

Tat Gıda 2024

Sustainability Report



CONTENTS



1 | INTRODUCTION

About the Report	4
Message from the Chairman of the Board and CEO	5



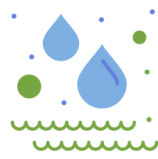
2 | ABOUT TAT GIDA

About Tat Gida	7
Our Milestones	8
Capital and Shareholding Structure	10
Tat Gida Locations	10
Tat Gida at a Glance in 2024	12
Management and Quality Certificates	14
Our Product Groups	14
Our Vision, Mission, and Competitive Advantages	15
Our Achievements in 2024	16



3 | CORPORATE GOVERNANCE

Corporate Governance Perspective	18
Our Governance Structure	19
Committees and Their Activities	21
Sustainability Governance at Tat Gida	21
Sustainability Committees	22
Business Ethics Principles	23
Ethics at Tat Gida in Numbers	24
Corporate Risk Management	25
Information Security	25
Supply Chain Governance	26
Our Value Chain – Our Farmers	28
Materiality and Targets	28
Materiality Matrix and Targets	29
Sustainability Goals	30
Stakeholder Relations and Stakeholder	33



4 | ENVIRONMENTAL IMPACT AND SUSTAINABILITY

Environmental Management at Tat Gida	37
Energy Management and Energy Investments	39
Emissions Management	40
Water Risks and Usage	41
Zero Waste and Waste Management	42
Ecosystem Balance and Biodiversity	42



5 | WE CREATE VALUE FOR SOCIETY

R&D and Product Development	44
Digitalization and Automation	46
Quality Management	47
Customer Satisfaction and Relations	49
Sustainable Agriculture Vision	50



6 | OUR EFFORT IS FOR PEOPLE

Social Sustainability at Tat Gida	52
Human Rights Approach	52
Equality, Diversity, and Inclusion	53
Two-Way Dialogue	53
Employee Culture at Tat Gida	54
Employee Engagement	55
Continuous Development at Tat Gida	58
Occupational Health and Safety	58



7 | ANNEXES & INDICATORS

Sustainability Performance Indicators	60
United Nations Global Compact	63
Content Index	
UN Women's Empowerment Principles	63
GRI Content Index	64



8 | TSRS

TSRS	71
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A Journey from Tat to the Future

In today's world, it's not enough to just think about the present. At Tat Gıda, we take every step with the future in mind, focusing on creating lasting solutions in different areas, spanning from the climate crisis to human rights, and from sustainable agriculture to social impact.





Introduction

ABOUT THE REPORT



We are sharing our Third Sustainability Report with the public, prepared in line with our vision of being a global brand born in Türkiye and supporting sustainable agriculture, while being a trusted partner for our consumers in healthy nutrition.



In this third report, covering our sustainability performance and activities in Türkiye for the period of January 1 – December 31, 2024, we provide a detailed account of our achievements, goals, and progress in the environmental, social, and governance (ESG) areas, our strategic plans, vision, the risks and opportunities we face, and our contributions to the United Nations Sustainable Development Goals (SDGs).



LSEG

Since **2016**, we have been included in Borsa İstanbul's Sustainability Index, and we manage our operations in a way that strengthens this position.



Since 2024, we have been conducting EcoVadis assessments and enhancing our sustainability performance based on their outcomes.

Our report has been prepared in accordance with the Global Reporting Initiative (GRI) standards and also references the United Nations Global Compact (UNGC) and the Women's Empowerment Principles (WEPs), which we are committed to.

Additionally, in line with the IFRS S1 and IFRS S2 standards issued by the International Sustainability Standards Board (ISSB), care has been taken to present sustainability-related disclosures in a clear and consistent manner.

At all our facilities, we have successfully completed national and international certification processes such as **ISO 9001, ISO 14001, ISO 50001, BRCGS, IFS, Halal, Organic, Kosher, FDA ve Global GAP**

These quality standards are the assurance of our promise of “food that reaches tables safely.”



As of this year, our report has been prepared in full compliance with the Türkiye Sustainability Reporting Standards (TSRS). You can access the report and our sustainability initiatives at www.tatgida.com.tr



United Nations
Global Compact

As of **2023**, we joined the United Nations Global Compact (UNGC), a sustainability initiative with approximately 24,000 signatory companies and organizations worldwide. As Tat Gıda, we commit to adhering to the 10 principles related to human rights, labor standards, the environment, and anti-corruption. As part of our membership, we prepare an annual Communication on Progress (CoP) report, which we share transparently with the public.



Additionally, by signing the United Nations Women's Empowerment Principles (WEPs), we have made gender equality and the empowerment of women a core element of our corporate policies. Within this framework, we continue our efforts to increase women's participation in the workforce and provide inclusive and equal opportunities. In line with our membership, we aim to create a safer, fairer, and more supportive working environment for our female employees.



We value feedback from all our stakeholders regarding our activities and strategic sustainability priorities. If you would like to share your opinions and suggestions with us, you can contact us at tatsustainability@tat.com.tr

Merve Cansın KAPLAN

Sustainability, Strategy, and Communications Manager





MESSAGE FROM THE CHAIRMAN OF THE BOARD AND GENERAL MANAGER



Veysel Memiş
Chairman of the Board / General Manager

Dear Stakeholders,

With the awareness that every step we take for a sustainable future carries the responsibility not only of today but also of tomorrow, we move forward with care. We have adopted an approach that considers environmental, social, and governance impacts at every stage of our value chain — from agriculture to industry, and from production to exports. Since 1967, we have taken root in these lands, walking side by side with our farmers on this journey. Together, we produce not only high-quality, healthy, and value-added products, but also knowledge, trust, responsibility, and a shared future.

In 2024, we transformed our commitment to sustainability into concrete actions. In the face of climate change, decreasing water resources, uncertainties in agricultural production, and rising risks in supply chains, we focused on building a resilient business model.

Within this framework, while preparing our company for the future through digital agriculture technologies, renewable energy investments, a contract farming model, environmentally friendly production systems, and our integrated governance structure, we continue to serve as a source of inspiration for our industry.

30%

water recovery rate

We have internalized sustainability as a corporate reflex. This report, prepared in full compliance with the Türkiye Sustainability Reporting Standards (TSRS), is also a strong demonstration of our commitment to transparency and accountability. With our Solar Power Plant investments in Manisa and Afyon and our energy efficiency projects, we plan to meet approximately **97%** of our electricity needs from renewable sources, while increasing our water recovery rate to around **30%**, significantly reducing our environmental impact. We are steadily advancing toward our goals of reducing carbon emissions by 55% by 2030 and achieving Net-Zero by 2050.

In 2024, we led the industry with our digital agriculture projects. Using a range of technologies—from satellite-assisted monitoring systems and climate stations to digital pheromone traps and mobile soil analysis devices—we made **12,000** decares of farmland more efficient, traceable, and environmentally friendly.

With a digital agriculture investment of **2.75 million TRY**, we once again demonstrated that sustainable production is achievable through digital transformation.

At Tat Gıda, we measure our growth not only by economic indicators but also by the value we create for society and the planet. In line with this approach, we climbed 27 places in the ISO 500 ranking to 338th and reached 368th place on the Fortune 500 list. While maintaining the title of Türkiye's most beloved ketchup brand in 2024, we reaffirmed our position as a leading company in the sector through the awards we received in digital and sustainable agriculture categories.

Our corporate governance culture is built on the principles of Transparency, Fairness, Accountability, and Responsibility. With our Sustainability Committee and its subordinate committees, we manage our environmental, social, and economic impacts in a more holistic manner, involving all our employees and stakeholders as active participants in the process.

Our corporate governance rating, measured at **95.02%** at the end of 2024, is a tangible reflection of our commitment in this area.

Through our contract farming model, we carried out **planned and controlled** production on **12,000 decares of land** with over **1,000** farmers. This model contributes to the transformation of Turkish agriculture alongside Tat Gıda. With initiatives such as the “Agricultural Value Chain” and “Efficient Credit Card,” we provide our farmers with access to finance, knowledge, and technology.

At all our facilities, we have completed certifications such as ISO 9001, ISO 14001, ISO 50001, BRCGS, IFS, Halal, Organic, Kosher, and FDA; these standards are the assurance of our promise of “food that reaches tables safely.”

2024 also marked a turning point in our corporate ownership structure. The transfer of Koç Holding shares to Memişoğlu Agricultural Products initiated the synergy between agricultural expertise and long-standing experience, enabling us to advance more strongly toward our strategic goals.

At Tat Gıda, we believe in the abundance of the soil, labor, technology, and the power of sustainability throughout the journey from field to table.

We are committed to increasing the positive impact of every value we create together with our stakeholders on nature, society, and the future. By embracing responsible growth, we will continue to create value in the world of tomorrow.

Veysel MEMİŞ
Chairman of the Board / CEO





Tat: From the Abundance of the Soil to the Taste of Tat

With over 58 years of experience, Tat Gida prioritizes quality, traceability, and innovation across all processes from field to table.





ABOUT TAT GIDA

Tat Gıda was founded on June 22, 1967, in Mustafakemalpaşa, Bursa, under the name “Tat Konserve” to process tomato products. Today, continuing its growth with modern facilities in Karacabey, Bursa, and Torbalı, İzmir, Tat Gıda has maintained uninterrupted export activities since its establishment and holds a leading position in the industry

With our Tat brand, we have become one of Türkiye’s leading food companies. At our three advanced technology production facilities, we meet the demands of both domestic and international customers across various categories, including tomato products, sauces, canned goods, pickles, and ready meals.

The foundation of our company’s strong market position lies not only in our production infrastructure compliant with international standards but also in the trust-based collaborations we establish with industrialists and producers, the valuable contribution of Turkish farmers, and our consumer-focused innovative approach. As a leading brand in the paste, tomato products, canned goods, and ketchup segments, Tat consistently delivers natural, high-quality, and delicious products to consumers. Since 1967, we have been developing tomato agriculture with the goal of making Türkiye’s canning industry competitive in the global market.

Through the contract farming model we have maintained continuously since our establishment, we support our farmers and lead the way in spreading conscious agricultural practices. Thanks to Tat Gıda’s expert agricultural team of engineers and technicians, we provide farmers with suitable seedlings and fertilizer support, ensuring the reliable supply of high-quality tomatoes used in paste production.



Today, we work with over 1,000 farmers, including 500 under contract farming agreements.

Exports hold strategic importance in Tat Gıda’s goals for sustainable and profitable growth. As the first brand that comes to mind in Türkiye for paste, tomato products, ketchup, and canned goods, we currently export to 45 countries, from the USA to Japan. While maintaining our strength in existing markets, we are actively working to expand into new countries. We continue to advance our 58-year legacy by delivering healthy, delicious, and high-quality products to both Turkish and global cuisines.



