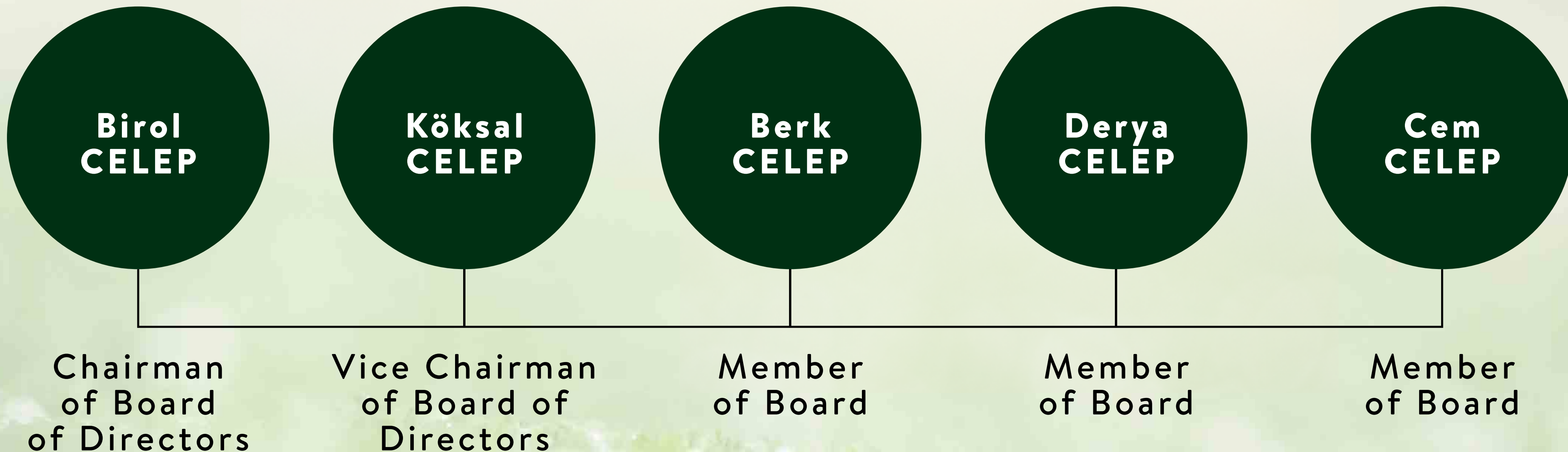
Growing Sales of
Branded Products
in the Snack Food

Improving Our
Sustainability
Policies



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 Engagement

Our key stakeholders comprise our employees, farmers, suppliers, customers and solution partners. As part of the stakeholder engagement activities carried out at the start of 2025—which were also utilised in the preparation of the 2024 sustainability report—comprehensive feedback regarding our priority sustainability issues was gathered and analysed.

The findings continue to serve as a reference for the development of our sustainability strategy throughout 2025, and our engagement with stakeholders is maintained through operational processes, project-based collaborations and regular communication channels.

Through collaborations with universities, research institutions, professional bodies, local authorities and civil society organisations, our approach to knowledge sharing and creating shared value continues to be strengthened. Stakeholder feedback provides input into our risk and opportunity assessments, particularly in the areas of climate change, sustainable agriculture and supply chain resilience.



Preparation of the Report

This report covers sustainability performance for the period 1 January 2025 to 31 December 2025 and has been prepared for annual publication. Our organisation has previously published sustainability reports for the years 2022, 2023 and 2024; this report has been prepared in accordance with the 2021 version of the GRI Standards.

The report covers K.F.C. Gıda's operations in Turkey. The content of the report has been prepared in accordance with the GRI Standards; the organisation's approach to sustainability has been addressed under the environmental, social and governance (ESG) headings.

The data used in the reporting process was obtained from internal systems and relevant departments; data collection and reporting activities were carried out with the contribution of the relevant units. The information contained in this report has not been subject to an independent external audit.

Stakeholder engagement activities were considered a key input in identifying priority sustainability issues; the outcomes obtained have been integrated into the report's content.

For any questions, comments or feedback regarding the report, please contact us via sustainabilitygroup@kfc.com.tr.

Determination of Key Issues

At K.F.C. Gıda, sustainability priorities are determined through a multi-layered analysis process, in line with the organisation's strategic governance structure. As part of the work carried out at the start of 2025 and also utilised in the 2024 sustainability report, an internal SWOT analysis and a sustainability risk analysis involving staff from all departments were conducted. These studies were carried out using the United Nations Sustainable Development Goals as the primary reference.

The results of the analysis were evaluated by considering environmental, social and financial impacts as a whole, taking into account not only the current but also the potential future impacts of risks. As a result of these assessments, priority risk and opportunity areas were identified within the ESG (Environmental, Social, Governance) framework; in particular, drought and extreme weather events in the context of climate change impacts, financial risks and responsible production emerged as key areas.

During the same period, sustainability prioritisation initiatives were carried out for key stakeholder groups, including employees, producers, suppliers, customers and business partners; the data obtained was analysed in conjunction with internal assessments conducted by the K.F.C. Strategic Planning Committee and senior management.

As a result of all this work, the assessments carried out according to the criteria of impact magnitude, organisational strategic importance and stakeholder interest were visualised using a priority matrix; this clearly identified the key priority areas for K.F.C. Gıda's sustainability management. The outputs obtained continued to serve as a reference throughout 2025 in the sustainability strategy and risk management processes.



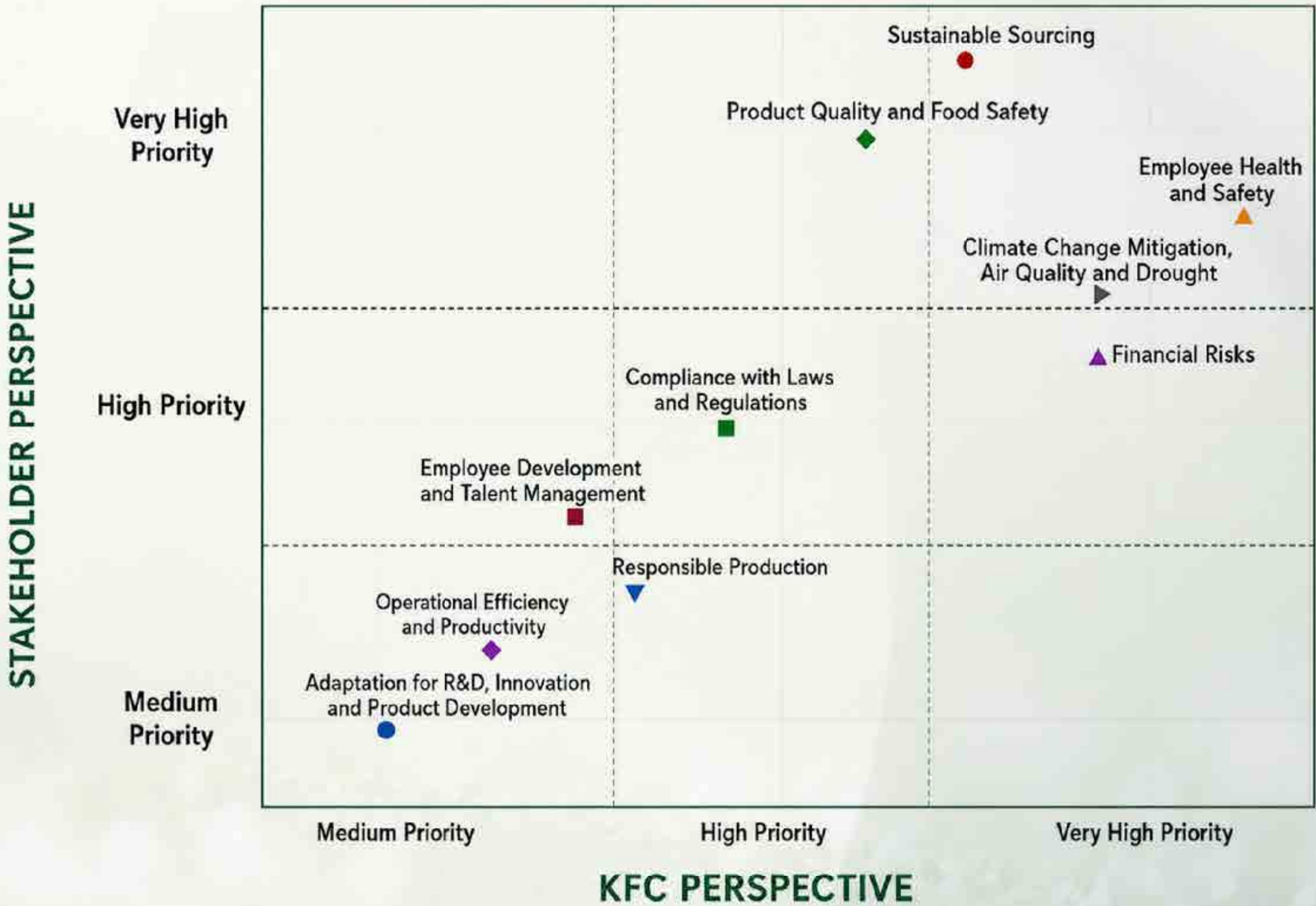
Prioritisation Matrix

The materiality analysis we carried out at K.F.C. Gıda was designed using a systematic approach that took into account both internal strategic priorities and stakeholder expectations, and was completed through a multi-dimensional assessment process.

The analysis revealed that sustainable agriculture, extreme weather events caused by climate change and the risk of drought, as well as occupational health and safety, emerged as high-priority issues from both perspectives. These areas encompass critical risk and opportunity categories in terms of production safety, resource conservation, employee wellbeing and climate adaptation.

Following these, product quality and food safety, financial risks and compliance with international regulations were identified as high-priority areas. These topics are of direct strategic importance in terms of reliable production processes and alignment with global markets.

Medium-priority topics include employee development and talent management, responsible production, production efficiency and productivity, and adaptation-focused R&D and innovation. These areas are regarded as fundamental elements supporting the organisation’s long-term competitive strength. The priority matrix, developed in line with all these assessments, serves as a key tool in defining K.F.C. Gıda’s sustainability strategies; it ensures that priorities in the environmental, social and governance (ESG) areas are clearly established. The outcomes continue to guide strategic planning, risk management and sustainability practices throughout 2025.



Our Policies and Our Approach to Sustainability Management

KFC Gıda’s approach to sustainable products is based on multi-dimensional criteria such as the quality of raw materials, production methods, supply chain distance and environmental impacts. Within the framework of the corporate assessment system, the products deemed to have a high level of sustainability are as follows. In the assessment of these products, sustainability criteria such as a clean ingredient profile, natural or organic production methods, the environmental impact of input use (water, fertiliser, pesticides) and supply distance have been taken into account.

POLICIES	OUR SUSTAINABLE MATERIALS	MANAGEMENT OF SUSTAINABILITY: COMMITTEE STRUCTURE:	STAKEHOLDER COMMUNICATION
• Quality and Food Safety Policy • Allergen Policy • Pesticide Policy • Ethics, Environmental and Social Policy • Environment and Energy Policy • Anti-Bribery and Anti-Corruption Policy • Food Defence Policy • Human Rights Policy • Social Responsibility Policy • Public Disclosure Policy • Sustainability Policy Occupational Health and Safety Policy	 Organic Dried Strawberries  Organic Dried Cherries  Organic Dried Tomatoes  Organic Dried Mulberries  Organic Dried Figs  Organic Dried Apricots  Organic Dried Kiwis  Organic Rice Flour  Organic Dried Persimmons  Dried Mulberries (Conventional)  Dried Figs (Conventional)	The KFC Gıda Sustainability Committee has been operating as a team reporting to the Executive Board since 2020. The Committee is responsible for tracking the organisation’s environmental, social and governance-based sustainability targets, performance monitoring processes and related reporting. It operates within an integrated structure alongside the Strategic Planning Committee. Leading the process of developing and implementing action plans for identified risk areas, the committee organises workshops and project development sessions to this end. Furthermore, the organisation’s sustainability policies and procedures are updated by this body in line with ESG principles. The committee meets regularly each month and carries out internal communication, awareness-raising and guidance initiatives to ensure that objectives are adopted at an organisational level. As of 2024, the committee comprises 14 members, including representatives from Project Management, R&D, Production, Quality, Procurement, Sales, Marketing, Logistics, Human Resources, Finance and Senior Management.	At KFC Gıda, as part of our sustainability process, we maintain open, transparent and multi-channel communication with all our strategic stakeholders, particularly our employees, producers, suppliers, customers and business partners. In this regard: Prioritisation surveys are conducted among stakeholders to gather their expectations and suggestions. We engage in dialogue with our internal staff through workshops, one-to-one meetings, surveys and suggestion boxes. We share sustainability reports and content with the public via our website.

Certificates, Standards and Audits

Quality and Compliance Certificates Held by KFC Gıda					
Food Safety Management System certificates		Organic Certificates			
		Türkiye Canada USA Europe and other countries Taiwan Korea Brazil Japan Sweden			
Ethical and social audit certificates/memberships	Halal and Kosher certificates	ISO27001	Certificate of Non Genetically Modified	Global GAP certificate	C-TPAT (USA) audit
    	 	  			

Stakeholder Feedback Mechanisms

K.F.C. Gıda has established an accessible, reliable and transparent complaints and feedback mechanism for all producers, agricultural workers and their family members involved in the supply chain. This system addresses issues such as the prevention of ethical risks and child labour in the field, and ensuring respect for human rights, and is implemented with a view to continuous improvement.

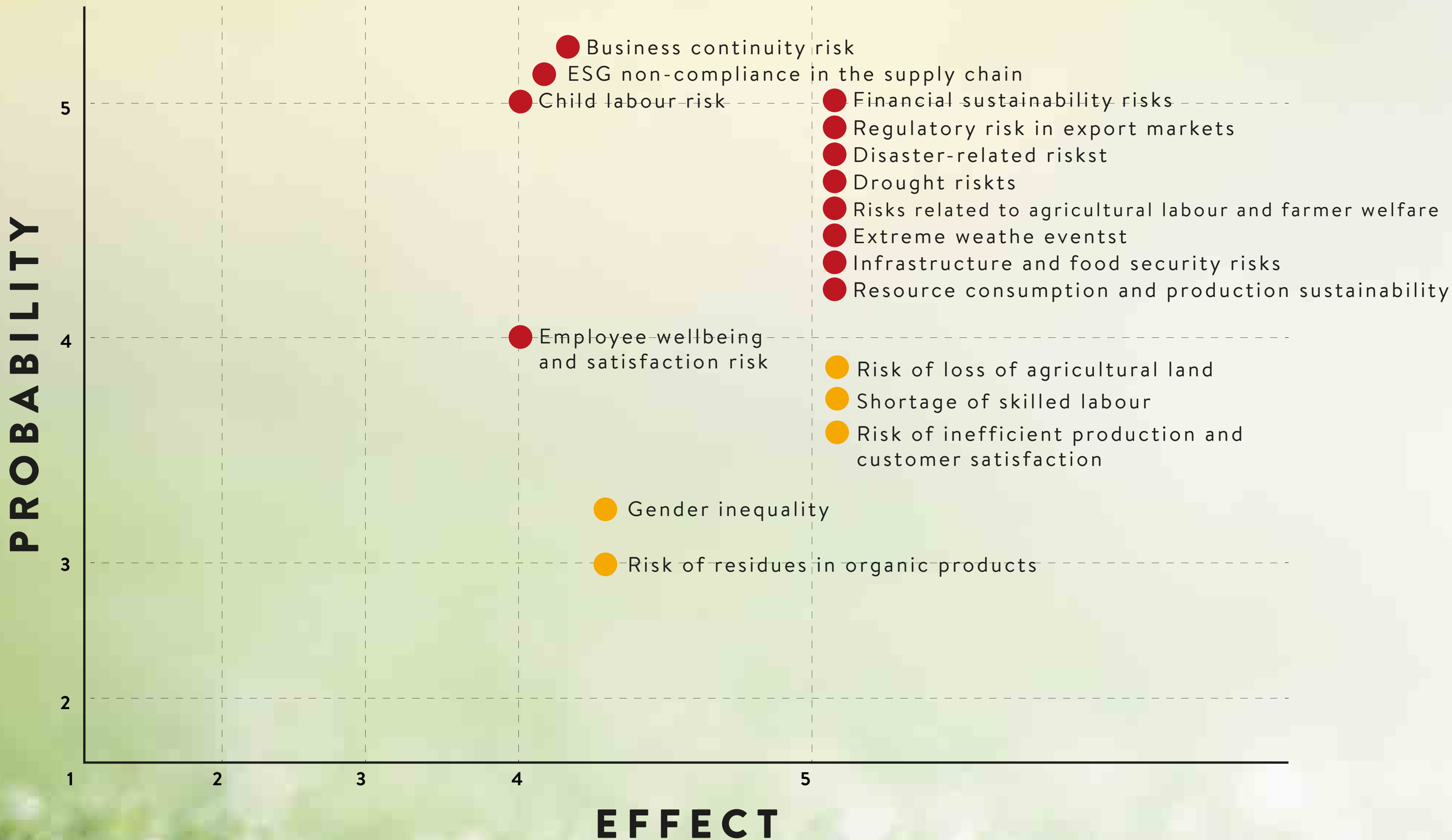
Through complaint forms placed in visible locations in fields and orchards, producers and workers can see the telephone numbers of the relevant KFC Gıda representatives and the channels through which they can lodge a complaint, and are able to submit complaints anonymously. Digital and face-to-face channels are also utilised, such as contacting field agricultural engineers directly via the contact form on the company's website or by telephone.

All processes are documented, and the personal details of complainants are kept confidential if they so wish. The right to submit an anonymous complaint is available. Committees operate through multi-stakeholder structures (field engineers, human resources, the sustainability committee, etc.) to ensure a fair assessment is carried out without any conflict of interest.

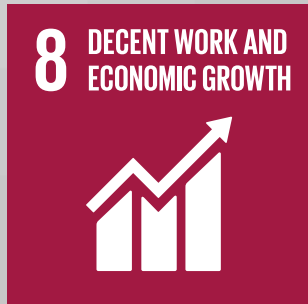


K.F.C. Risk Management within Sustainability Framework

At K.F.C. Gida, we systematically review our environmental, social and governance (ESG) risks at least once a year; we carry out this process in collaboration with the relevant departments. Our analysis, in which risks are prioritised according to their likelihood and impact, forms the basis for actions to be taken across the organisation. Priority risks, covering business continuity, employee safety, environmental impacts and supply chain performance, are addressed holistically within our sustainability strategy.



K.F.C. Risk Management within Sustainability Framework



SKA TARGET AREA	SKA SUB-TARGET AREA	RISK DEFINITION
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.8 WORKERS' RIGHTS AND A SAFE WORKING ENVIRONMENT	Disaster-related risks
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.1 SUSTAINABLE ECONOMIC GROWTH	Risks arising from labour in agriculture and farmers' welfare
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	Regulatory risks in export markets
CLIMATE ACTION	13.1 ENHANCING RESILIENCE	Risk of drought
CLIMATE ACTION	13.1 ENHANCING RESILIENCE	Extreme weather events
RESPONSIBLE PRODUCTION AND CONSUMPTION	12.2 Sustainable Management of Natural Resources	Resource consumption and production sustainability
QUALITY EDUCATION	4.4 Number of People Possessing the Qualities Required for Financial Success	Shortage of skilled labour
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-DAY SLAVERY, HUMAN TRAFFICKING AND CHILD LABOUR	Risk of child labour
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	Risk of residues in organic products
SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK	8.5 FULL EMPLOYMENT AND FAIR WAGES AND DECENT WORK	Risk to employee wellbeing and satisfaction

K.F.C. Risk Management within Sustainability Framework

Climate-Related Financial Impacts, Risks and Opportunities

At K.F.C. Gıda, we regularly monitor the impacts of climate change on our operations and shape our risk management processes by taking into account both physical and transition risks.

With regard to physical risks, the potential impacts of factors such as drought, extreme weather events and water stress on the supply chain, agricultural production and product quality are included in our annual risk analyses, and preventative measures are developed to address these risks.

Transition risks, meanwhile, are addressed within the framework of changes to legislation and the requirements of export markets.

In particular, preparatory processes are being carried out to ensure compliance with regulations concerning pesticide and toxin limits.

Climate-related risks also present significant opportunities. Investments in renewable energy, sustainable agricultural practices, digitalisation projects that enhance resource efficiency, and nature-based solutions not only enhance our organisation's climate resilience but also support its financial sustainability.

These assessments are integrated into our risk management processes and strategic objectives; climate-related decision-making processes are carried out under the supervision of the sustainability committee.

As of 2025, our organisation has, for the first time, submitted a climate change disclosure under the CDP (Carbon Disclosure Project) through our subsidiary. The 'C' (Awareness) rating achieved in the initial assessment indicates that our processes for managing climate change risks and opportunities are at a foundational level. However, the relatively strong performance (B-) achieved in the areas of risk and opportunity assessment, energy management and governance indicates that we have significant potential for improvement in these areas. The findings obtained in this context are being used as a reference for addressing climate-related risks in a more systematic manner and for enhancing their integration into our management processes.

Targets and Performance

Assessment Mechanisms and Management Approach

At K.F.C. Gıda, sustainability risks are reviewed once a year, and the findings are used as key input in determining corporate strategies and priorities. As part of these analyses, environmental, social and governance (ESG) dimensions are assessed collectively; in particular, risks and opportunities arising from climate change are also incorporated into the analysis processes.

The target matrices derived from these assessments are built around issues deemed to be high priority due to their high risk level. However, certain indicators that are critical to monitor, even if they do not fall into the high-risk category, are also detailed under the relevant headings of the report, together with their targets.

Thus, both a risk-focused and a proactive approach are adopted. Sustainability targets are monitored on a quarterly basis and regularly assessed by the Sustainability Committee. At the end of the year, overall performance results are discussed in meetings with senior

Note: The percentage and directional indicators shown alongside the 2025 performance figures indicate the level of achievement relative to the relevant KPI's 2025 or 2030 target (▲:approaching the target,✓: target achieved,▼:falling short of the target). Depending on the nature of the indicator, the direction of increase or decrease has been taken into account in the assessments.

Sustainability Targets

Investing in People, Supporting Development



Employee Development and Talent Management

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

KPI	Reference Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Annual training duration (in hours) per employee provided to all staff	2021	1,67	9,40 ✓	9	10.0
White-collar staff turnover rate * (%)	2020	21	13 ✓	<13	<10
Blue-collar staff turnover rate ** (%)	2020	22	61 ▼	<45	<30

*Calculated annually.
 **Calculated on the basis of the first two-month trial period

Occupational Health and Safety

GRI Indicators: 403-9

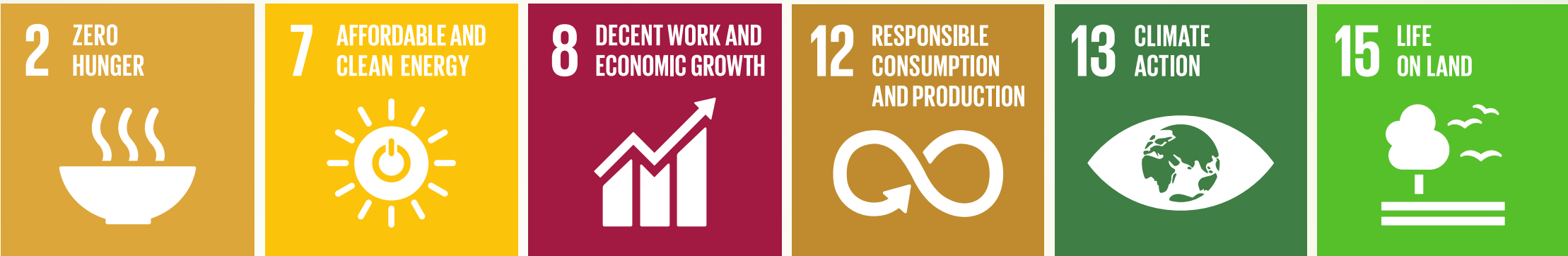
KPI	Reference Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Workplace accident frequency rate (AFR)	2020	72,46	81,2 ▼	Zero Work Accident	Zero Work Accident
Workplace accident severity rate (asr)	2020	2,49	0,9 ▲	Zero Work Accident	Zero Work Accident

Protect the Climate, Sustain Agriculture, Preserve Biodiversity

Sustainable Agriculture

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

KPI	Reference Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Sales volume of organic products (tonnes)	2020	>4500	>7000 ✓	>8000	>8500
Variety of organic products (number)	2020	20	24 ▲	25	35
Percentage of drip irrigation in grape production (%)	2024	60	65 ✓	>70	90



Climate Change and Energy Management

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

KPI	Reference Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Proportion of renewable energy generated on-site within total consumption (%)	2021	8,9	39,7 ▲	-	>80
Scope 1+2 emissions (tCO ₂ e) 2023	2023	3.296	2.948 ▲	-	<2.000
Scope 3 emission (tCO ₂ e) 2023	2023	74.413	61.630 ▲	-	<60.000