As one of Türkiye’s long-established and leading companies, we are committed to offering consumers the most natural, reliable, and delicious products. At Tat Gıda, we continue to grow by leading transformation in the rapidly changing business world, supported by our innovative product variety, production capacity, and technology investments. In the coming period, we aim to further strengthen our position both in Türkiye and in priority international markets, while maintaining sustainable and profitable growth by developing healthy and environmentally conscious products that meet consumer expectations.





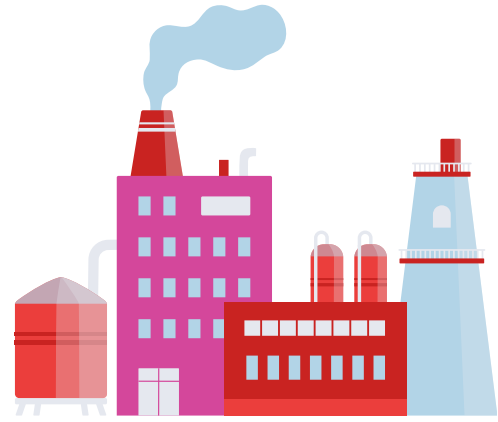
About Tat Gıda

OUR MILESTONES



1967

Tat Konserve Established



1980

Significant Step in Technology

The 1980s marked a period of breakthroughs for Tat Konserve, with steady growth continuing in both domestic and international markets. In 1981, the company brought modern technology to its factory by establishing an “aseptic line,” followed by a second line in 1985.



1989

Tat Achieved Another First

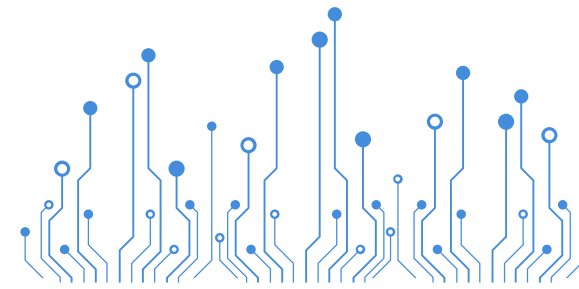
In 1989, Tat Konserve marked another first by introducing chopped tomato production technology to Türkiye. The company began producing cubed, additive-free canned tomatoes and whole peeled tomatoes, continuing to bring healthy and convenient flavors to tables.



2003

New Cap Technology

The Magnum chopped tomato line, featuring welded cap technology that reduces the risk of air exposure to one in a billion, was launched. This aseptic chopped tomato technology is found in only a few facilities in the USA and exclusively at Tat in Europe.



2010

Tat Tomato Festival

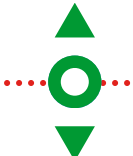
In 2010, 300,000 tons of tomatoes and 8,000 tons of fruits and vegetables were processed, producing 2,000 tons of tomato paste, 4,000 tons of tomato products, 10,000 tons of ketchup, 6,000 tons of mayonnaise, and 8,000 tons of other canned goods and jams. The Tomato Festival began to be held in Tatcaklı Neighborhood, where the Tat Mustafakemalpaşa factory is located and which takes its name from Tat. Thousands of people participated in the festival.



1970

A First in Türkiye

In 1970, 41,500 tons of tomatoes were processed at the Tat Konserve factory, producing over 8,000 tons of tomato paste. The export of 6,100 tons of this paste demonstrated the realization of Vehbi Koç's vision for export-oriented agricultural production. In the same year, Tat Konserve introduced Türkiye's first concentrated soup and tube-packaged tomato paste to consumers.



1983

Kagome Tat Project

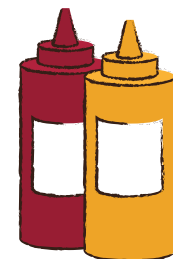
In 1983, a contract was signed between Tat Konserve and Kagome, one of Japan's oldest companies producing tomatoes and related products since 1899, marking the launch of the “Kagome-Tat Project.”



1997

Production Filling Lines Established

The 1990s were a period of rapid progress for Tat Konserve. In 1993, Tat went public, and in 1997, the company made another significant advancement by establishing production filling lines for mustard, ketchup, and mayonnaise using state-of-the-art, contactless machines.



2006

Real Tastes Under Our Protection

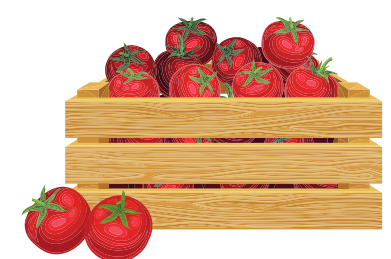
With the opening of the new factory in Torbalı, İzmir, in 2006, production capacity was increased, and delicious products continued to be offered to consumers under the motto “Real Tastes Under Our Protection.”



2016

Leaders of the Tomato

Tat Gıda achieved another first in the industry by launching the “Leaders of the Tomato” project, aimed at developing industrial tomato production in Türkiye and positioning it to compete in international markets.





About Tat Gıda



2017

Guinness World Record

In 2017, celebrating its 50th anniversary with great enthusiasm alongside its farmers and employees, Tat set a Guinness World Record at its factory in Mustafakemalpaşa by attempting the “Most People Spreading a Product on Bread Simultaneously.”

Türkiye’s Ketchup

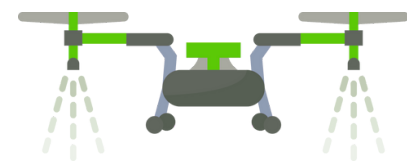
For the first time in Türkiye, a PET bottle filling line with Ultra Clean technology was launched. This enabled the use of cold filling technology to fill transparent bottles with ketchup and mayonnaise.



2018

Digital Agricultural Field

Leading digitalization in agriculture, Tat established the “Digital Agriculture Field” in 2018 using digital farming technologies.



2019

Tat Organic Series

The Tat Organic Series family, made from organically grown tomatoes carefully harvested in season in the Aegean Region, has been expanded with Organic Tomato Paste and Organic Pepper Paste.



2020

Safe Production

Tat Gıda became the first company in its industry to be awarded the TSE COVID-19 Safe Production Certificate.



2021

Production Capacities Increased

In 2021, Tat Gıda increased its total annual tomato paste production capacity from 71,000 tons to 85,000 tons and its gherkin pickle production capacity from 5,000 tons to 22,000 tons through capacity expansion investments.



2022

Strong Steps in Export

In line with its export growth target, Tat Gıda increased its international sales ratio to 35% in 2022.



2023



First Sustainability Report

Tat Gıda, placing sustainability at the center of all its business models, published its first Sustainability Report.

This is the Real Taste

We defined our communication roadmap with the slogan: “The Taste You Won’t Leave on the Plate, This is the Real Taste.”



We Became a UNGC Signatory

By signing the UNGC, we committed to adhering to the 10 principles covering human rights, labor standards, gender equality, environmentally responsible sustainable production, and anti-corruption, as outlined in our corporate principles.



2024

Change in Ownership Structure

On February 19, 2024, Koç Holding, Koç Group companies, members of the Koç Family, and foundations affiliated with the Koç Group transferred shares representing a total of 49.04% of Tat Gıda’s capital, along with 15 founder usufruct certificates, to Memişoğlu Agricultural Products Trade Limited Company. The sale and payment processes have been completed.



Türkiye’s Most Beloved Ketchup – Tat Ketchup

According to a study conducted by Mediat in collaboration with Ipsos, Tat Ketchup was once again chosen as the Lovemark of the ketchup category in Türkiye, just as it was last year.





CAPITAL AND SHAREHOLDING STRUCTURE

As Tat Gıda, we continue our efforts year after year in line with our goal of advancing as a sustainable company, setting sail toward new targets in accordance with this vision. Within this framework, we regularly inform our stakeholders about changes in our capital and shareholding structure.

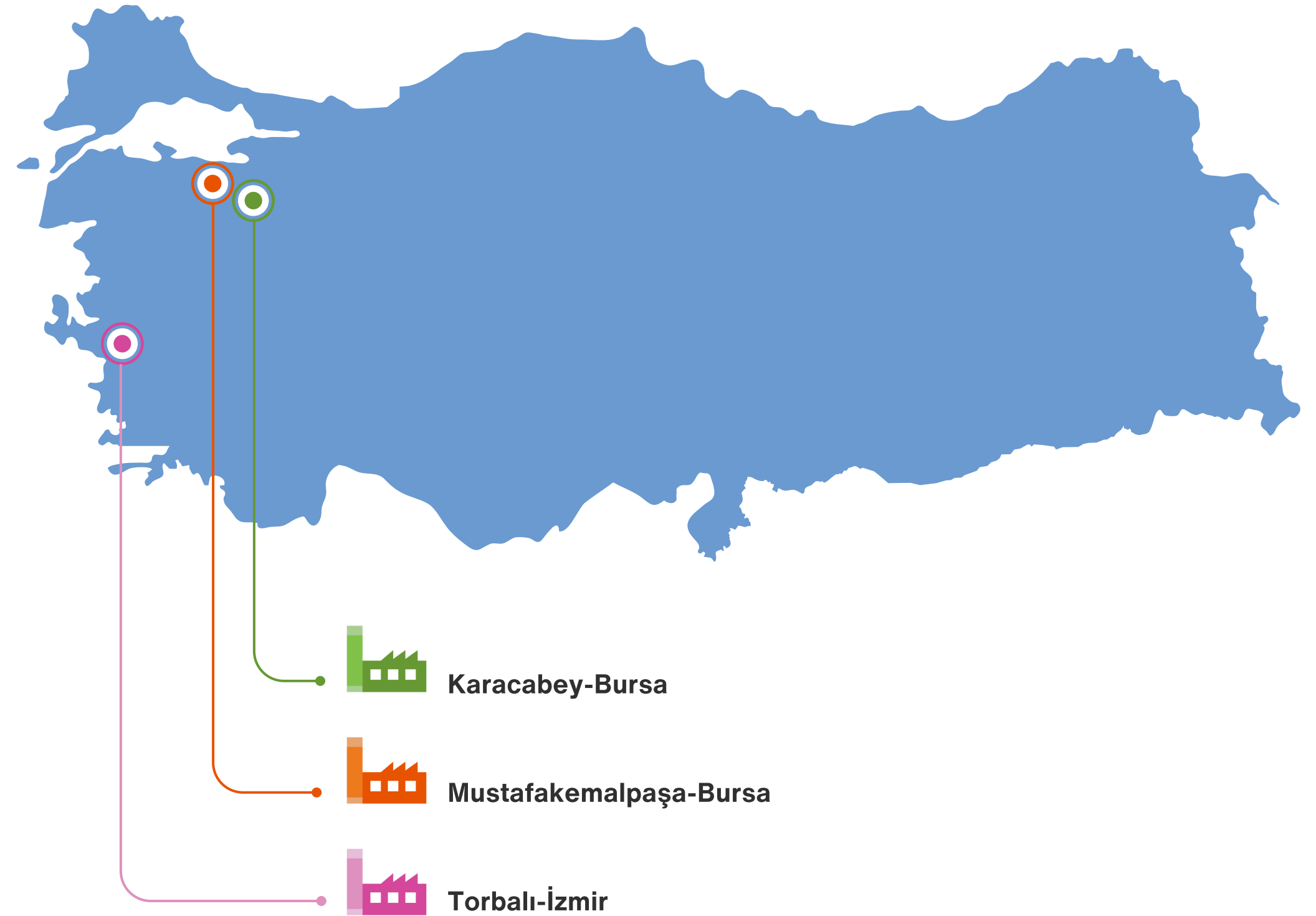
As of December 31, 2024, the company's shareholding structure is as follows:

Shareholder Name / Title	Share %	Amount (TRY)
Memişoğlu Agricultural Products Trade Ltd. Co.	49.8	67,788,852
Publicly Traded	40.6	55,217,844
Kagome Co. Ltd.	3.7	5,071,168
Temel Trade and Investment Inc.	3.3	4,427,889
Sumitomo Corporation	1.5	2,077,983
Other	1.0	1,416,263
Total Capital	100	136,000,000

TAT GIDA LOCATIONS

At Tat Gıda, we operate at our facilities in Mustafakemalpaşa-Bursa, Karacabey-Bursa, and Torbalı-İzmir. In our production processes, we fully comply with domestic and international regulations and provide reliable, healthy, and high-quality products in accordance with international standards, meeting all customer expectations in quality and food safety.

At our facilities, where we adopt the Total Quality Management approach, our production processes are carried out under the ISO 9001 Quality Management System. Additionally, they are certified with BRCGS and IFS Food Safety certificates approved by the Global Food Safety Initiative (GFSI), as well as the Halal certificate. By prioritizing quality and safety, we aim to consistently offer our consumers products that meet the highest standards.



TAT GIDA LOCATIONS


Mustafakemalpaşa-Bursa

 Opening Date 1967	 Products Paste (tomato, pepper), Tomato Products, Canned Vegetables, Sauces, Ready Meals, Pickles
 Total Area 470,000 m ²	
 Covered Area 52,130 m ²	 Tomato Processing Capacity 2,800 tons/day

Key Features:

- In addition to seasonal tomato-based productions, it serves as the sole production center for other seasonal products such as pepper paste, RO tomato puree, pickles, and canned vegetables, as well as continuous productions like sauces and ready meals.
- Stands out with flexibility and economies of scale thanks to its broad production portfolio and installed capacity.
- Annual finished product production capacity is 93,000 tons, with a tomato processing capacity of 22,000 tons.
- The Mustafakemalpaşa facility functions as the main campus for all operational expertise.
- The facility holds BRCGS and IFS Food Safety certifications.
- The Mustafakemalpaşa facility is certified under ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System. Additionally, it is subject to Amfori BSCI social compliance and ethical working audits.
- For customer-specific productions, SQMS Food Safety and SWA Social Compliance and Ethical Working audits are conducted, along with JAS inspections for productions carried out for Japan's Kagome.
- The facility also holds FDA, Organic Entrepreneur, and Halal and Tayyib certifications for specific products.




Karacabey-Bursa

 Opening Date 1987	 Products Paste, Tomato Products
 Total Area 216,500 m ²	 Tomato Processing Capacity 5,450 tons/day
 Covered Area 31,750 m ²	

Key Features:

- The Karacabey facility is Türkiye's largest tomato processing plant under a single roof.
- Annual tomato processing capacity exceeds 300,000 tons, with a finished product production capacity of 60,000 tons per year.
- The Karacabey facility stands out for its high installed capacity and production volume, providing economies of scale. Additionally, with its entirely tomato-based product portfolio, it serves as the center of Tat's tomato expertise.
- Recent investments have enabled the production of tomato paste and tomato products using advanced technological infrastructure.
- It serves as the sole production center for chopped and peeled tomatoes.
- The Karacabey facility holds BRCGS and IFS Food Safety certifications.
- It is also certified under ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System.
- The facility undergoes JAS inspections for productions carried out for Japan's Kagome.
- For specific products, it holds FDA, Organic Entrepreneur, Halal and Tayyib, and Kosher certifications.


Torbalı-İzmir

 Opening Date 2007	 Products Paste, Concentrated Fruit Puree
 Total Area 49,350 m ²	 Tomato Processing Capacity 2,900 tons/day
 Covered Area 9,700 m ²	

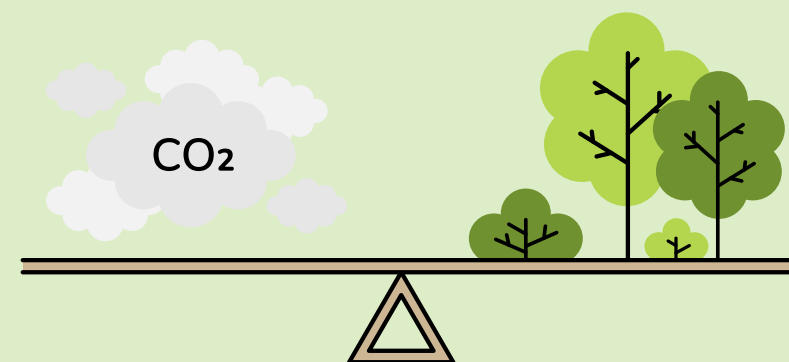
Key Features:

- The Torbalı facility is a center that adopts a lean production approach with a focused product portfolio.
- Recent additions, such as apple puree, have expanded its product variety.
- The facility holds BRCGS and IFS Food Safety certifications, as well as ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and ISO 50001 Energy Management System certifications.
- For specific products, the facility holds Halal and Tayyib certifications.



TAT GIDA IN 2024 AT A GLANCE

“Controlling Our Future with Our Emission Targets”



At Tat Gıda, we are moving toward a carbon-free future in line with our emission targets and are committed to achieving our Net Zero by 2050.



“Securing Our Sustainability Governance with Our Sustainability Committee”

With the active participation of our Board of Directors, our Sustainability Committee—along with its subcommittees that closely monitor developments—and our team of experts continue to advance our sustainability efforts with determination. As of 2024, sustainability has become a core priority for Tat Gıda, with dedicated work being carried out across all levels, from the Board of Directors to all employees. Our working groups focused on society, people, the planet, and values add meaning to this process and help deepen our efforts.



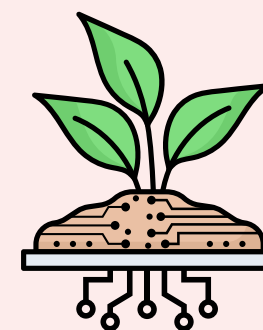
Tat Gıda in the BIST Sustainability Index

We have been included in the Borsa İstanbul Sustainability Index since 2016 and manage our actions to further strengthen this position.

Pioneer in Digital Agriculture

In 2024, Tat Gıda continued to advance its digital agriculture investments without slowing down.

With an investment of ₺2.75 million we expanded digital farming initiatives within the company and plan to increase this budget in the coming years, further broadening our digitalization roadmap.



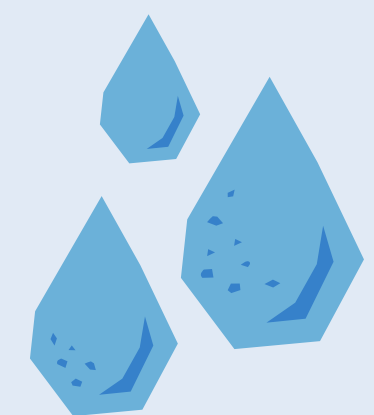
“Using Water Carefully, Securing it for Future Generations”

At Tat Gıda, we are making significant progress in water consumption and recovery, a key element of our environmental sustainability vision. As the first company to implement a drip irrigation system, we are taking decisive steps to efficiently use and reclaim water.



As of 2024, our water recovery rate has reached approximately 30%,

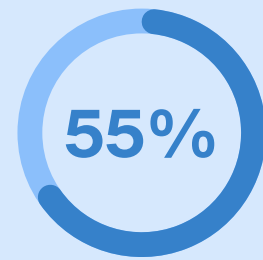
and we aim to increase this rate further in line with our long-term targets.



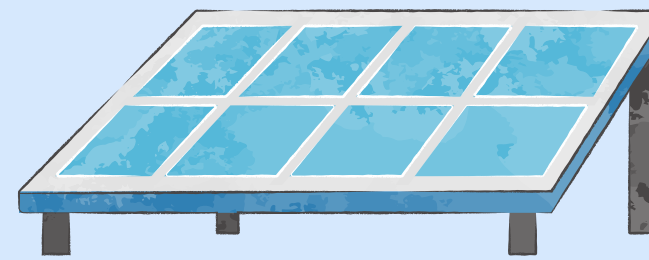


“We Source Our Energy from Renewable Energy”

With our solar power plant commissioned in Akçaköy, Yunusemre, Manisa, we aim to meet 19.49% of our annual energy consumption from renewable sources and reduce 1,679 tons of carbon emissions.



This investment will make a significant contribution to our goal of reducing our carbon footprint by 55% by 2030.



“Consistent Success in ISO 500”



We are proud to announce that in this year’s ISO 500 ranking, which lists Türkiye’s 500 largest industrial companies, we climbed 27 places to reach 338th position.

In the Fortune **500 ranking**, which identifies Türkiye’s 500 largest companies based on annual revenue, export figures, and extensive supply networks, Tat Gıda proudly **secured 368th place**, celebrating our continued presence among the top 500 this year.



“Sustainable Agriculture Vision”

In 2024, Tat Gıda continued its sustainable agriculture efforts. The results of these initiatives were recognized with a **Gold Award** in the **Sustainable Agriculture Project of the Year** category at the 2024 Marketing Türkiye Climate and Sustainability Awards.

“Engaging in Contract Farming, Supporting Our Farmers”

At Tat Gıda, we secure sustainable raw material supply through our long-standing and successfully implemented contract farming model.



As of 2024, we carried out controlled and planned production over more than **12,000 decares with over 500 contract farmers.**

This model not only enhances quality and efficiency in agricultural production but also enables us to establish long-term, trust-based partnerships with our farmers.