Strong Stragety Balanced Future

Responsible Production

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



KPI	Reference Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Proportion of domestic raw materials (%)	2024	89	85 ✓	≥85	≥90
Proportion of sustainable materials (medium and above) (%)	2024	60	26 ▼	≥65	≥80
Plastic usage / Product produced (%)	2020	1,29	0,5 ▲	≤0,40	≤0,30
Use of recyclable plastic packaging / Total plastic (%)	2020	52,3	67 ✓	≥70	≥80
Paper usage / Product produced (%)	2020	4,88	7,1 ▼	≤4,50	≤4,00

Product Quality and Food Safety in the Value Chain

GRI Indicators: 416-1, 416-2

KPI	Referance Year	Reference Year Performance	2025 Performance	2026 Target	2030 Target
Number of customer complaints (PPM)	2020	13,3	16,07 ✓	16	<10
Complaint response time (days)	2020	0,58	0,39 ✓	≤0,40	≤0,30
Number of non-conformities per audit	2022	75	3,2 ✓	<70	<50
BRC audit score (average	2020	AA	A+ / A ▲	A+	A+

R & D & Innovation and Product Development for Adaptation

GRI Indicators: 203-2, 302-4, 305-5

KPI	Reference Year	Referace Year Performanace	2025 Performance	2026 Target	2030 Target
Number of joint projects carried out with stakeholders (number)	2020	4	10 ✓	≥10	≥10
Number of patents / utility models / trade marks / design registrations (number)	2020	3	1 ✓	≥1	≥3
Number of patent / utility model applications (number)	2020	4	3 ▼	≥6	≥8
Number of new products launched on the market (units)	2020	–	1 ▲	≥2	≥4
Number of participations in scientific events (units)	2020	1	15 ✓	≥10	≥15
Number of scientific papers / publications (units)	2020	0	4 ✓	≥4	≥8

Targets and Performance



Value grows not only in profit,
but also in what we share.

Investing in People, Supporting Development

4 QUALITY
EDUCATION



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



15 LIFE
ON LAND



Economic Contributions and Local Development

Starting Salary Policy

At K.F.C. Gıda, our remuneration policy for our employees is structured around a fair and transparent approach. There is no difference in starting (Grade 1) pay between male and female employees, and no form of discrimination is permitted. Decisions regarding training, secondment and promotion are assessed solely on the basis of objective criteria.

Our entry-level positions,

GRADE: E1 – E2 (FIRST GRADE)

Definition:

These are positions involving roles in the company’s core business processes, requiring specific professional, technical or administrative knowledge, and carrying out operational and support functions.

Position Descriptions:

Supervisor: A person with specific training or experience in professional matters who is responsible for a sub-function of the organisation.

Engineer: A person with specific training or experience in professional and technical matters who is responsible, at an entry-level, for both the technical and administrative aspects of a technical sub-function of the organisation.

Assistant: A unit or individual carrying out secretarial duties.

Technician: A person possessing technical knowledge and skills.

Remuneration Policy:

For our blue-collar staff—comprising both employees directly employed by our organisation and other workers carrying out the organisation’s activities (such as cleaning staff employed through subcontracting firms)—our starting salary policy begins at the minimum wage level.

Starting salaries do not fall below the current minimum wage level, and remuneration above the minimum wage is provided based on criteria such as performance, seniority and level of responsibility. Our remuneration policy is reviewed annually and updated taking into account sectoral trends and the cost of living.

Economic Contributions and Local Development

Investing in Young Talent: The Value-Adding Internship Programme

At KFC Gida, we contribute to students’ development through our ‘Value-Adding Intern’ programme, which we have established to support young talent. As part of this, we offer our interns a specially designed development programme, which is delivered via our digital academy platform.

Throughout the internship programme, participants receive training in a wide range of areas, including adapting to the workplace, communication skills, ethics, project management and customer experience. The training content comprises sections such as ‘Welcome’, ‘Introduction to Corporate Life’, ‘On-the-Job Observation’, ‘Getting to Know Each Other’, ‘Continuing to Learn’, ‘On-the-Job Trial’, ‘Reinforcement’, ‘Essential Training’, ‘Ethics’, and ‘On-the-Job Application’; each section serves both to introduce the corporate culture and to support the development of competencies.

At the end of the placement, participants are expected to present a development project in line with the training they have received. These projects not only provide an opportunity for the intern to demonstrate their competence but also create potential value for our organisation.

Successful interns are given priority in the recruitment process and are offered the opportunity to join our organisation on a permanent basis.

This programme aims to support young people’s more qualified participation in the workforce, whilst also targeting sustainable human resource development.

YEAR	TOTAL INTERN NUMBER	INTERN TAKEN ON PERMANENTLY	
		WOMAN	MAN
2020	15	2	2
2021	PANDEMIC	PANDEMIC	PANDEMIC
2022	15	-	1
2023	15	-	3
2024	15	2	1
2025	15	-	-



Our Permanent and Seasonal Workforce: Our Approach to Sustainable Employment

During the 2025 operational period, our organisation continued to regularly monitor human resources indicators in terms of age, gender, length of service, educational level and staff turnover; it assessed the data obtained within the framework of strategic workforce planning and a sustainable human resources management approach. Data on recruitment, turnover, length of service and staff turnover rates for white-collar and blue-collar staff were systematically analysed to track key trends relevant to organisational sustainability.

Analyses of educational attainment indicate that the proportion of white-collar staff holding a bachelor's degree or higher remains at a high level. The continued representation of female staff at master's degree level has been assessed as a positive indicator in terms of gender equality and the employment of qualified women. Furthermore, the balanced representation of employees with different educational backgrounds within the organisation demonstrates that operational experience can be sustained alongside technical and academic competencies. In line with this educational and competency profile within the white-collar workforce, the distribution of blue-collar workers in production operations has also continued to reflect the organisation's inclusive employment approach. Data for 2025 indicates that female employees continue to be strongly represented, particularly in production operations. An analysis of staff turnover data reveals that female employee turnover accounts for a high proportion of total departures; however, it is assessed that a significant portion of this is attributable to 'end-of-season', 'departures at the end of probationary periods' and 'resignations'. Whilst seasonal staff turnover has increased, particularly due to the seasonal nature of production, the high representation of female employees in production processes is directly reflected in this distribution. Furthermore, the fact that the proportion of departures due to health, retirement and disciplinary reasons remains at a limited level indicates that employee health, occupational safety and workplace disciplinary processes are generally managed in a controlled manner.

The fact that retirement-related departures remain at a relatively low level, meanwhile, demonstrates that the organisation possesses a dynamic workforce structure in terms of age distribution.

In line with these assessments, our organisation will focus on increasing employee engagement, reducing early-stage staff turnover, strengthening post-recruitment adaptation processes, and developing practices that support staff retention, particularly amongst blue-collar worker groups. Furthermore, maintaining the current structure in the areas of gender balance, inclusive employment, the strong representation of female employees in production processes, and talent development will

White-Collar Duty Period

AGE/GENDER	AGE/DUTY PERIOD									
	1-5		6-10		11-15		16-20		20+	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
20-30	6	8	4	6	1	1	-	1	-	-
31-40	3	4	6	7	2	3	1	1	-	1
41-50	1	-	4	1	5	1	3	1	3	1
51-65	-	-	1	-	2	-	1	1	2	-
TOTAL	10	12	15	14	10	5	5	4	5	2

DUTY PERIOD/AGE	MALE	FEMALE	MALE %	FEMALE %	TOTAL
1-5	10	12	12%	15%	27%
6-10	15	14	18%	17%	35%
11-15	10	5	12%	6%	18%
16-20	5	4	6%	5%	11%
20+	5	2	6%	2%	9%

White-Collar Education Status

DISTRIBUTION OF EMPLOYEES BY GENDER AND EDUCATIONAL STATUS								
AGE	HIGH SCHOOL		ASSOCIATE DEGREE		BACHELOR		POSTGRADUATE	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
20-30	-	1	1	1	10	9	2	5
31-40	-	-	-	1	12	10	0	4
41-50	6	-	-	-	8	2	2	2
51-65	1	1	-	-	4	-	-	-

	HIGH SCHOOL	ASSOCIATE DEGREE	BACHELOR	POSTGRADUATE
EMPLOYEE NUMBER	9	3	55	15
EMPLOYEE RATE	11%	4%	67%	18%

G E N D E R				
AGE	MALE	FEMALE	MALE %	FEMALE %
20-30	13	16	16%	20%
31-40	12	15	15%	18%
41-50	16	4	20%	5%
51-65	5	1	6%	1%
TOTAL	46	36	56%	44%

GRADUATION %	RATE
MALE HIGH SCHOOL %	9%
FEMALE HIGH SCHOOL %	2%
MALE ASSOCIATE DEGREE %	1%
FEMALE ASSOCIATE DEGREE %	2%
MALE BACHELOR %	41%
FEMALE BACHELOR %	26%
MALE POSTGRADUATE %	5%
FEMALE POSTGRADUATE %	13%

Blue Collar Duty Period

AGE/GENDER	AGE/DUTY PERIOD									
	1-5		6-10		11-15		16-20		20+	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
18-30	28	89	4	6	-	-	-	-	-	-
31-40	13	34	6	21	1	3	-	-	-	-
41-50	12	126	7	71	-	5	-	-	-	-
51-65	29	124	6	70	1	6	-	-	-	-

DUTY PERIOD/GENDER	MALE	FEMALE	MALE %	FEMALE %	TOTAL
1-5	82	373	10%	43%	53%
6-10	23	168	3%	20%	22%
11-15	2	14	0%	2%	2%
16-20	0	0	0%	0%	0%
20+	0	0	0%	0%	0%

Employee Turnover Rate Among White-Collar Workers by

Gender During the Active Period

2 0 2 5							
AGE/GENDER	NUMBER OF EMPLOYEES JOINING THE COMPANY IN THE 2025 PERIOD		NUMBER OF EMPLOYEES LEAVING THE COMPANY DURING THE 2025 PERIOD		TOTAL NUMBER OF EMPLOYEES IN THE 2025 PERIOD		EMPLOYEE TURNOVER RATE FOR THE 2025 PERIOD
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	12,74%
20-30	5	6	7	6	22	21	
31-40	3	2	9	6	27	25	
41-50	8	-	13	3	38	12	
51-65	3	-	3	1	14	3	
TOTAL	19	8	32	16	101	61	

Blue-Collar Workers' Turnover Rate by Gender

2 0 2 5		
NUMBER OF EMPLOYEES WHO STARTED WORK	MALE	FEMALE
1086	281	805
NUMBER OF EMPLOYEES WHO LEFT WITHIN 2 MONTHS	MALE	FEMALE
503	148	355
TOTAL NUMBER OF EMPLOYEES	MALE	FEMALE
820	206	614
Number of employees who left during the probationary period / Total number of employees	61%	

Reasons for and number of leaving the work among blue-collar workers in 2025

	MALE	FEMALE
MILITARY SERVICE	5	-
RESIGNATION	94	269
PROBATIONARY PERIOD	110	270
RETIREMENT	5	19
FULFILMENT OF OTHER CONDITIONS FOR RETIRMENT, EXCLUDING AGE REQUIREMENTS	1	9
CONDUCT CONTRARY TO THE RULES OF ETHICS AND GOOD FAITH	-	1
FOR HEALTH REASONS	4	36
MARRIAGE	-	16
END OF SEASON	42	173
TRANSFER	-	1
DEATH	-	1
BY THE EMPLOYER FOR COMPELLING REASONS AND DUE TO DETENTION	-	1
OTHER REASON	-	1

Additional Benefits and Parental Leave

WHITE COLLAR								BLUE COLLAR							
Year	Gender	Rightful	Using	Returned	12 Months Stayed	Return Rate (%)	Staying Rate (%)	Year	Gender	Rightful	Using	Returned	12 Months Stayed	Return Rate (%)	Staying Rate (%)
2023	Female	51	2	2	2	100%	100%	2023	Female	928	11	11	9	100%	82%
	Male	82	1	1	1	100%	100%		Male	170	4	4	4	100%	100%
2024	Female	50	1	1	1	100%	100%	2024	Female	868	13	12	10	92%	77%
	Male	81	2	2	2	100%	100%		Male	168	2	2	2	100%	100%
2025	Female	63	1	1	1	100%	100%	2025	Female	1337	7	4	4	57%	57%
	Male	109	1	1	1	100%	100%		Male	364	1	1	0	100%	0%

When assessed under the GRI 401-2 indicator, K.F.C. Gida’s fringe benefits scheme is administered in full compliance with legal regulations, and equal opportunities are provided to all employees. All other fringe benefits — such as annual leave, sick leave, and maternity/paternity leave — are provided equally to all employees, regardless of grade, gender or job description, in accordance with legal requirements.

Our organisation operates a temporary or part-time employment model, and seasonal workforce planning is implemented in line with our seasonal production structure. Data on parental leave for the years 2023, 2024 and 2025 has continued to be monitored in detail for both white-collar and blue-collar employees.

In 2025, the return-to-work and retention rate for all white-collar employees who were entitled to parental leave and took it stood at 100 %. The fact that both female and male employees maintained their performance in terms of returning to work after leave and remaining in their roles for 12 months was assessed as a positive indicator in terms of employee engagement and work-life balance.

Among blue-collar staff, a total of 8 people took parental leave in 2025. The return-to-work rate for female staff was 57 %, whilst the retention rate within 12 months was also 57 %. Among male employees, it was observed that although those who took parental leave returned to work, they did not continue working within the organisation within 12 months. In particular, the seasonal nature of production, periodic labour force mobility and the high proportion of female employees in production operations were assessed as key factors influencing these rates. Whilst these indicators demonstrate that our organisation continues to uphold its approach to employee engagement and respect for family life, they also highlight the need to develop practices that support the return to work and retention of employees following parental leave, particularly amongst blue-collar worker groups. In the coming period, our organisation will focus on enhancing the employee experience, supporting the sustainable participation of female employees in the workforce, and developing family-friendly practices.

Employee Relationships and Employee Representation

Although there is no trade 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 a corporate level. This system has been established in accordance with the provisions of the Occupational Health and Safety Act No. 6331 and relevant legislation.

Employee representatives are selected through an election process involving the participation of all shift workers across the organisation. The qualifications required of candidate representatives are: being a full-time, permanent employee of the organisation, having at least three years' work experience, and holding at least a secondary school qualification. The election process, conducted by secret ballot, takes place following voluntary applications from employees, and the results are announced transparently. The elected representatives serve for a term of five years and possess legal rights such as representing all employees, participating in the OSH Committee, and requesting preventive measures. These powers and responsibilities are supported by training provided by us following the election.

At K.F.C. Gıda, the Occupational Health and Safety Committee, established in accordance with legal requirements, meets regularly every three months under the chairmanship of the employer; the committee also includes an employee representative and a chief representative. The committee decides on the measures to be taken regarding occupational health and safety, and these decisions are communicated to the employees. Employees have the right to convey their suggestions or concerns regarding the committee's decisions to the committee via their representatives.

This practice demonstrates that our communication with employees is conducted within a transparent, democratic and participatory framework; it enables employee views to be represented in corporate decision-making processes.

Occupational Health and Safety

Method for Calculating the Work Accident Severity Rate (ASR):

The work accident severity rate (ASR) is calculated by dividing the total number of working days lost as a result of work accidents occurring in a given year by the total number of working hours during the same period, and then normalising this figure to 1,000,000 hours. The calculation uses the average number of employees who worked throughout the year; the total number of working days is calculated after deducting public holidays and weekends. The daily working hours are taken as 7.5 hours.

Workplace Accident Frequency Rate (AFR) Calculation Method:

The Workplace Accident Frequency Rate (AFR) is calculated by normalising the total number of workplace accidents occurring in a given year against the annual net working hours, based on a rate of 1,000,000 hours. Net working hours are calculated based on the average number of employees, the weekly working hours (45 hours) and the number of weeks in a year (52), after deducting public holidays and days of leave..

Occupational Health and Safety

KPI	Target	2020	2021	2022	2023	2024	2025
Accident Frequency Rate (AFR)	Zero Work Accident	72,46	73,62	95,96	79,03	81,9	81,2
Accident Severity Rate (ASR)	Zero Work Accident	2,49	2,17	2,49	1,96	2,6	0,9

The occupational accident frequency rates (AFR) for the 2020–2025 period, whilst fluctuating from year to year, generally fell within the range of 72–96. In 2025, the AFR was recorded at 81.2, representing a modest improvement compared with the previous year. As work-related accident reporting is carried out in a systematic and transparent manner within our organisation, the visibility of the recorded case numbers also demonstrates that the occupational health and safety (OHS) reporting culture is being maintained in a sustainable manner.

When examining the Work-Related Accident Severity Rate (ASR), a significant improvement can be observed in 2025. The WIR, which stood at 2.6 in 2024, fell to 0.9 in 2025. This indicates that the majority of workplace accidents resulted in minor injuries, that the impact of long-term incapacity has decreased, and that the effectiveness of the preventive measures implemented has increased.

The fact that the AFR value remains above the targeted ‘Zero Workplace Accidents’ level indicates that behavioural health and safety practices, site inspections, risk assessment activities and employee awareness training need to be further strengthened, particularly in production operations. Nevertheless, the marked decline in the ASR indicator has been assessed as a positive development in terms of reducing the impact of workplace accidents and managing incidents in a more controlled manner. Our organisation continues its work in the field of occupational health and safety in line with the “Zero Work-Related Accidents” target; it is constantly developing its risk-based approach, preventive measures, staff training and on-site practices. Work-related accident data is analysed on a regular basis, assessed within the framework of corrective and preventive actions, and the aim is to embed a culture of safe working practices throughout the organisation.

Occupational Health and Safety

As part of our organisation’s proactive approach to preventing workplace accidents, we monitor near-miss reports on a regular and systematic basis. Near-miss reports ensure that potential workplace accidents are identified before they occur; they contribute to the rapid planning of preventive measures and the strengthening of the occupational health and safety culture.

The number of near-miss incidents, which stood at 165 in 2020, rose to 202 in 2021 and 247 in 2022; this increase demonstrates that employees have begun to use the reporting mechanism more effectively and that health and safety awareness has been strengthened. The number of reports, which stood at 211 in 2023, fell to 164 in 2024 and to 124 in 2025. The 2025 data points to a marked reduction in the number of near-miss incidents compared with previous years. This situation demonstrates the positive impact of the preventive measures taken, site observations, staff briefings and OSH practices. However, the low number of near-miss reports is not interpreted solely as a sign that risks have decreased; the continuity of staff reporting habits is also being monitored. Within our organisation, near-miss incidents are assessed taking into account the work area where the incident occurred, the cause and the potential risk level. Where necessary, feedback is provided to employees, preventive training is repeated, and measures are taken to prevent the recurrence of similar incidents. This approach not only enhances individual awareness but also contributes to strengthening a culture of safe working practices in line with the ‘zero workplace accidents’ target.

Year	Near-miss Accident Number
2020	165
2021	202
2022	247
2023	211
2024	164
2025	124

Occupational Health and Safety

Occupational health and safety management within our organisation is carried out in accordance with legal requirements, ethical business audit standards and internal procedures, with the aim of ensuring that employees work in a safe and healthy environment. Our system is structured to cover all employees; white-collar, blue-collar and temporary staff are all included within this scope.

Our occupational health and safety practices are maintained in accordance with relevant legislation and regulations; they are regularly monitored with the support of the occupational health doctor, the health and safety specialist and healthcare staff. Our organisation delivers occupational health services aimed at protecting employee health within the framework of the relevant legislation. The occupational health doctor carries out their duties regularly within the timeframes specified by the relevant legislation; health assessments, pre-employment examinations and periodic check-ups are carried out as part of this. Periodic health screenings for all employees are carried out according to a set schedule; checks such as chest X-rays, audiometry and blood tests are monitored in line with needs and regulatory requirements. Health records are maintained by the workplace health unit; healthcare staff working within the workplace provide support for procedures such as emergency intervention, medical referral and general health monitoring. Employees have equal and free access to these services.

Preventative measures such as training, site inspections, risk assessments and near-miss reporting are utilised to raise employees' awareness of health and safety issues. To support employee participation at K.F.C. Gıda, an Occupational Health and Safety Committee has been established in accordance with relevant legislation. The Committee comprises the employer or their representative, an occupational safety expert, an occupational health doctor, a human resources representative, a foreman/supervisor and employee representatives. At Committee meetings, work-related accidents, near-miss incidents, site inspections, employee feedback and preventative activities are assessed; decisions taken are communicated to the relevant employees and the implementation of actions is monitored.

Employee Development and Talent Management

K.F.C. Gıda regards its skilled, field-experienced and development-oriented workforce as the cornerstone of its sustainable growth and its most valuable strategic asset. Embracing the labour-intensive and multidisciplinary nature of agriculture and food production, our organisation positions its employees not merely as part of the production processes, but also as the bearers of innovative thinking, quality awareness and corporate values.

Committed to providing a working environment that is respectful, participatory and based on equal opportunities for all team members with diverse skills, K.F.C. Gıda believes that individual development fuels collective success. In line with this, human resources management at K.F.C. Gıda is not limited to meeting today's production needs; it is treated as a strategic responsibility aimed at nurturing tomorrow's leaders, unlocking internal potential and building a sustainable organisational memory.

In 2025, our operations were regularly assessed as part of ethical trade and social compliance audits. Within this framework, SEDEX audits identified two areas for improvement at the Grape Processing Plant and two at the Fig Processing Plant. As for customer ethical audits, the Site 1 audit scored 100 points, whilst the Site 2 audit scored 86 points. The areas for improvement identified during the audits primarily centred on strengthening administrative documentation and developing practices aimed at employee wellbeing. These areas are being monitored not only in terms of audit compliance but also with a view to strengthening our approach to employee rights, a safe working environment and sustainable employment.

Respect for Human Rights

K.F.C. Gıda A.Ş. operates in accordance with human rights, within a framework of ethical principles and conduct, in compliance with the law, and with an approach focused on economic, environmental and social sustainability. Respect, one of its core values, involves adopting an approach that respects human rights for its employees and all stakeholders with whom it has 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 all levels with the aim of attracting qualified candidates to roles defined in accordance with production and organisational structure requirements. Staffing requirements are identified by the relevant departments; applications are collected via the CV pool, digital channels and recruitment agencies, and assessed by the Recruitment and Organisational Development department. For both blue-collar and white-collar roles, the most suitable candidate is identified through a structured, multi-stage interview process, personality assessments and reference checks, and is then included in the recruitment process.

K.F.C. Gıda Academy

K.F.C. Gıda believes that its greatest strength lies in its people and continuously invests in personalised assessment and development programmes to help every employee realise their full potential. The K.F.C. Gıda Academy's programmes, which combine technical knowledge, leadership skills and on-the-job experience, include both K.F.C. Gıda Digital Academy training and face-to-face sessions. These support employees' current performance whilst also preparing them for future roles. In delivering these programmes, the company utilises both in-house trainers and professional trainers from external partners.

Performance Management System

K.F.C. Gıda implements a fair and transparent performance management system that evaluates its employees' contributions from both a results- and process-oriented perspective. This system, which is aligned with objectives and based on feedback and development, rewards high performance whilst also supporting areas for improvement.

Career & 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 programmes. Potential, performance and the desire for development form the basis of career progression.

Remuneration and Rewarding

K.F.C. Gıda offers a system in which employees are rewarded for their contributions through a fair, transparent and performance-based remuneration policy. Success, high performance and adherence to corporate values are supported by bonus, recognition and reward schemes.

Policy on Respect for Human Rights

Our Human Rights Policy complies with the standards of the International Labour Organisation and the United Nations Universal Declaration of Human Rights. It has been approved by Senior Management and made public, and forms an integral part of the Anti-Bribery and Anti-Corruption Policy, the Ethics, Environmental and Social Policy, the Occupational Health and Safety Policy, the Human Resources Policy and all related documents. K.F.C. Gıda A.Ş.'s Human Rights Policy covers our employees, as well as our business partners and suppliers. The rules set out in the Human Rights Policy are communicated to our employees through annual training sessions. In addition to our employees, our business partners and suppliers are also informed of the principles set out in this Policy, and are expected to act in accordance with the expectations and commitments outlined therein. The full text of the K.F.C. GIDA Human Rights Policy is available at <https://www.kfc.com.tr/kurumsal-yonetim>.