“We Earned the **EcoVadis Committed Badge.**”

At Tat Gıda, we conducted an EcoVadis assessment to ensure the integration of our sustainability performance across the supply chain. As a result, we earned the “**Committed**” badge. In the coming years, we aim to improve our score and further advance our efforts in sustainable sourcing, ethics, environmental practices, and human rights.





OUR MANAGEMENT AND QUALITY CERTIFICATIONS

- 🎯 BRCGS Food Version 9
- 🎯 IFS Food Version 8
- 🎯 ISO 9001 Quality Management System
- 🎯 ISO 14001 Environmental Management System
- 🎯 ISO 50001 Energy Management System
- 🎯 Halal Certificate
- 🎯 Kosher Certificate (Audit) – Karacabey Facility
- 🎯 FDA – Karacabey and Mustafakemalpaşa Facilities
- 🎯 Organic Farming Entrepreneur Certificate TR – Karacabey and Mustafakemalpaşa Facilities
- 🎯 JAS Organic – Karacabey Facility
- 🎯 Sedex Smeta (Sedex Members Ethical Trade Audit)
- 🎯 BSCI (Business Social Compliance Initiative – Facilities)
- 🎯 Global GAP (Good Agricultural Practices)



OUR PRODUCT GROUPS



Seasonally Harvested and Produced Tat Products

- Tomato Paste
- Pepper Paste
- Mixed Paste
- Organic Pastes
- Tomato Products
- Organic Tomato Products
- Canned Vegetables



Ready-to-Eat Tat Products

- Rice Dishes
- Bowl Salads
- Snack Pickles
- Canned Ready Meals
- Bread Toppings / Sauces
- Jams
- Pickles

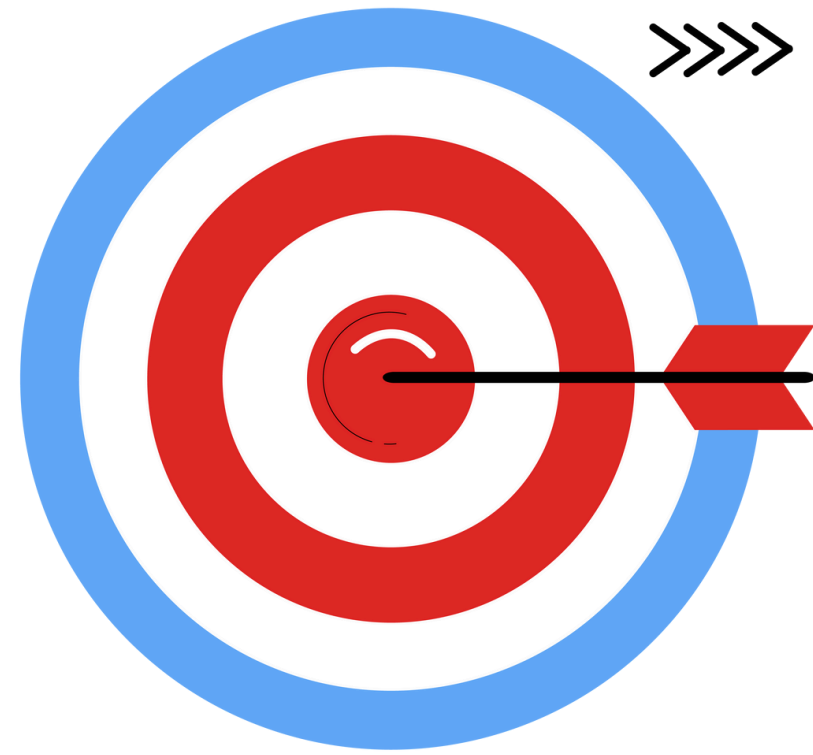


Tat Products That Add Flavor to Your Meals

- Ketchup
- Spicy Ketchup
- Reduced Sugar and Salt Ketchup
- Rich Flavor Mayonnaise
- Sriracha Mayonnaise
- Garlic Mayonnaise
- Light Flavor Mayonnaise
- Buffalo Sauce
- Spicy Mayonnaise
- Mustard
- Hot Sauce
- Burger Sauce
- Ranch Sauce
- Barbecue Sauce
- Pasta Sauces



OUR VISION, MISSION, AND COMPETITIVE ADVANTAGES



Our Mission

To lead the transformation that ensures everyone has access to good and healthy food.

Our Vision

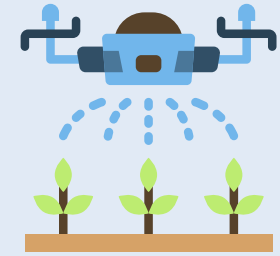
To become a partner in healthy nutrition for our consumers by supporting sustainable agriculture with our globally recognized brand from Türkiye.



Competitive Advantages

	58 Years of Expertise
	The Trust and High Value Associated with the Tat Brand
	High Quality Standards
	Exports to 45 Countries Across 6 Continents
	Strong Partnership Structure
	Sustainability and Digital Agriculture-Focused Approach
	Ranked 1st in Daily Total Capacity Among Producers in Türkiye, 5th in Europe, and 12th Worldwide
	Long-Term and Strong Relationships with Farmers and All Business Partners

OUR ACHIEVEMENTS IN 2024



We were awarded first place in the “Smart Agriculture” category at the Türkiye Agriculture Awards organized by Fast Company.



As Tat Gıda Information Technologies R&D Center, we are proud to have received our first TÜBİTAK-TEYDEB support. Our project titled “Development of an AI-Supported Software Solution for Raw Material Quality Control” has been granted TÜBİTAK-TEYDEB 1707 Ordered R&D Project support.



As one of the most successful exporters of 2023, we were awarded first place in canned product exports for 2024 and second place in overall exports within our affiliated association.



We won the Gold Prize in the “Sustainable Agriculture” category at the Climate and Sustainability Awards organized by Marketing Türkiye, based on public voting.



With our “This Is the Taste That Will Never Stay on the Plate” campaign, we won the Bronze Effie at Effie Awards Türkiye 2024.



We are featured on Fast Company’s “Top 50 Winners” list.



We are proud to have climbed 27 places this year in the ISO 500 list, reaching 338th position.



We maintained our position in this year’s Fortune 500 list, rising to 368th place and taking pride in our continued success.



In Türkiye’s Top 40 Under 40 Young CEOs list, our Chairman and CEO Veysel Memiş ranked 9th.



In the “Türkiye’s Lovemarks 2024” survey conducted by MediaCat Magazine in collaboration with Ipsos, Tat was once again chosen as Türkiye’s most beloved ketchup brand.



We are featured in InBusiness Magazine’s S-500 Report on the “Green Traceability and Transparent Companies List.”



Within the Refleks Locomotive Awards, the “Businessperson of the Year Award” was awarded to our Chairman and CEO, Veysel Memiş.



We were listed in the EN-VERİM100 survey, which ranks the top 100 industrial and exporting companies with the highest energy efficiency investments. We are proud to be among the top 3 in the food sector.



We are featured in Ekonomist Magazine’s Anadolu 500 list. We are proud to be included in this prestigious survey, which highlights the 500 largest companies in Anatolia.



In 2024, we won an award in the Food category of Felis MediaCat with our Ready Meal commercial.



Future is at the Core of **Our Corporate Decisions**

We view sustainability not only as a goal, but as a core value embedded at the center of all our business processes and decision-making mechanisms. By integrating environmental, social, and governance principles with our corporate culture, we focus on creating long-term impact.





CORPORATE GOVERNANCE PERSPECTIVE



As Tat Gıda, we conduct all our operations in accordance with Corporate Governance Principles. With our strong governance structure, we prioritize transparency, effective communication with our stakeholders, long-term sustainability, and responsible business practices. We structure our governance system to support adherence to ethical principles, full compliance with regulations, transparency, and traceability.

Our company places great importance on compliance with the Corporate Governance Principles published by the Capital Markets Board (CMB). As of 2024, full compliance has been achieved with all principles mandated under the Corporate Governance Communiqué No. II-17.1, and significant adherence has been maintained to non-mandatory principles. Efforts to align with non-mandatory principles are ongoing.

On the other hand, full compliance with certain principles has not yet been achieved. The main reasons for this include practical challenges in implementing these principles, ongoing discussions at both national and international levels, and the fact that some principles do not fully align with market dynamics and the current structure of our company.

Work on the principles not yet implemented is ongoing, and their adoption—designed to contribute effectively to the management of our company—can be considered once the necessary administrative, legal, and technical infrastructures are evaluated.

As a result of our careful approach and the efforts we have undertaken to comply with corporate governance principles, Tat Gıda has achieved a high level of compliance and steadily improved our corporate governance rating. Accordingly, as of December 28, 2024, our rating has been determined to be:

Corporate Governance Rating



One of the key indicators of our corporate governance performance is the BIST Sustainability Index, in which we have been consistently included since 2016. With a **score of 72** in the governance category, we are ranked among Türkiye's leading companies.

To achieve our strategic and sustainability goals, we develop various policies and adopt a fundamental approach of integrating our corporate governance practices with the commitments established within the framework of these policies.

As Tat Gıda, the foundation of our corporate governance approach is built on the principles of transparency, accountability, fairness, and responsibility. We conduct our activities in line with the Corporate Governance Principles set by the Capital Markets Board and prioritize open and reliable communication with all our stakeholders. In this context, we continuously improve our governance processes and adopt a management model that effectively manages risks, contributes to sustainable growth, and creates long-term value.

In line with our commitment to transparency, we strengthen our internal control and audit mechanisms and base our decision-making processes on adherence to ethical values. Our board of directors and committees make strategic decisions effectively and impartially, while all relevant policies and procedures are openly shared with the public. Our corporate structure is shaped by a sense of responsibility that goes beyond legal obligations, and with an integrated governance approach encompassing our ESG performance, it provides a strong foundation for achieving our sustainability goals.





OUR GOVERNANCE STRUCTURE

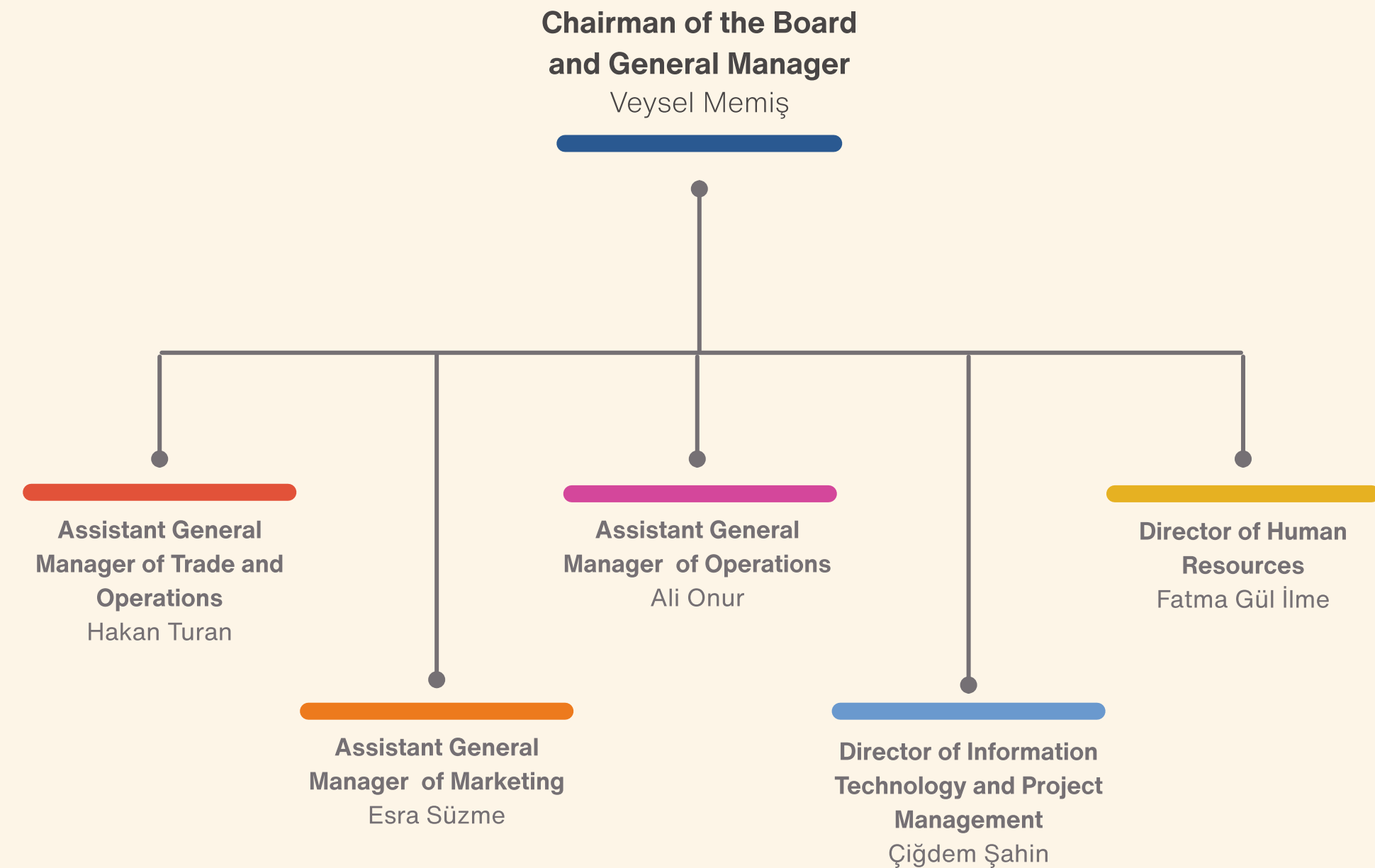
Pursuant to Article 408 of the Turkish Commercial Code, provided that the non-transferable powers of the General Assembly are reserved, all business and operations of the company, as well as its management, are conducted by a Board of Directors consisting of at least 5 (five) and at most 13 (thirteen) members, elected by the General Assembly in accordance with the provisions of the Turkish Commercial Code and the regulations of the Capital Markets Board. The number and qualifications of independent members serving on the Board of Directors are determined in accordance with the Corporate Governance Principles of the Capital Markets Board.



Board members may be elected for a maximum term of three years, and members whose term has expired are eligible for re-election. The authority to determine the number of members and to conduct elections belongs to the General Assembly. Without prejudice to the mandatory provisions regarding independent members as determined by the Capital Markets Board, the General Assembly has the authority to replace Board members before the end of their term if deemed necessary.

In the event of a vacancy on the Board of Directors for any reason, the Board temporarily appoints a person who meets the legal requirements to the position and submits the appointment for approval at the next Ordinary General Assembly Meeting. If an independent member loses their independence, resigns, or becomes unable to continue their duties, the procedures set forth in the relevant regulations of the Capital Markets Board are followed.

For Board of Directors meetings to be held and valid decisions to be made, an absolute majority of the total number of members is required. This is without prejudice to the obligations set forth under the Corporate Governance Principles of the Capital Markets Board. Additionally, unless any Board member requests a meeting, decisions of the Board can also be made through written approval of a proposal submitted by one member and approved in writing by the other members. For such a decision to be valid, written approval from at least a majority of the total number of members is required. It is a prerequisite that the same proposal is presented to all members. Approvals do not need to be on the same document; however, all approval documents must be attached to the decision book or recorded in the decision book as a decision reflecting the approval of the signing members.



* Governance structure as of December 31, 2024.





BOARD OF DIRECTORS		
Veysel Memiş Chairman of the Board and CEO	Giyasettin Memiş Vice Chairman of the Board	Tuba Memiş Board member
Nasip Memiş Board member	Tuncer Memiş Board member	Yoshihisa Hairo Board member
Ayşe Selen Koçabaş Independent Board Member	Haluk Ziya Türkmen Independent Board Member	Mehmet Ormancı Independent Board Member

ÜST YÖNETİM	
Chairman of the Board and CEO	Veysel Memiş
Vice President of Trade and Operations	Hakan Turan
Vice President of Marketing	Esra Süzme
Vice President of Operations	Ali Onur
Director of Information Technology and Project Management	Çiğdem Şahin
Director of Human Resources	Fatma Gül İlme

* On February 19, 2024, following the sale of shares representing a total of 49.04% of our company's capital held by Koç Holding, Koç Group companies, members of the Koç Family, and foundations affiliated with the Koç Group to Memişoğlu Agricultural Products Trade Limited Company, our Board members Semahat Sevim Arsel, Mustafa Rahmi Koç, Mehmet Ömer Koç, Yıldırım Ali Koç, and Caroline Nicole Koç resigned from the Board of Directors. By the decision of our Board of Directors dated February 19, 2024, Şerafettin Memiş, Veysel Memiş, Giyasettin Memiş, Nasip Memiş, and Tuncer Memiş were appointed to the vacant Board positions, subject to the approval of the next General Assembly and to serve until the first General Assembly meeting.

* The experience and competencies of Tat Gıda's Board of Directors members are shared through detailed résumés available on our corporate website.



COMMITEES AND THEIR ACTIVITIES

As Tat Gida, one of the most important aspects of our corporate governance approach and transparent management structure is the committees we have established. In these committees, in which our Board of Directors also actively participates, actions are taken on decisions that may affect our company, and the decisions made and the practices implemented in the subcommittees are evaluated.

	Audit Committee
	Early Detection of Risk Committee
	Corporate Governance Committee

SUSTAINABILITY GOVERNANCE AT TAT GIDA

Throughout 2024, Tat Gida’s sustainability management was shaped and implemented through initiatives designed to encourage greater participation of internal stakeholders in processes, fostering continuous engagement. As of today, sustainability management has expanded across the company, with internal stakeholders not only embracing the defined goals more clearly but also actively contributing to development processes

Sustainability committee meetings have become critical platforms where environmental and social performance is evaluated, strategies to enhance governance quality are discussed, and goals are clarified with roadmaps. Tat Gida’s sustainability approach stands out as a holistic structure with top-level engagement and contributions from all internal stakeholders. Additionally, the sustainability committees have focused on developing practices that enable the inclusion of external stakeholders in processes and have begun designing projects aimed at increasing equal representation of all actors within the supply chain in decision-making mechanisms. As a tangible step in this cultural transformation, the “We Added Flavor to Lives” employer branding project demonstrates how this vision has been realized at the corporate level.

At Tat Gida, we place priority to transparency when organizing our sustainability governance and structure of the Committee. Under this committee, we have four sub-committees that, together with our expert teams, form our sustainability governance framework. The Community, People, Values, and Planet sub-committees regularly report to the sustainability committee and continue their work by considering the value added to sustainability of actions taken or planned in their respective areas. These sub-committees also participate in the sustainability committee meetings, presenting their work to the Board of Directors.



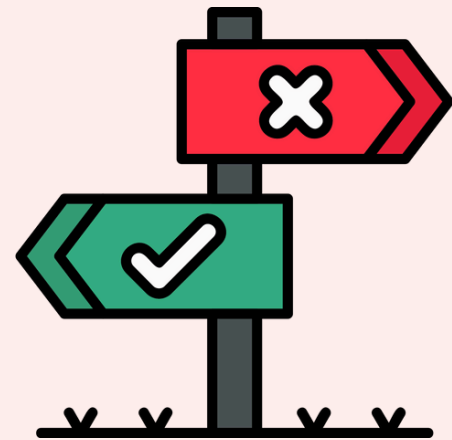


SUSTAINABILITY COMMITTEES

	Our Rooted Values Tat Gıda aims to offer products that add value to humanity—healthy, reliable, and accessible. Guided by its founding values, which prioritize ethical collaborations with all stakeholders, Tat Gıda adopts a management approach that can analyze risks and opportunities for the future and places quality at the center of every process, aiming to become a trusted global brand.	
	Our Soil, Our Planet Tat Gıda is aware that the continuity of humanity depends on the continuity of our planet. From farm to fork, Tat Gıda conducts all its processes and activities in a way that protects the health of our soil, water, and air, while supporting the preservation of the planet through good agricultural practices.	
	Our Labor, Our People Tat Gıda is an organization that respects labor, including its employees, engineers, managers, and all business partners, especially our farmers. To contribute to the creation of a more livable world, Tat Gıda prioritizes equal opportunities in an environment free from discrimination and bias and respects the contribution of all stakeholders to decision-making processes.	
	Our Shared Society Tat Gıda is committed to sharing its values, resources, and labor with all stakeholders, ensuring that all its products are accessible. In every region where it operates, Tat Gıda focuses on enriching the local community, supporting its readiness for the future through developmental activities, and continuously conducting research and development in this regard.	



BUSINESS ETHICS PRINCIPLES



As Tat Gıda, we responsibly manage our relationships with stakeholders and our entire value chain, scrictly adhering to fundamental human rights and ethical values, with a transparent, fair, and accountable approach.

While conducting our operations, we ensure full compliance with relevant legal regulations, contracts, commitments, and both national and international standards. Within this scope, as part of our corporate governance approach, we have adopted our “Ethical Principles” and implemented a comprehensive Compliance Policy to ensure adherence to these principles.