Comprehensive Educational Practices: Blue and White Collar Development Data

CATEGORY (WHITE COLLAR)	DURATION (HOUR)	TOTAL NUMBER OF TRAINING HOURS PER PERSON
MANAGEMENT TRAINING COURSES	1168	10,2
PERSONAL DEVELOPMENT AND TECHNICAL TRAINING COURSES	2203	18,7
TOTAL TRAINING	3371	28,5

CATEGORY (BLUE COLLAR)	PERSON	DURATION (HOUR)	TOTAL NUMBER OF TRAINING HOURS PER PERSON
OCCUPATIONAL HEALTH AND SAFETY TRAINING	1029	1029	1
FIRE SAFETY TRAINING	1448	5792	4
HYGIENE TRAINING	1029	8232	8
ZERO WASTE AWARENESS TRAINING	1448	1448	1
OHS TRAINING	1029	8232	8

Distribution by Category and Gender in the White-Collar: Average Hours of Education per Person

WHITE-COLLAR MANAGEMENT TRAINING COURSES		2025 YEAR
Female Employees	Total Duration (Hours)	571
Female Employees	Training Hours per Person	14
Male Employees	Total Duration (Hours)	597
Male Employees	Training Hours per Person	8
Total White-Collar Employees	Total Duration (Hours)	1168
Total White-Collar Employees	Training Hours per Person	10,16
PERSONAL DEVELOPMENT TRAININGS		
Female Employees	Total Duration (Hours)	1209
Female Employees	Training Hours per Person	29
Male Employees	Total Duration (Hours)	994
Male Employees	Training Hours per Person	13
Total White-Collar Employees	Total Duration (Hours)	2203
Total White-Collar Employees	Training Hours per Person	18,7

K.F.C. Gida regards employee development as a key component of sustainable human resources management; it plans its training activities in line with employees' areas of responsibility, development needs and organisational objectives. In 2025, training programmes for white-collar staff were organised under two main headings: management training, and personal development and technical training.

In 2025, a total of 1,168 hours of training was provided to white-collar staff as part of

management training programmes, with the average training duration per person standing at 10.16 hours. Of these training sessions, 571 hours were provided to female staff and 597 hours to male staff. The training duration per person was recorded as 14 hours for female staff and 8 hours for male staff. Under the heading of personal development and technical training, a total of 2,203 hours of training were delivered, with an average training duration per person of 18.7 hours. Under this heading, 1,209 hours of training were provided to female employees and 994 hours to male employees. The training duration per person was 29 hours for female employees and 13 hours for male employees.

The data shows that, in 2025, development activities for white-collar workers were predominantly focused on personal development and technical training. The average training duration per female employee was higher than that of male employees in both training categories. Whilst this is a positive indicator of female employees' level of participation in training, it is necessary to continue monitoring this alongside employee numbers, job levels, departmental distribution and position-specific training needs to ensure that training planning is assessed in a more balanced manner.

In the coming period, the aim is to evaluate training planning not only in terms of total hours, but also in terms of the contribution of training to staff competencies, performance development, career planning and the technical and managerial capacity required by the organisation. In this context, the regular monitoring of training data by gender, employee group, type of training and job level will help to identify development needs more clearly and contribute to the more effective structuring of training programmes.

Equal Opportunities and Diversity Indicators

Distribution by Age and Gender in Management Bodies (Employees in Managerial and Senior Positions in accordance with the Business Families Procedure)						
AGE GROUP	FEMALE (NUMBER)	FEMALE (%)	MALE (NUMBER)	MALE (%)	TOTAL (PERSON)	TOTAL (%)
UNDER AGE 30	-	-	-	-	-	-
AGE 30 - 50	10	31%	18	56%	28	88%
OVER AGE 50	-	0%	4	13%	4	13%
TOTAL	10	31%	22	69%	32	100%

The breakdown of our organisation’s management bodies by age and gender is regularly monitored to ensure diversity, a balance of experience and an inclusive approach within our governance structure. The 2025 data covers employees holding managerial and senior positions under the Job Families Procedure.

In 2025, there were a total of 32 employees in managerial and senior positions. Of these, 10 were female and 22 were male. Accordingly, the proportion of female employees at management level stood at 31 %, whilst the proportion of male employees was 69 %.

When examining the age distribution, 28 of the employees in managerial and senior positions fall within the 30–50 age bracket. This group accounts for 88 % of the total management workforce. There are 4 employees aged over 50, representing 13 % of the total. There are no employees in managerial or senior positions in the under-30 age group. This distribution indicates that decision-making and managerial responsibilities are predominantly concentrated among employees in the mid-career stage.

When gender and age distribution are considered together, it is evident that all female managers fall within the 30–50 age range. This group constitutes 31 % of the total management staff. Among male employees, 18 are in the 30–50 age group, whilst 4 are in the over-50 age group. Accordingly, the proportion of male employees within the total management staff stands at 56 % in the 30–50 age group and 13 % in the over-50 age group.

The current distribution demonstrates that experience and operational expertise are strongly represented within the management structure. However, the fact that employees under the age of 30 have not yet taken up managerial or senior positions highlights the need to monitor development and succession planning processes aimed at preparing young talent for management roles. The 31 % representation of female employees at management level is a key indicator that requires regular monitoring in terms of equal opportunities and career development. In the coming period, our organisation will continue to regularly monitor the age and gender distribution in managerial and senior positions, whilst maintaining its approach based on objective criteria in leadership development, promotion, succession planning and career planning processes. Preparing young talent for managerial roles, enhancing female employees’ access to career progression opportunities, and supporting the transfer of organisational knowledge from experienced staff are considered priority areas for development in terms of the sustainability of the management structure.

KPI	2025 PERFORMANCE	2030 TARGET
PERCENTAGE OF FEMALE WHITE-COLLAR WORKERS (%)	45	>49
PERCENTAGE OF FEMALE BLUE-COLLAR WORKERS (%)	84	≥80
MIDDLE MANAGEMENT AND ABOVE	31	>45

Data for 2025 shows that the proportion of female blue-collar workers stood at 84 %, in line with the 2030 target; the proportion of female white-collar workers was 45 %, and the proportion of women in middle and senior management was 31 %. Accordingly, monitoring promotion, development and succession planning processes aimed at increasing female representation, particularly in white-collar and management roles, is considered a priority area for development in the coming period.

AGE/GENDER	DISABILITY / DUTY TERM									
	1 - 5		6 - 10		11 - 15		16 - 20		20 +	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
18 - 30	4	2	4	3	-	-	-	-	-	-
31 - 40	2	2	-	-	-	-	-	-	-	-
41 - 50	1	3	2	1	-	-	-	-	-	-
51 - 65	-	2	1	6	-	1	-	-	-	-

K.F.C. Gida adopts an inclusive and equitable approach to employment that supports the participation of people with disabilities in the workforce. According to figures for 2025, of the 34 employees with disabilities working at our organisation, 20 are women and 14 are men. Accordingly, women account for 59 % of employees with disabilities, whilst men account for 41 %.

When examining the age distribution, 38 % of employees with disabilities are aged 18–30, 12 % are aged 31–40, 21 % are aged 41–50 and 29 % are aged 51–65. In terms of length of service, 47 % of employees have been with the organisation for 1–5 years, 50 % for 6–10 years, and 3 % for 11–15 years. These figures demonstrate that the employment of employees with disabilities is spread across different age groups and that a significant proportion of employees have medium-term work experience within the organisation. In line with its inclusive employment philosophy, K.F.C. Gida continues to support the active participation of employees with disabilities in the workplace and to ensure a working environment free from discrimination.

Protect the Climate,
Sustain Agriculture,
Preserve Biodiversity



Green Transition
A Solution for the Future

2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	15 LIFE ON LAND
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Extreme Weather Events and Drought Caused by Climate Change

Energy Consumption

Unit: GJ (Gigajoule)

Energy consumption associated with cooling systems is included in total electricity consumption.

ENERGY TYPE	CONSUMPTION (GJ)
ELECTRICITY	18.218 GJ
HEATING (NATURAL GAS + LPG)	26.648 GJ
STEAM	0 GJ
TOTAL	44.866 GJ

Energy Transition Factors Table

ENERGY SOURCE	UNIT OF MEASUREMENT	TRANSITION FACTOR	EXPLANATION
ELECTRICITY	kWh	1 kWh = 3,6 MJ = 0,0036 GJ	A standard fixed conversion factor was used to convert electricity consumption to GJ.
NATURAL GAS	kWh	1 kWh = 3,6 MJ = 0,0036 GJ	For natural gas consumption, the kWh values stated on supplier invoices were used as the basis; these values were converted to GJ.
LNG	litre	1 litre = 22 MJ = 0,022 GJ	For natural gas consumption, the kWh values stated on supplier invoices were used as the basis; these values were converted to GJ.

In 2025, K.F.C. Gida’s total internal energy consumption amounted to 44,866 GJ. Of this total, 18,218 GJ was attributable to electricity consumption, whilst 26,648 GJ was attributable to the consumption of natural gas and LNG for heating purposes. There was no steam consumption.

Electricity consumption was tracked using meter and billing data; the standard energy conversion factor was used for conversion to GJ. For natural gas consumption, the kWh values stated on supplier invoices were used as the basis. As these values on the bills were calculated taking into account consumption for the relevant period and the calorific value data used by the supplier, natural gas consumption has been converted from Wh to GJ for the purposes of this report. LNG consumption, on the other hand, was tracked in litres and converted to GJ using the lower calorific value approach.

Energy consumption for 2025 covers the electricity and heating sources used in the organisation’s internal operations. Suppliers, external service providers and energy usage outside the organisation have not been included in this calculation. Within total consumption, energy usage for heating accounts for the highest share at 59.4 %. Consequently, within the scope of energy management, the monitoring of heating systems, process requirements and consumption from fossil fuel sources is considered a priority area.

Energy consumption for 2025 covers the electricity and heating sources used in the organisation’s internal operations. Suppliers, external service providers and energy usage outside the organisation have not been included in this calculation. Within total consumption, energy usage for heating accounts for the highest share at 59.4 %. Consequently, within the scope of energy management, the monitoring of heating systems, process requirements and consumption from fossil fuel sources is considered a priority area.

Total Fuel Consumption from Renewable Energy

Renewable energy generated by the solar power plant	7.225 GJ
Renewable energy consumed from our own solar power plant	3.792 GJ
The proportion of energy from renewable sources in the electricity drawn from the grid*	6.637 GJ
Total energy consumption	44.867 GJ

*The share of renewable energy in the electricity drawn from the grid has been calculated based on the assumed national electricity generation mix.

In 2025, the use of renewable energy was monitored by taking into account both the solar energy generated on-site and the proportion of electricity sourced from the grid that came from renewable sources. The total amount of renewable energy generated by K.F.C. Gıda under its solar power plant project stood at 7,225 GJ; of this, 3,792 GJ was used for on-site consumption. The share of renewable sources in the electricity drawn from the grid was calculated as 6,637 GJ.

Total electricity consumption in 2025 was 18,218 GJ. The solar energy consumed directly on-site accounted for approximately 20.8 % of total electricity consumption. The total amount of renewable energy generated under the GES scheme equates to approximately 39.7 % of total electricity consumption.

When the share of renewable sources in electricity drawn from the grid is included, the total amount of energy supplied from renewable sources in 2025 was 10,428 GJ. This amount corresponds to approximately 23.2 % of total energy consumption.

Renewable energy data is monitored as a key indicator for tracking energy sources and for initiatives aimed at reducing consumption from fossil fuels. In the coming period, increasing the share of GES production in internal consumption, reducing reliance on grid electricity, and monitoring energy efficiency initiatives at the facility level are considered to be priority areas for development.

During the relevant reporting period, our organisation did not engage in any energy-related sales activities. External energy consumption has not been included in this calculation. Furthermore, within the scope of the energy consumption data reported for 2025, no separate energy consumption reduction initiatives or initiatives to reduce the energy requirements of the products and services sold were undertaken.

Greenhouse Gas Emissions

The calculation methodology is based on multiplying activity data by emission factors specific to the resource consumed. In this context, the Tier 1 approach set out in the IPCC’s ‘Good Practice Guidance and Uncertainty Management in National Greenhouse Gas Inventories 2006’ has been applied in the general calculations. However, as a country-specific emission factor was used in the calculation of CO₂ emissions from electricity consumption, the Tier 2 approach was adopted.

The basic formula used in greenhouse gas emission calculations is as follows:
Greenhouse Gas Emission Quantity (tCO₂e) = Activity Data × Emission Factor

Emissions are reported as carbon dioxide equivalent (CO₂e). Greenhouse gases other than CO₂ are converted to CO₂ equivalents, taking into account their respective global warming potentials. The report takes into account the gases CO₂, CH₄, N₂O and HFCs listed in the Kyoto Protocol.

Emission factors have been determined using various sources and regulations, depending on the emission categories. In this context, sources from the IPCC, DEFRA, the EPA and Ademe (relating to land use) have been used as a basis. No uncertainty or reduction calculations have been carried out within the scope of this report.