The Tat Gıda Compliance Program includes principles, policies, and procedures that enable us to adopt a risk-based approach to compliance, allowing us to identify and manage risks in these areas. The program has a comprehensive structure consisting of prevention, detection, and response components.

Within the scope of the Compliance Program, our updated Ethical Principles serve as a guide not only for Tat Gıda employees but also for our business partners. Adhering to these principles is a shared responsibility of all our employees for a sustainable future. Our senior management embraces this vision and plays a leading role in establishing an ethical culture across the organization.

The outputs of our Business Ethics Rules and our core principles are as follows: We commit to:

- * Respecting human rights,
- * Ensuring compliance with the law under all circumstances,
- * Combating bribery and corruption,
- * Preventing conflicts of interest,
- * Complying with economic sanctions and export controls,
- * Safeguarding confidentiality and insider information,
- * Conducting donations, sponsorships, and community investments appropriately,
- * Adhering to competition law principles,
- * Creating a healthy and safe work environment,
- * Using social media accounts in a manner that does not conflict with business interests,
- * Establishing honest and fair relationships with our stakeholders.

As Tat Gıda, a key part of our business ethics vision is the regular training we provide to our employees and stakeholders through the policies we have established in this area. All these activities are conducted under the umbrella of the “Compliance Program,” within which we publish the following policy documents.

	Ethical Principles
	Compliance Policy
	Anti-Bribery and Corruption Policy
	Donations and Sponsorship Policy
	Gifts and Hospitality Policy
	Human Rights Policy
	Supply Chain Compliance Policy
	Social Investment Policy
	Sanctions and Export Controls Policy
	Competition Law Compliance Policy
	Personal Data Protection Policy
	Whistleblowing Policy

We revise these policies annually and shape them based on the work of our Values Committee.





ETHICS AT TAT GIDA IN NUMBERS

Ethics Line

At Tat Gida, we place great importance on our stakeholders' contributions to our ethical rules and compliance program, strengthening our corporate ethics approach through their feedback and reports of ethical violations.

Accordingly, we have established an ethics line and reporting portal where both internal and external stakeholders can report ethical violations, either anonymously or by disclosing their identity.



Ethics Line Report
Resolution Rate



500

Number of employees trained in ethics



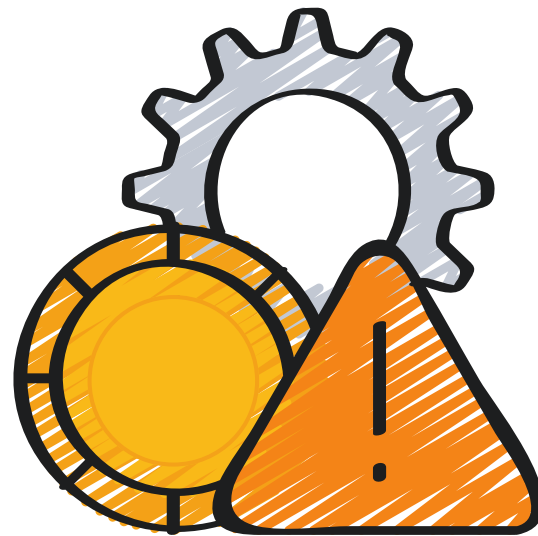
Number of bribery
and corruption cases
in 2024





CORPORATE RISK MANAGEMENT

In our company, we integrate sustainability risks and opportunities into our overall risk management approach, applying risk management as an integral part of all our business processes. Early Detection of Risk Committee is responsible in overall risk management and does so in accordance with policies approved by the Board of Directors.



Dreaming of a sustainable future, we believe it is important analyze our processes using a risk-based approach and implement risk governance practices in line with national and international regulations and standards. We identify risks we face or may be exposed to and evaluate their root causes and potential impacts.

In the detailed analysis of corporate risks, we have established control mechanisms at every stage—from risk identification to their impact on our objectives. This allows us to determine our risk profile with a comprehensive, end-to-end perspective and develop proactive management strategies. At the same time, we encourage employee participation in identifying potential risks related to our operations.

Risk scenarios and potential impacts identified through a multi-stakeholder approach are evaluated by the Risk Management Committee and submitted for the approval of the Board of Directors. Established to provide recommendations and advice to the Board, the Risk Management Committee works to ensure the early detection and effective management of risks within our company.

The committee consists of two members, one of whom is independent. Our company's current and potential risks are monitored by this committee, and the Board of Directors is regularly informed about these risks.

INFORMATION SECURITY

At Tat Gıda, we consider information security in our digitalized business processes as a fundamental element of our sustainability approach and take comprehensive measures to ensure the highest levels of data privacy, system integrity, and access security.

All our corporate data is securely stored on a managed SharePoint infrastructure and is protected against unauthorized access in a controlled and traceable manner. Our cybersecurity infrastructure goes beyond traditional security software and is supported by AI-powered systems. Server security is reinforced with advanced cybersecurity solutions such as CrowdStrike, which can detect and respond to threats proactively, in addition to Windows Defender.

Additionally, we actively monitor security vulnerabilities using logging software such as Logsign, which can detect and record user and data security breaches, enhancing our ability to respond quickly to real-time threats. Through our 24/7 active Cyber Operations Center (COS), our entire digital infrastructure is continuously monitored, and immediate measures are taken against potential cyberattacks.

Our investments in information security reflect a strategic approach aimed not only at operational continuity but also at protecting stakeholder trust, regulatory compliance, and our corporate reputation. In this way, we continue our sustainable digital transformation journey securely and responsibly.



SUPPLY CHAIN GOVERNANCE

DATA ON SUPPLIERS		2022	2023	2024
	Total number of suppliers	1,235	1,108	1,032
	Total number of local suppliers	1,183	1,041	1,026
	Percentage of local suppliers (%)	96 %	94 %	99 %
	Total payments to suppliers (TRY)	4,227,194,968	4,105,839,295	4,736,266,073
	Total payments to local suppliers (TRY)	4,108,982,505	4,023,257,130	4,650,386,501
	Total number of new suppliers	654	456	463
	Share of payments to local suppliers in total payments (%)	97 %	98 %	98 %

The reported supplier numbers also include our farmers.



OUR VALUE CHAIN - OUR FARMERS

Tat Gıda, considering our dependence on agricultural land, regards supporting the sustainability of agriculture as a fundamental responsibility. In this context, through good agricultural practices and strong collaborations established with contracted farmers, we ensure the protection of natural resources, the increase of soil productivity, and the sustainability of agricultural production. To strengthen the economic stability of our farmers and make agricultural production more sustainable, we launched the “Agricultural Value Chain” project. With this project, our farmers can benefit more effectively from the financial resources provided by our company.



In 2022, through the launch of the “Efficient Farmer Credit Card” initiative, we provided our farmers with collateral-free, interest-free, and harvest-term financing opportunities.

We are committed to sustainability principles at every stage of our value chain, from our suppliers to our customers. In our production processes, energy efficiency, waste management, and environmentally friendly practices are our top priorities. In our logistics operations, we aim to reduce our carbon footprint, ensure energy savings, and minimize environmental impacts. Product quality, freshness, and reliability are the foundation of customer satisfaction for us; therefore, we embrace a continuous improvement approach by taking customer feedback into account.

At the same time, our sustainability management committees develop projects aimed at increasing the participation of external stakeholders in decision-making processes, supporting equal and inclusive representation at every link of the value chain. All these efforts, combined with our transparency-focused management approach, reflect our goal of making a long-term contribution to society and the environment.

As Tat Gıda, we continue to take responsibility across our entire value chain on the path to building a sustainable future.

MATERIALITY AND TARGETS

Materiality Assessment and Targets



As Tat Gıda, through materiality assessment we conducted for the second time this year, we had the opportunity to gather opinions and expectations of our stakeholders regarding our strategic sustainability issues.

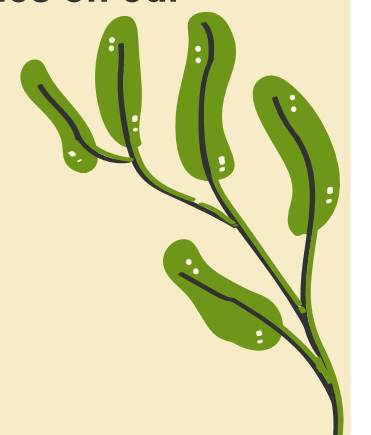
This analysis enabled us to make our sustainability approach more inclusive and stakeholder-focused. In the comprehensive research process conducted to determine our priority issues, Tat Gıda-specific priorities were identified by considering national and international regulations, current trends, megatrends, and sectoral developments. Stakeholder feedback on these priorities was collected through surveys and one-on-one interviews.

First, feedback was collected from 53 external and 267 internal stakeholders, totaling **320** participants. Compared to the previous year, our materiality assessment received twice as many responses, enabling us to obtain more transparent and clearer results.

Based on the data obtained, a total of 12 material topics were identified across environmental, social, and governance themes.

This assessment not only allowed us to understand our stakeholders’ priorities but also enabled us to assess the impact of these topics on our operations.

As of 2024, we confirmed that these identified topics remain valid and have prepared our sustainability report in line with these priorities.



MATERIALITY MATRIX AND TARGETS

High-Priority Topics		Priority Topics		Impact on Stakeholders								
1	Food Safety and Quality	7	Energy Management		2							
2	Human Rights	8	Climate Change and Greenhouse Gas Emissions				1					
3	Sustainable Agriculture	9	Transparency, Governance, and Compliance		87	53	4					
4	Customer Focus and Customer Satisfaction	10	Supply Chain Management			91011	6					
5	Employee Development and Talent Management	11	Renewable Energy			12						
6	Product Quality and Safety	12	Responsible Marketing									
					Impact on Tat Gida							

SUSTAINABILITY TARGETS

 R&D		 CLIMATE CHANGE AND GREENHOUSE GAS EMISSIONS		 HUMAN RESOURCES
Packaging Reducing the amount of paper and plastic used in packaging Ongoing As part of efforts to reduce plastic usage in 379 ml PET bottles, the target is to decrease the bottle weight from 25.5 grams to 24.0 grams by 2025. Developing sustainable packaging 2025 Efforts are ongoing to reduce the weight of 520 ml and 597 ml bottles from 32 g to 28 g, with implementation planned for 2025. Single-use plastics in packaging were reduced by 1% compared to 2023. 2025 In 2024, structural changes were made to stickpack-packaged products, resulting in a 10% reduction in plastic by weight.	Product Quality Reducing the amount of fat, salt, and sugar used across all product categories compared to 2023 2024 The fat content in all product categories has been reduced by 20%.	Carbon Emission Management Reduce Scope 1 and 2 emissions by 55% by 2030 2030 Reduce carbon emissions as part of climate change mitigation Ongoing Energy Consumption Decrease energy consumption per ton of product Ongoing Zero Waste Management Implement the Zero Waste model and certify all facilities Ongoing	Water Consumption In 2024, a 5% water saving was achieved. 2024 Reduce water consumption per ton of product Ongoing Digitalization Projects Achieve 5% annual energy savings through energy efficiency projects Ongoing Traceability Expand traceability projects Ongoing	Female Employee Ratio Maintain the average number of female employees at 50% in 2025 Ongoing Maintain the proportion of women in senior management at 50% Ongoing Employee Satisfaction Implement the “First Day of School Leave” for employees with children 2024 Female employees are granted 1 day of leave for their children’s first day of school.