2025	
Head Office: total carbon emissions / final product produced (tCO ₂ e/tonne)	2,01
Grape Processing Plant: total carbon emissions / final product produced (tCO ₂ e/tonne)	3,23
K.F.C. total carbon emissions / final product produced (tCO ₂ e/tonne)	2,3
K.F.C. total carbon emissions (tCO ₂ e)	64.578

Greenhouse gas emissions calculations were carried out using emission factors based on resource consumption and operational data. The calculations took into account direct emissions, energy-related indirect emissions and other indirect emissions; the results are reported in terms of carbon dioxide equivalent (tCO₂e). The 2025 greenhouse gas inventory covers the operational boundaries of the Central Factory and the Grape Processing Plant.

OPERATION-BASED EMISSIONS BREAKDOWN – SCOPES 1, 2, 3 (TONNES OF CO₂e)

OPERATION	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL EMISSION
GRAPE PLANT	85	509	19.833	20.427
HEAD OFFICE	1.091	1.263	41.797	44.151
TOTAL K.F.C.	1.177	1.771	61.630	64.578

In 2025, K.F.C. Gıda’s total greenhouse gas emissions amounted to 64,578 tCO₂e. The total emissions intensity was calculated as 2.28 tCO₂e/tonne, taking into account the quantity of finished product produced. When examined by facility, the emission intensity at the Central Plant was 2.01 tCO₂e/tonne, whilst at the Grape Plant it stood at 3.23 tCO₂e/tonne. This difference is influenced by production volume, the nature of operations, energy consumption and the distribution of emissions originating from the supply chain.

When the distribution by scope is examined, it is evident that the majority of total emissions originate from Scope 3. Scope 3 emissions, at 61,630 tCO₂e, account for approximately 95.4 % of total emissions. This distribution indicates that the carbon footprint is determined more by purchased goods, logistics and other indirect activities than by direct operational emissions.

The 2025 results reveal that the share of Scope 1 and Scope 2 emissions within total emissions remains limited; conversely, indirect emissions arising from the supply chain and purchased goods represent the primary area for monitoring. Consequently, sustainable raw material sourcing, low-carbon logistics alternatives, supplier partnerships and improving product-based data quality are considered priority areas for development in managing Scope 3 emissions in the coming period.

Key initiatives contributing to greenhouse gas reductions during the 2025 reporting period include meeting a portion of the electricity demand through a solar power plant and enabling reduced pesticide use among some producers through the use of a decision-support system in dried grape production. However, no separate uncertainty or reduction calculations were carried out within the scope of this report. In 2025, a decrease in total greenhouse gas emissions was observed compared to both the base year and the previous year. This change was assessed in conjunction with seasonal variations in operational data, such as energy consumption, shipment volumes and the quantities of products purchased. Our organisation continues to monitor its emissions performance not only in terms of total emissions but also in conjunction with indicators such as production volume, shipment structure and emissions intensity per unit of product.

Sustainable Agriculture

VOLUME-BASED ORGANIC PRODUCT SALES RATIO = 39 %

INCREASE IN ORGANIC PRODUCT VOLUME COMPARED TO 2020 = 42 %

ORGANIC PRODUCT SALES VOLUME IN 2025 = > 7,000 tonnes

At K.F.C. Gıda, we regard sustainable agriculture as a strategic area in terms of maintaining product quality, ensuring continuity in agricultural production and supporting the producer base. The volume of organic product sales, the variety of organic products, the number of certified producers and the size of certified agricultural land are among the key indicators monitored in this context.

As of 2025, our organic product sales volume has exceeded 7,000 tonnes. The volume-based share of organic products within total sales has reached 39 %. Compared to 2020, there has been a 42.6 % increase in organic product sales volume. This demonstrates that the organic product portfolio continues to play a significant role within the overall sales structure and that the organisation has delivered a sales performance consistent with its sustainable agriculture approach.

In terms of organic product variety, three further products were added to the certification scope in 2025, bringing the total number of organic product varieties to 24. In the base year of 2020, the number of organic product varieties stood at 20, representing a 20 % increase in product variety by 2025. This development is viewed positively in terms of expanding the organic product portfolio and responding to customer demand with sustainable product options.

The number of Fair for Life-certified producers stood at 25 in 2025. In the base year of 2020, this figure was 38, representing a 34 % decrease in the number of producers compared to the base year. This change in the number of certified producers is monitored in conjunction with the seasonal structure of the producer portfolio and the supply organisation within the scope of the certification.

The size of Fair for Life-certified agricultural land, meanwhile, indicated a 14 % decrease in 2025 compared to the base year. Changes in certified land area and the number of producers are being monitored as part of sustainable supply chain management; maintaining the structure of certified production and strengthening producer participation are identified as areas for development in the coming period.

Overall, the 2025 data presents a positive outlook in terms of the volume of organic product sales and product diversity; however, it also highlights areas requiring attention regarding the number of certified producers and certified agricultural land. K.F.C. Gıda aims to continue its efforts to strengthen its organic product portfolio, develop partnerships with producers and make its certified supply structure more sustainable, in line with its sustainable agriculture approach.

Biodiversity

We regard the conservation of biodiversity not merely as an environmental responsibility, but also as a strategic priority in terms of the long-term resilience of our supply chain, product quality, export competitiveness and producer welfare.

Development of New Varieties and Enhancement of Agricultural Diversity

The Siyah Orak Fig Variety

At K.F.C. Gıda, the Siyah Orak fig took centre stage in our biodiversity work in 2025. Originating from Anatolia's rich agricultural genetic heritage, the Siyah Orak is not merely a new product development initiative; it also constitutes a strategic project in terms of the conservation of local genetic resources, their support through scientific research, and their transformation into a high-value-added export product. In 2025, our priorities included expanding the production areas for the Siyah Orak fig, developing our network of contract growers, and promoting the variety in suitable production regions, particularly in the Northern Aegean. Through this project, we aim to contribute to the conservation of local genetic resources, create an alternative income model for growers, and increase the product diversity of Turkey's dried fig sector in international markets. As of 2025, our 'Siyah Orak' production area has reached 500 decares, the number of saplings we have distributed has reached 26,000, and the number of contracted growers has reached 19.

Pepper Varieties Developed through Selective Breeding

At K.F.C. Gıda, we place great importance on breeding programmes to ensure the quality, yield and consistency of the peppers we use in our pickle production. As part of these efforts, the aim is to select pepper lines from existing genetic material that are suitable for pickle production; these should be high-yielding, have a standard fruit structure, and be more resistant to diseases and environmental stress. As part of the work carried out specifically on pickling chilli varieties in 2025, observations regarding adaptation, quality, yield, disease resistance and processing performance were continued across different production areas. Through a selection and breeding approach, the aim is to reduce dependence on a single variety, preserve agricultural genetic diversity and develop production materials that are more resilient to risks associated with climate change. These studies contribute to our producers obtaining more predictable and high-quality produce, whilst strengthening K.F.C. Gıda's supply of traceable, high-quality and sustainable raw materials for pickle production. In 2025, a new candidate variety was developed as part of a project that has been ongoing since 2018 in collaboration with the Department of Horticulture at the Faculty of Agriculture, Ege University. In addition to the 'Brezza' and 'Bayraktar' varieties, the aim is to submit registration applications for this new candidate variety in 2026 and to increase the number of registered chilli varieties to three by 2030.

Regenerative Farming Practices

In 2025, we focused on regenerative farming practices aimed at improving soil health, increasing organic matter content and supporting ecosystem diversity across our agricultural production areas. In particular, the use of cover crops in fig orchards is regarded as a key tool for protecting the soil surface, creating habitats for beneficial insects and increasing water retention capacity. In 2025, work continued on reducing bare soil surfaces in the orchards. Priority was given to scaling up these practices from trial plots to larger orchard areas and monitoring them through both soil and leaf analyses.

Reducing Pesticide Use and Digital Agriculture

The efficient use of water resources and the reduction of pesticide use in agricultural production are among the key elements of K.F.C. Gıda's sustainable supply chain approach. In 2025, by utilising digital decision-support systems, climate data, field observations and disease and pest risk forecasts, we supported our producers in applying treatments at the right time, in the right quantities and in a more controlled manner. This approach aims to reduce unnecessary irrigation and pesticide applications, lower production costs, maintain product quality and minimise environmental impact. In 2025, a Product Carbon Footprint and Life Cycle Assessment (LCA) study was also completed for the dried grape product, using a 'cradle-to-gate' system boundary. Conducted in accordance with the ISO 14040 and ISO 14044 standards, this study was prepared to assess the environmental impacts of dried grape production processes, determine the product's carbon footprint and identify areas for improvement towards sustainable production..

Biodiversity Awareness Initiatives

At K.F.C. Gıda, we regard the conservation of biodiversity in the supply regions where we operate as a key component of our sustainable agriculture approach. Reducing the environmental impact of agricultural production processes, safeguarding soil health, using water resources efficiently, and supporting production practices that are sensitive to natural ecosystems are among our priorities.

In the orchards of our contracted black sickle fig growers, various annual plants are cultivated between the saplings, particularly in certain areas where the saplings are located. This practice contributes to supporting plant diversity in agricultural areas, protecting the soil surface and maintaining ecosystem vitality within production areas. It also helps to support farmers' welfare by enabling them to harvest more than one crop in the same year. In the coming period, we plan to develop awareness-raising initiatives and capacity-building programmes aimed at better understanding biodiversity elements in our supply regions and promoting the wider adoption of sustainable agricultural practices.

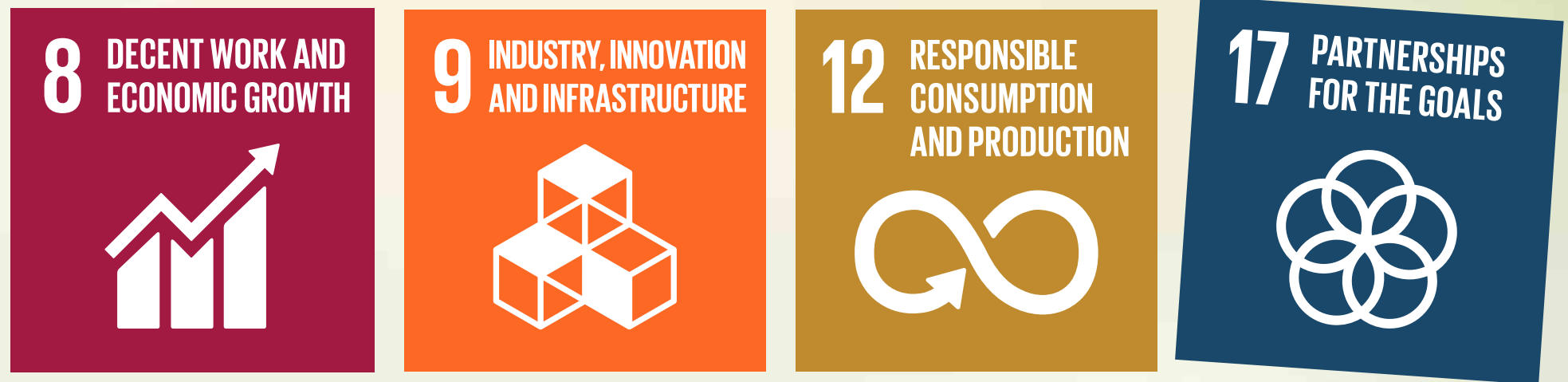
Biodiversity Performance Indicators and Targets

No	Metric	Actual Status (2025)	Target
1	Siyah Orak fig production area (decare)	500 decare	1200 decare, ≥ 30 producer
2	Number of cover crops in regenerative agriculture	4 variety	in 2026 ≥ 10 variety
3	Reduction in pesticide and water use	Water and pesticide usage levels have been maintained at 2024 levels.	Assessing mitigation opportunities through decision support systems and producer awareness
4	Number of R&D / innovation papers	4 statement	≥ 10 papers



Strong Strategy,
Balanced Future

Innovative Production, Innovative Management



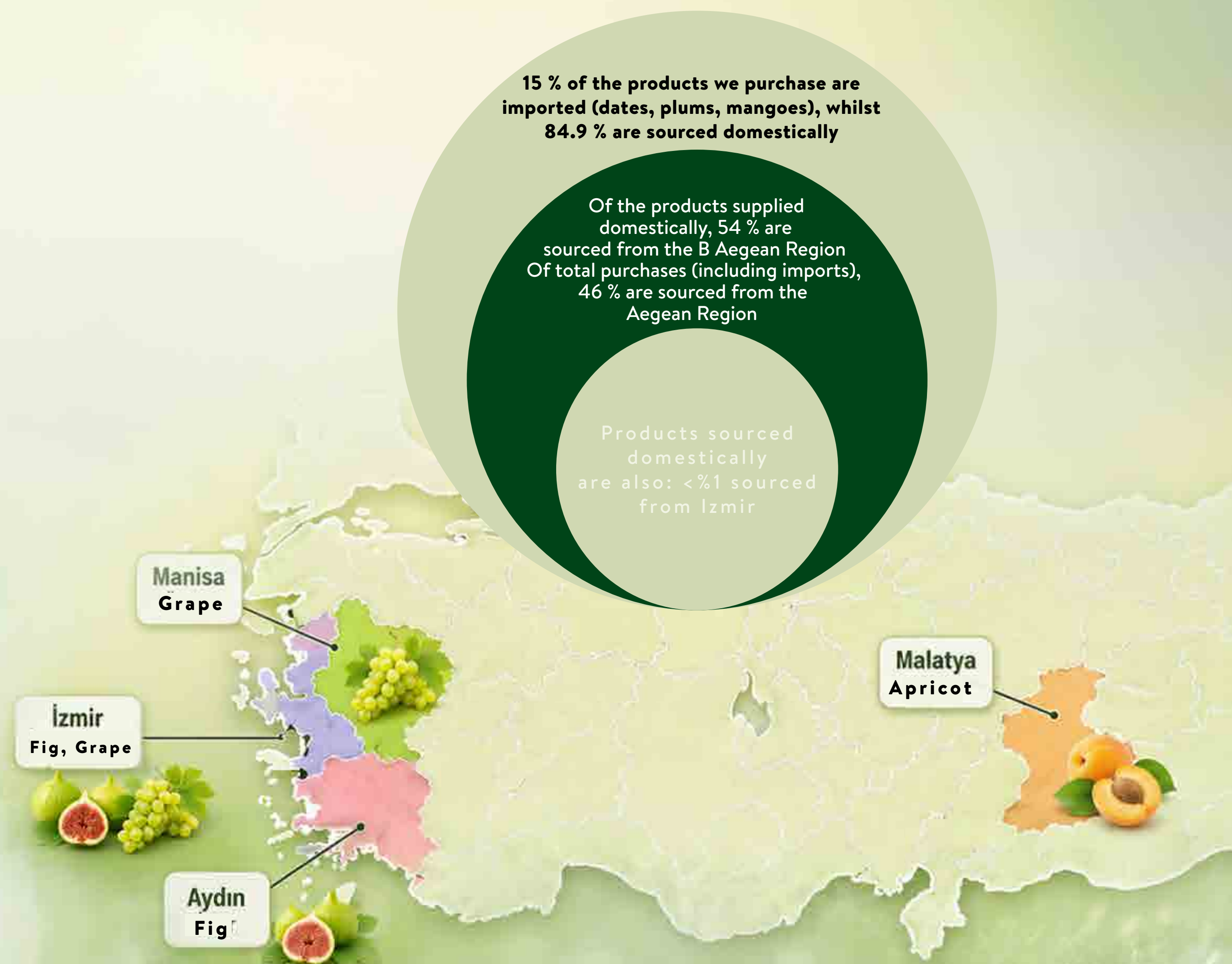
Responsible Production

Objective: At least 85 % of sourced raw materials to be sourced from domestic producers

K.F.C. Gıda monitors the increase in the use of domestic sources within its supply processes as a key indicator of responsible production in terms of traceability, supply continuity, logistical efficiency and regional economic contribution. According to 2025 figures, 84.9 % of total raw material purchases were sourced domestically, whilst 15.1 % were imported. This ratio indicates a performance that is largely in line with the set minimum target of 85 % domestic sourcing.

Among domestically sourced products, the Aegean Region accounts for a significant share. In 2025, 46.1 % of total purchases were sourced from the Aegean Region. When considering domestic purchases alone, the Aegean Region's share stood at approximately 54.3 %. These figures demonstrate that the use of domestic sources is maintained at a strong level within the supply structure, although the regional distribution may vary depending on product patterns, seasonal conditions and supply accessibility. K.F.C. Gıda considers maintaining the domestic sourcing ratio, strengthening partnerships with regional suppliers and enhancing traceability within the supply chain to be among the priority areas of its responsible production approach for the coming period.

Materials and Local Supplier Expenditure Ratios



Raw Material and Other Materials

All ingredients listed in KFC Gida's raw materials list are sourced from 'renewable' sources, as they are all plant-based and derived from agricultural products that can be reproduced in nature. The figs, apricots and grapes included in the list, as well as other fruit and plant-based ingredients used in addition to these, are sustainably sourced through annual or perennial agricultural production.

These raw materials are processed in accordance with quality and food safety standards during production and are sourced from local and regional supply chains, thereby contributing to both economic and environmental sustainability. Non-renewable materials, such as fossil fuel derivatives, metals or minerals, are classified under the 'packaging and other materials' category.

During the 2025 operational period, 86.3 % of all materials purchased fell into the renewable materials category. All raw materials have been classified as agricultural and renewable in origin; corrugated paper/cardboard has been classified as renewable; in the case of flexible packaging, only the recyclable portion has been classified as renewable; other components have been classified according to whether the material originates from a source that can be reproduced in nature.



 High Sustainability	- Organically certified and locally sourced raw materials •Use of no additives or only natural sweeteners (e.g. apple juice concentrate) •Low processing intensity •Production with low water consumption Inclusion in the local (within Turkey) supply chain
 Medium Sustainability	•The environmental impact of agricultural practices •Medium process intensity •Medium water consumption •Inclusion in a domestic or imported supply chain: Products that comply with clean content principles but may have a high carbon footprint due to logistics
 Low / Open to Improvement	•Conventionally produced raw materials containing additives (e.g. sulphur, refined sugar, salt) •Products produced with high water consumption •High process intensity •Imported products containing additives or domestic products with a high proportion of additives

K.F.C. Gıda’s approach to sustainable materials is assessed not only on whether raw materials come from renewable sources, but also according to environmental and operational criteria such as process intensity, whether they are sourced domestically or imported, water consumption levels, organic or good agricultural practices, and additive content.

Within this framework, raw materials are classified into three categories: ‘highly sustainable’, ‘moderately sustainable’ and ‘with room for improvement’.

When raw material purchases for 2025 were assessed according to this classification, 8 % of purchases fell into the ‘highly sustainable’ category, 18 % into the ‘moderately sustainable’ category, and 74 % into the ‘with room for improvement’ category. Accordingly, the proportion of purchases of products with medium or higher sustainability levels totalled 26 % in 2025.

This distribution demonstrates that factors such as product mix, customer demands, seasonal conditions and supply availability influenced the structure of raw material procurement during the relevant period. Products in the ‘room for improvement’ category are not assessed as entirely negative in terms of sustainability; however, they are treated as product groups requiring closer monitoring due to criteria such as water consumption, process intensity, additive content, reliance on imported supplies or certification status. Our organisation assesses environmental impact, product quality and supply chain continuity in tandem within its raw material management.

Category	Total Quantity Purchased (tonnes)	Ratio (%)
🌱 High Sustainability	2004	%8
🌿 Medium Sustainability	4781	%18
♻️ Open to Improvement	19.313	%74

The Recyclability Status of Packaging and Other Materials

PACKAGING AND OTHER MATERIALS	USED QUANTITY (TONNES)	INLAND SUPPLIER	AGEAN REGION	AMOUNT OF RECYCLABLE MATERIAL USED (TONNES)	USE OF RECYCLED INPUTS	RATIO OF RECYCLABLE MATERIAL	RATIO OF MATERIAL CONSUMPTION
CARTON	2179	%100	%100	2179	Min %80	%100	%0
FLEXIBLE PACKAGING	165	%100	%100	98.9	U.D.	%59.9	%40.1
AUXILIARY MATERIAL (ADDITIVE)	4438	%100	%100	0	U.D.	%0	%100

In 2025, the total quantity of packaging and other materials used in production processes amounted to 6,782 tonnes. Of this, 2,179 tonnes were cartons, 165 tonnes were flexible packaging and 4,438 tonnes were auxiliary materials. The cardboard box category was assessed as 100 % recyclable due to its paper/cardboard-based composition. Of the 165 tonnes of flexible packaging used, 98.9 tonnes were recyclable; this corresponds to a recyclability rate of 59.9 % for flexible packaging. When only packaging materials are taken into account, 2,277.9 tonnes of the total 2,344 tonnes of packaging are recyclable, resulting in a packaging-based recyclability rate of approximately 97.2 %. Auxiliary materials, however, were not included in the recyclable packaging calculation due to their intended use and composition, and were tracked as a separate material group.



Waste Management

WASTE KPI / YEAR TABLE	Reference Year (2020)	Activity Year (2025)	2025 Targets
Plastic usage / total production (%)	1,29	0,54	≤0,40
Use of recyclable plastic packaging / total plastic usage (%)	52,3	59,9	≥60 %
Paper usage / total production (%)	4,88	7,1	≤4,50
Paper packaging used in the production of finished products (tonnes)	1.245	2.179	
Plastic packaging used in the production of finished products	330	165	

In 2025, packaging use was monitored in terms of the consumption of plastic and paper packaging and the proportion of plastic packaging suitable for recycling. Compared with the reference year of 2020, the ratio of plastic use to products manufactured fell from 1.29 % to 0.54 %; the amount of plastic packaging used in the production of finished goods fell from 330 tonnes to 165 tonnes. This development indicates that the long-term downward trend in plastic packaging use has been maintained.

The target of ≤ 0.40 % for the ratio of plastic usage to products produced, set as part of the 2025 targets, stood at 0.54 % at the end of the year, exceeding the target. However, when the reduction achieved compared to

the reference year is taken into account, it is evident that positive progress has been made towards reducing plastic usage.

In the coming period, packaging optimisation, a review of product-specific packaging weights, and work with suppliers on alternative materials will be among the priority areas for improving this indicator.

The ratio of recyclable plastic packaging usage to total plastic usage stood at 59.9 % in 2025.

This figure fell just short of the 2025 target of ≥ 60 %. Performance in this area continues to be monitored with a view to increasing the range of recyclable packaging options and ensuring compliance with market-specific packaging suitability criteria. The ratio of paper usage to products manufactured stood at 7.1 % in 2025, remaining above the target of ≤4.50 %. The quantity of paper packaging used in the production of finished goods stood at 1,245 tonnes in 2020 and reached 2,179 tonnes in 2025. The increase in paper consumption is being assessed in conjunction with changes in the product mix, customer demands, packaging specifications and sales channels. For this reason, the use of paper packaging is being treated as one of the areas for development to be monitored in greater detail in the coming period through product- and customer-based analyses.

Overall, the 2025 figures indicate a significant reduction in the use of plastic packaging compared to the reference year. The proportion of recyclable plastic packaging has come very close to the 2025 target level; however, with regard to paper packaging consumption and the rate of plastic use, packaging design, material selection, product-specific consumption monitoring and the strengthening of supplier partnerships are considered priority areas for improvement in order to meet the targets.

Waste Volumes for the Year 2025

Non-hazardous waste		
Waste sent for recycling (waste diverted from disposal)		Explanation
Paper and cardboard packaging (tonnes)	300	Off-site, licensed recycling company
Plastic packaging (tonnes)	158	Off-site, licensed recycling company
Glass packaging (tonnes)	0	Off-site, licensed recycling company
Total amount of waste recycled / Total amount of packaging used in the production of end products (%)	20	
Waste sent for biogas production		
Sludge waste (tonnes)	13,3	Organic waste, off-site facility
Toxic fig waste (tonnes)	28	Organic waste, off-site facility
Grape waste (stems and grapes) (tonnes)	4	Organic waste, off-site facility
Sludge waste / Total loading quantity of washed products (%)	0,1	The proportion of food waste within the total production volume
Food loss rate (%)	0,1	
Hazardous waste (Waste sent for disposal)		
Amount of contaminated packaging (kg)	200	Specialised recovery processes
Amount of fluorescent lamps and other mercury-containing waste (kg)	220	Landfill
Amount of waste requiring special handling for collection and disposal to prevent infection (kg)	18	Landfil

In 2025, waste management processes were monitored under the following headings: packaging waste channelled for recycling, organic waste sent for biogas production, and the disposal of hazardous waste at licensed facilities. Waste was sorted by type and channelled to licensed recycling, recovery or disposal companies outside the facility in accordance with the relevant legislation.