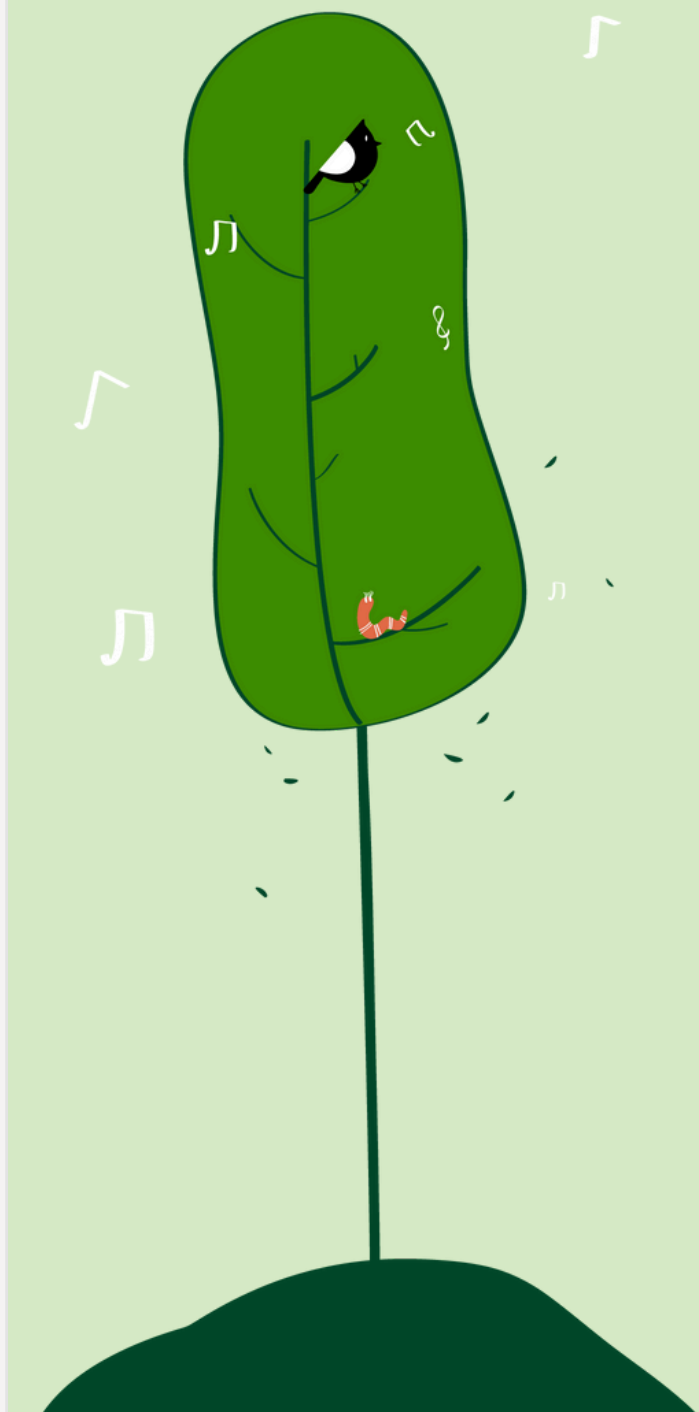


 HUMAN RESOURCES	 QUALITY	 CORPORATE GOVERNANCE	 MARKETING	 SUSTAINABILITY
Employee Satisfaction Implement daycare support for employees with children 2024 The daycare assistance provided by our company aims to support the care and development of children aged 0–6, enabling female employees to continue their careers and increasing female employment. Ensure Occupational Health and Safety Zero Workplace Accidents Ongoing Zero Workplace Accidents	Customer Satisfaction and Customer Focus In 2024, our average initial response time to customer complaints was 1 hour 49 minutes. This duration remained below our maximum target of 2 hours, achieving the goal successfully. Ongoing Regularly conduct customer satisfaction surveys and ensure 100% customer satisfaction Ongoing	Transparency, Governance, and Compliance Regular publication of Annual and Sustainability Reports Ongoing	Responsible Marketing Development and implementation of a responsible marketing policy 2025	Human Rights Monitor annual commitments as a UNGC (United Nations Global Compact) signatory and publish COP (Communication on Progress) reports Ongoing BIST Sustainability Index Increase our LSEG ESG score Ongoing





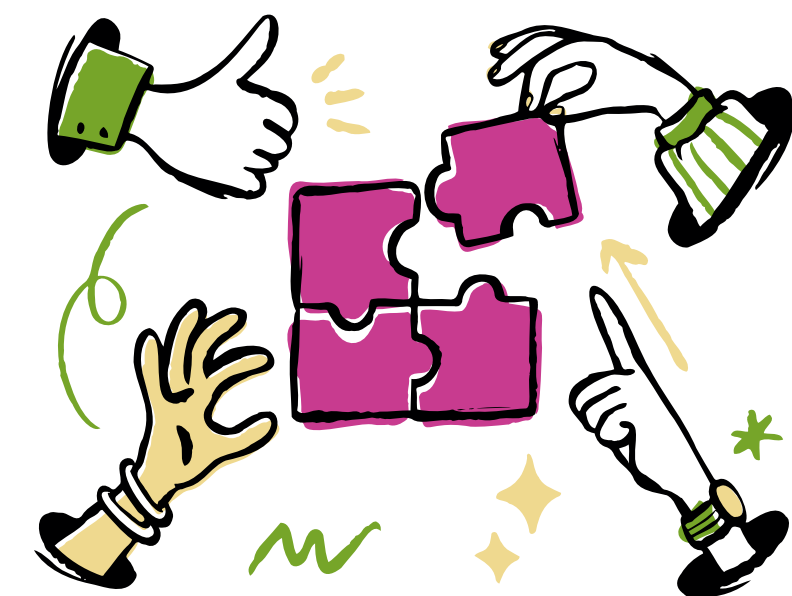
SUSTAINABILITY	AGRICULTURE	SUPPLY CHAIN	
CEO Water Mandate Become a signatory of the CEO Water Mandate. 2026	Farmer Training Continue farmer training programs Ongoing	Supplier Contracts As of 2024, include sustainability criteria in procurement contracts 2024	Sustainable Supplier Increase the proportion of suppliers compliant with sustainability criteria to 50% by 2030 2030
EcoVadis Achieve EcoVadis Bronze Medal 2027	Digital Agriculture Continue Digital Agriculture projects Ongoing	The Sustainability Addendum prepared by the Sustainability Department has been signed by 11 of our suppliers. Our goal in the coming years is to have the Sustainability Addendum signed by more suppliers.	
	From Farm to Table Streamline and decarbonize the farm-to-table processes 2026	Logistics Implement transport optimization 2027	



STAKEHOLDER RELATIONS AND COMMUNICATIONS

At Tat Gıda, we believe that the success of our sustainability strategy is only possible through strong and inclusive stakeholder relationships. Accordingly, we adopt as a fundamental principle continuous and transparent communication with a wide range of stakeholders across our entire value chain—from our employees to suppliers, from farmers to customers, and from investors to civil society organizations. In our strategic decisions regarding sustainability, we consider the opinions of our stakeholders and develop collaborations aimed at creating shared value.

The materiality analysis we conduct to systematically understand stakeholder expectations is one of our key initiatives in this area. Using feedback collected through surveys and one-on-one interviews, we shape our strategic priorities and identify our highest-impact areas in environmental, social, and governance matters. In addition, through our sustainability management committees, we enable external stakeholders to participate more effectively in decision-making processes and integrate a collaborative and inclusive sustainability approach into our corporate structure. In this way, we pursue a long-term, responsible, and transparent sustainability journey together with all our stakeholders.



STAKEHOLDERS	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
Employees	Trainings	Continuous
	Internal Briefings and Announcements	Real-time
	Corporate Website	Continuous
	Intranet	Continuous
	Social Media	Continuous
	Corporate Publication (Monthly Newsletter)	Continuous
Shareholders, Investors, and Analysts	General Assembly Meetings	Annual (or on demand Extraordinary General Meeting
	Corporate Website	Continuous
	Annual Report	Annual
	Material Event Disclosures and Company General Information Form	As developments occur

STAKEHOLDERS	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
Shareholders, Investors, and Analysts	Financial Statements, Independent Audit Reports, and Interim Activity Reports	Quarterly
	Corporate Governance Compliance Report and Corporate Governance Information Form	Annual
	Sustainability Compliance Statement	Annual
	Rating Reports	Annual
	One-on-One Meetings	As needed
	Email	As needed
	Investor Presentations	Quarterly
Customers	Financial Results Review Meetings	Quarterly
	Corporate Website	Continuous
Suppliers	Customer Satisfaction Measurement	Annual
	Training	Periodic
	Email	Continuous
	SMS	Continuous
Farmers	Meetings	Continuous
	Training	Periodic
	Email	Continuous
	SMS	Continuous

STAKEHOLDERS	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
Dealers	Meetings	Continuous
	Email	Continuous
	SMS	Continuous
Academic Institutions	Meetings	Continuous
	University–Industry Collaboration	Periodic
	Career Fairs	Periodic
	Career Talks	Periodic
Public Institutions	Trainings	As needed
	Audit Report	Annual
	Activity Report	Annual
Non-Governmental Organizations (NGOs)	Trainings	Annual
	Working Groups	As needed
	Memberships	Annual
	Activity Report	Annual
Media Organizations	Meetings	As needed
	Press Releases	Continuous
	Interviews	As needed

Less Footprint in Every Production

In today's world, thinking only about the present is not enough. As Tat Gıda, we take every step with the future in mind, focusing on creating lasting solutions across a wide range of areas, from the climate crisis and human rights to sustainable agriculture and social contribution.