During the reporting period, a total of 458 tonnes of packaging waste was sent to recycling facilities. Of this amount, 300 tonnes consisted of paper/cardboard packaging and 158 tonnes of plastic packaging waste. No glass packaging waste was generated. As part of the management of organic waste, a total of 45.3 tonnes of waste was sent for biogas production in 2025. Of this amount, 13.3 tonnes consisted of sludge waste, 28 tonnes of toxic fig waste, and 4 tonnes of grape waste. Channelling this organic waste into biogas production contributes to its utilisation for energy recovery rather than direct disposal. The ratio of the total loading volume of sludge waste and washed products was recorded as 0.1 %, whilst the food loss rate was recorded as 0.1 %. Hazardous waste was collected separately according to type and sent to licensed disposal or recovery facilities in accordance with the relevant legislation. In 2025, 220 kg of fluorescent lamps and other mercury-containing waste, along with 18 kg of waste collected to prevent infection and subject to special treatment, were sent for disposal via controlled landfill.

Contaminated packaging waste, meanwhile, is managed under specialised treatment and recovery schemes. Overall, the 2025 waste data indicates that packaging waste was channelled into recycling, organic waste into biogas production, and hazardous waste into controlled disposal processes.

Waste Generation and the Impacts of Significant Waste

The waste generated as a result of our organisation's activities stems both from internal operational processes and from the packaging associated with the products and materials we source. Plastic packaging waste arises from packaging operations carried out during production, process offcuts generated on product sorting and washing lines, and packaging materials used during transport and storage that cannot be reused. This waste is generated systematically both during operational processes and during the physical distribution and storage stages.

Paper packaging waste, on the other hand, consists mainly of materials supplied alongside the products and which cannot be reused within the production cycle for food safety reasons. As these materials are not suitable for reuse or reprocessing, they are managed outside the priority methods of the waste hierarchy and are removed from the system via recycling.

The environmental impact of this waste is considered significant in the context of the increasing carbon footprint associated with packaging and the need for integration into the circular economy. For this reason, our waste management system incorporates strategies to reduce waste generation at source and to divert as much waste as possible from disposal through recycling.

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

This waste is generally directed towards landfill or specialised treatment and recovery processes as disposal methods.

Water Management

Our factories use groundwater as their primary water source for production. In conjunction with our water extraction processes, the management of wastewater generated by our production activities is also an integral part of our holistic water management approach. In this context, the volume, quality and disposal methods of wastewater discharged from production into receiving environments are regularly monitored and reported.

	Central Plant			Grape Plant		
	Internal Analysis	iZSU Analysis*	Current Limit	Internal Analysis	Analysis by the Ministry of Environment, Urbanisation and Climate Change **	Current Limit
pH	7,39	7,5	6,5-9	8,66	8,49	6-9
KOI	169,8mg/L	750mg/L	800mg/L	102mg/L	<30mg/L	100mg/L
AKM	191mg/L	350mg/L	350mg/L	98mg/L	13mg/L	200mg/L



At KFC Gıda, we operate biological treatment plants and manage our water processes in full compliance with legal obligations to ensure that the wastewater generated during our operations is disposed of without harming the environment. At our Grape Processing Plant, regular analyses are carried out by the Ministry of Environment, Urbanisation and Climate Change to monitor the wastewater generated, whilst at our Central Plant, these analyses are conducted by İZSU (İzmir Water and Sewerage Authority). These analyses are carried out in full compliance with all national legislation.

At the time of each discharge, composite samples are collected and analysed once a month at the Grape Plant by specialised laboratories authorised by the Ministry of Environment; at the Central Plant, samples are taken once or twice a year and analysed in our own laboratories.

These samples are analysed for the following key parameters:

COD (Chemical Oxygen Demand): SM 5220 B Method

TSS (Total Suspended Solids): TS EN 872/2007 standard

pH: TS EN ISO 10523/2022 standard

The samples are analysed by the accredited laboratories İZSU (AB-0056-T)* and İZÇEV (AB-0057-T)**, using equipment including a thermoreactor, LOVIBOND Multi Direct and a pH meter. The laboratories hold accreditation certificates in accordance with the TS EN ISO/IEC 17025:2017 standard.

KFC Gıda regularly records these analyses, which are carried out as part of its environmental water management programme, takes swift action in the event of non-compliance, and aims for continuous improvement. pH values for all parameters comply with regulatory requirements in both internal and external analyses. At the Central Plant, the pH value was measured at 7.39 in the internal analysis and 7.5 in the İZSU analysis, both falling within the regulatory range of 6.5–9. At the Grape Plant, the pH value was recorded as 8.66 in the internal analysis and 8.49 in the analysis by the Ministry of Environment, Urbanisation and Climate Change, remaining within the regulatory range of 6–9.

For the Central Plant, the COD value was determined to be 169.8 mg/L in internal analyses and 750 mg/L in the official İZSU analysis. Both values are below the regulatory limit of 800 mg/L. The difference between internal and external analysis results may vary depending on the time of sampling, production intensity and seasonal process conditions. The regular conduct of internal analyses provides a proactive control approach in terms of the early detection of risks and the continuous monitoring of treatment system performance.

At the Grape Processing Plant, the COD value was measured at an average of 102 mg/L in internal analyses, whilst the external analysis carried out by the Ministry of Environment, Urbanisation and Climate Change determined the COD value to be <30 mg/L. This discrepancy may stem from the fact that internal analyses are carried out throughout the year under varying production conditions and during periods when the pollution load from the process may increase. For this reason, the results of internal analyses continue to be monitored with a view to the early detection of potential risks and the planning of necessary improvement measures.

Upon examination of the AKM values, the internal analysis result at the Central Plant was 191 mg/L, whilst the İZSU analysis result was 350 mg/L, which complies with the regulatory limit of 350 mg/L. At the Üzüm Plant, the TSS value was measured at 98 mg/L in the internal analysis and 13 mg/L in the external analysis, remaining below the regulatory limit of 200 mg/L.

These results indicate that, in terms of suspended solids load, the wastewater is generally managed within regulatory limits.

At the Central Plant, wastewater discharged from the facility via the sewerage system is sent to the Çiğli Wastewater Treatment Plant. The treated wastewater from this plant is discharged into the Aegean Sea. At the Grape Processing Plant, the water discharged after treatment is sent to the DSİ canal and discharged into the sea.

Product Quality and Food Safety in the Value Chain

CUSTOMER COMPLAINTS AND BRC AUDIT PERFORMANCE (2025)							
YEAR	NUMBER OF CUSTOMER COMPLAINTS (PPM)	COMPLAINT RESPONSE TIME (DAY)	TOTAL AUDITS PER NONCOMPLIANCE (NUMBER)	BRC NOTE - 1. LOCATION	BRC NOTE - 2. LOCATION	BRC NOTE - 3. LOCATION	BRC NOTE - 4. LOCATION
2025	16,07	0,39	3,19	A +	A +	A	A +

The 2025 performance data shows that K.F.C. Gıda has continued to adopt an approach based on audits, customer feedback and continuous improvement in its food safety and product quality management. In audits carried out under the BRC Food Safety Standard, three out of four sites received an A+ rating, whilst one received an A rating. These results demonstrate that the food safety management system continues to operate at a high level of compliance across all facilities.

The average response time to customer complaints in 2025 was 0.39 days. This figure indicates that customer feedback is assessed promptly and that the complaint management process is being carried out effectively. The number of customer complaints stood at 16.07 PPM. This indicator is assessed in conjunction with product quality, customer expectations, product specifications and seasonal raw material characteristics.

In terms of audit performance, the average number of non-conformities per audit in 2025 was recorded at 3.19. Identified non-conformities are addressed through root cause analysis and corrective action processes within the framework of the quality and food safety management system. In the coming period, reducing non-conformities, monitoring complaint categories in greater detail, and ensuring that data obtained from customer feedback is reflected more effectively in product and process improvement initiatives are considered to be priority areas for development. The labelling processes for our own-brand products offered to the market are carried out in accordance with the relevant legislation of the countries where the products are to be sold. Information required on product labels, such as the product name, list of ingredients, allergen information, net quantity, country of origin, best-before or use-by date, and storage and usage conditions, is regularly checked. In this context, ensuring legal compliance and providing consumers with accurate, clear and traceable information are among our key priorities.

R&D, Innovation and Product Development for Adaptation

K.F.C. Gıda regards R&D, innovation and product development activities as a strategic tool for adaptation in the face of climate change, fluctuations in agricultural productivity, food safety requirements and changing market expectations. The work carried out within this framework is aimed at maintaining product quality, supporting the sustainable use of raw materials, enhancing supply chain resilience and transforming knowledge into organisational capacity.

In 2025, the number of joint projects carried out with stakeholders stood at 10, maintaining the level achieved in 2023 and 2024. This demonstrates that collaborations with universities, research institutions, suppliers and other external stakeholders are being sustained. The number of participations in scientific events stood at 15, reaching the highest level recorded during the periods under review. The number of scientific papers and publications stood at 4, maintaining the level achieved in 2023 and 2024.

With regard to intellectual property performance, in 2025, one national or international patent, utility model, trade mark or design registration was obtained; three patent or utility model applications were filed.

Although the number of applications decreased compared to 2024, monitoring the intellectual property portfolio and evaluating work with commercialisation potential remain among the R&D management's priority areas.

The number of new products launched onto the market stood at 1 in 2025. This indicator demonstrates that, in product development activities, it is necessary to assess not only quantitative outputs but also the market suitability of products, quality requirements, commercialisation potential and alignment with customer expectations.

Overall, the 2025 data show that K.F.C. Gıda has strongly maintained external stakeholder collaborations and scientific engagement in its R&D and innovation activities; conversely, it has adopted a more selective and focused approach to progress in new product development and intellectual property outputs. In the coming period, product and process development initiatives addressing the impacts of climate change on agricultural product quality, sustainable raw material alternatives, measures to reduce food safety risks, and R&D projects to enhance supply chain resilience are considered priority areas for development.

R&D and Innovation KPI Table

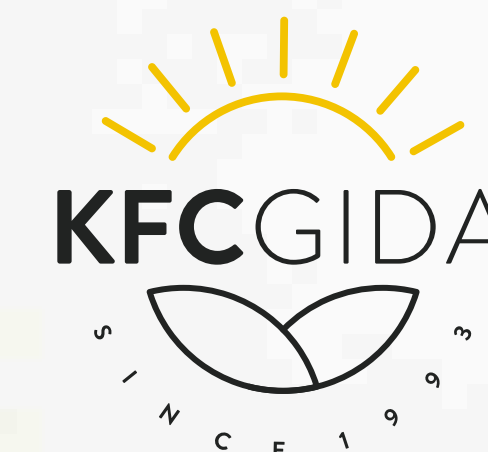
KPI	2020	2021	2022	2023	2024	2025
NUMBER OF JOINT PROJECTS CARRIED OUT WITH PARTNERS (UNITS)	4	7	6	10	10	10
NUMBER OF UL US AND UL INTERNATIONAL PATENTS / UTILITY MODELS / TRADEMARKS / DESIGN REGISTRATIONS (UNITS)	3	2	5	1	0	1
NUMBER OF APPLICATIONS FOR UL US AL & UL INTERNATIONAL PATENTS / UTILITY MODELS (UNITS)	4	3	5	6	6	3
NUMBER OF NEW PRODUCTS LAUNCHED ON THE MARKET (UNITS)	-	-	4	5	2	1
NUMBER OF PARTICIPATIONS IN SCIENTIFIC EVENTS (UNITS)	1	12	4	11	14	15
NUMBER OF SCIENTIFIC PAPERS / PUBLICATIONS (UNITS)	0	3	3	4	4	4

Financial Risks

In 2025, financial risks were monitored under the headings of financing costs, exchange rate movements, volatility in market conditions, global trade dynamics and working capital management. Economic conditions, which fluctuated throughout the year at both local and global levels, underscored the importance of a cautious and flexible management approach in financial planning processes.

Financial performance in 2025 followed a similar trend to that of 2024. During this period, cost management, cash flow discipline, receivables and inventory management, and the effective use of working capital were among the priority areas aimed at safeguarding financial sustainability. Our organisation regularly monitors its financial indicators and considers liquidity, debt structure and cash conversion cycle to be key components of its risk management approach.

In the coming period, the management of financial risks will continue to prioritise maintaining a balanced debt structure, strengthening liquidity buffers and enhancing working capital efficiency. Furthermore, the monitoring of climate-related financial risks in conjunction with sustainability reporting and strategic planning processes is regarded as a key area for development in terms of strengthening long-term organisational resilience.



2025 **Sustainability Report**