ENVIRONMENTAL MANAGEMENT AT TAT GIDA

With the goal of a sustainable future, Tat Gida implements measures to reduce carbon emissions, reduce energy and water consumption, and minimize waste by leveraging the opportunities offered by digitalization. The company regularly measures its environmental impact and manages its environmental performance transparently. Digital transformation in production processes is considered a strategic tool for efficient resource use and for making sustainability potential visible.



Tat Gida also supports sustainable agricultural practices through digital technologies, acting with awareness of natural resource conservation. In this context, many projects were implemented in 2024.



For example, in 2022, an AI-supported decision support system was developed to increase energy efficiency in water supply, ensuring the use of wells that consume minimum electricity per unit of water. Additionally, electricity consumption on production lines is monitored to identify inefficiencies and take corrective actions. Energy use is tracked through digital dashboards, enabling real-time interventions in case of inefficiencies.

Infrastructure improvements, technology investments, and newly implemented standards at production facilities have established an environmentally friendly production model. Trainings provided to employees and farmers encourage both efficient resource use and productive manufacturing techniques.



Our company implements the ISO 50001 Energy Management System and ISO 14001 Environmental Management System standards to systematically manage energy and environmental performance. Greenhouse gas emissions are calculated based on the ISO 14064 standard within the MRV (Monitoring, Reporting, Verification) process conducted under relevant regulations, reported to the Ministry system, and verified by authorized institutions. Additionally, Tat Gida successfully completed customer audits through the Ministry of Environment's Joint Inspection in 2022, documenting its environmental responsibilities.

Comprehensive environmental risk analyses are conducted across all company processes, covering noise, wastewater, emissions, soil pollution, hazardous materials, and energy use. Wastewater management is monitored online through the Continuous Wastewater Monitoring System (SAIS) system, and compliance with legal limits is continuously checked.



In 2024, our environmental investment expenditures increased by approximately 3.5 times.

	2022	2023	2024
Environmental Expenditure Amount (million ₺)	28	16.4	55.7





Environmental Impact and Sustainability

Digital Agriculture Projects & Collaborations

As Tat Gıda, digital agriculture is a key component of our environmental sustainability vision, and the projects we implement in this area are central to our efforts. Since 2016, we have led these initiatives to contribute to digital transformation and support sustainable resource use. In 2024, we invested 2.75 million TRY in digital agriculture, with plans to increase these investments annually.

Additionally, through international and local collaborations, we develop new projects and adopt an approach in our R&D and innovation activities that encompasses all dimensions of sustainability.

- Doktor
- BASF
- DXAS (Kagome, NEC, UG)
- SaliCrop
- EBRD
- Horizon Europe

These collaborations form an important part of Tat Gıda’s strategy to develop and expand digital agriculture technologies.

In 2024, we launched 2 additional projects compared to the previous year, bringing the total to 8 digital agriculture projects. These initiatives have brought us closer to achieving our strategic objectives.

1. Digital Transformation Program
2. Efficient Water Use in Tomato Farming
3. Agrigenius & Early Warning System
4. Seed Improvement Technology
5. Farmer and Youth Trainings
6. Green Agriculture
7. PV4Plants (Main Stakeholder, Project No: 101096409)
8. SolarHub (Main Stakeholder, Project No: 101086110)



Digital Agriculture Equipment

Tat Gıda actively utilizes advanced digital agriculture technologies to increase efficiency in farming activities and promote sustainable production methods.

Through satellite imaging technology, data on plant health can be accessed remotely, allowing producers to monitor field conditions more quickly and effectively. In 2024, as part of the Digital Transformation Program, plant health monitoring was conducted over a total of 12,000 decares using satellite technologies, resulting in an average yield increase of 16% for 68 participating farmers compared to regional baseline yields.

The company regularly monitors regional meteorological changes and analyzes climate parameters using four climate stations located in Bursa (Mustafakemalpaşa and Karacabey) and İzmir (Torbalı).

Additionally, Tat Gıda operates two Digital Agriculture Stations that measure soil and air conditions in real time, supporting informed decision-making for irrigation planning, frost and disease risk management, and plant protection practices. The “Efficient Water Use in Tomato Farming” project implemented in 2024 achieved 23% water savings.

Three mobile soil analysis devices are used to optimize field selection and fertilization strategies, quickly analyzing soil nutrients and recommending appropriate fertilizer types and amounts. Moreover, the “Seed Improvement Technology” project initiated in 2024 resulted in a 20% yield increase in the Aegean region compared to control plots. Seven digital pheromone traps used to monitor pest populations play a critical role in combating the “Tuta” pest, especially in tomato production. In 2024, 25 farmers using agricultural sensors and digital insect traps achieved an average yield increase of 28% compared to baseline regional yields.

These systems, which operate using image processing technology, detect and count harmful insects, and the collected data is uploaded daily to a digital platform.

Digitalization efforts have extended beyond production areas to include farmer communication. In 2024, the Tat Mobile Application reached 618 new users, enabling farmers to monitor their production processes more transparently and efficiently.

Additionally, as part of the “Agrigenius & Early Warning System Project,” the total fungicide usage in Tat agriculture decreased by 2% per decare in sprayed applications in 2024 compared to the previous year. In 2023, fungicide active ingredient usage had already seen a 22% reduction.

Within the scope of the EBRD Green Agriculture Project, Tat and its farmers enhanced agricultural productivity and supported the transition to green practices through sustainable farming activities. Initially, greenhouse gas emissions, water consumption, and biodiversity performance were measured to conduct a baseline assessment for Tat farms and nine contracted farmer plots. Environmental improvement targets were then established, and these efforts resulted in the acquisition of Global GAP certification.

Digital Agriculture Awards

In 2024, Tat Gıda was recognized with several awards for its agricultural digitalization projects:



Fast Company Türkiye Agriculture Awards 2024 – **1st place in the Smart Agriculture category.**



Marketing Türkiye Climate and Sustainability Awards 2024 – **Gold award in the Sustainable Agriculture Project of the Year category.**



Tat Gıda “Year’s Best” Project Awards – **1st place in the Innovative Ideas and Proposals category for the Digital Transformation Program.**





ENERGY MANAGEMENT AND ENERGY INVESTMENTS

Tat Gıda conducts its operations with a clear awareness of the importance of sustainable agriculture and food production for our planet and future generations. In this context, comprehensive initiatives have been implemented to proactively identify risks associated with climate change and to develop effective action plans to mitigate these risks. Adopting a proactive approach to the climate crisis, Tat Gıda prioritizes practices that reduce the impacts of climate change across its operational activities.

Aligned with SDGs, particularly “Climate Action”, and the objectives of the Paris Agreement, we are developing various projects aimed at reducing our carbon footprint and lowering energy consumption. In this framework, Tat Gıda has joined the Zero Carbon Club, which includes companies committed to achieving Net Zero targets, as recognized by Fast Company.



We aim to reduce our carbon emissions by 55% by 2030 and achieve our Net Zero target by 2050. While expanding climate-friendly practices across all business processes, we strategically prioritize projects that enhance energy efficiency.



In addition, by signing the United Nations Global Compact (UNGC), we have committed to full compliance with its ten principles, covering key areas such as human rights, labor conditions, gender equality, environmental responsibility, and anti-corruption. Within this framework, we support the transition to low-carbon production methods and continue investing in energy-saving initiatives.

Tat Gıda operates in accordance with Türkiye’s National Energy Efficiency Strategy as well as other national and international regulations. By fulfilling mandatory emission reporting requirements, we act in line with the principles of transparency and accountability. Technological infrastructure investments, energy efficiency standards, and environmentally friendly production practices shape our operations. Additionally, training provided to our employees and farmers ensures the widespread dissemination of knowledge and skills to optimize resource usage.

Our company implements the ISO 50001 Energy Management System and the ISO 14001 Environmental Management System.

In 2022, all these systems were successfully audited, and we passed environmental inspections conducted by both the Ministry of Environment, Urbanization and Climate Change and our customers with full compliance.



You can access Tat Gıda’s Environment and Tat Gıda’s Energy policies through the following links.

RENEWABLE ENERGY

At Tat Gıda, we regard sustainable energy use as an integral part of our environmental responsibility and, accordingly, prioritize our investments in renewable energy. In line with our goal to minimize environmental impact, we aim to meet our energy needs from renewable sources through two separate Solar Power Plant (SPP) projects planned for commissioning in 2025. These investments constitute a key component of our strategy to reduce our carbon footprint.

Within this scope, all processes of our SPP project at the Akçaköy location are progressing successfully. Under the project carried out within the framework of the cooperation protocol signed with Solares Enerji:



The plant, with an installed capacity of 2,316.34 kWp, is expected to generate approximately 3,800 MWh of electricity annually.

This production capacity represents a significant step for Tat Gıda in increasing the share of renewable energy in our consumption, thereby reducing the environmental impact of our operations. With this investment, we aim to contribute to our sustainable production practices while also setting an example for our sector in energy transition.

We also plan to make our second investment in the Dinar region of Afyonkarahisar. We have completed the feasibility studies for this investment and obtained the necessary permits. In the coming years, we will put this investment into operation and generate 97% of the electricity required for our production from our solar power plants.





EMISSIONS MANAGEMENT

As Tat Gıda, within the scope of emission management—one of the key components of our environmental sustainability strategy—we prioritize controlling the direct and indirect greenhouse gas emissions generated by our operations. In the 2024 Prioritization Analysis, “Greenhouse Gas Emissions” emerged as one of the most critical topics for our stakeholders and has been regularly addressed within our internal sustainability committees. Accordingly, we continue our work through renewable energy investments, best practices for emission reduction, and the decarbonization roadmap we are shaping for the upcoming period.

As of 2024, we have completed the independent verification of our emission data, conducting measurement processes transparently in accordance with the Turkish Sustainability Reporting Standards (TSRS) and sharing these data with all our stakeholders. Additionally, in the coming years, under TSRS:

We also aim to measure and report our Scope 3 emissions. Within the framework of our carbon transition program, the 2,316.34 kWp Solar Power Plant (SPP) under installation at our Manisa Yunusemre/Akçaköy site is expected to achieve an annual reduction of approximately 1,679 tons of CO₂e emissions.

This investment represents a significant step toward increasing the use of renewable energy sources and reducing our carbon footprint. Tat Gıda regularly measures the greenhouse gas emissions generated by its operations and closely monitors its performance. Based on the collected data, annual changes are analyzed, and continuous improvement initiatives aimed at emission reduction are implemented. This approach reflects our commitment to actively reduce environmental impacts and play a proactive role in combating climate change.

GREENHOUSE GAS EMISSIONS	2022	2023	2024
Scope 1	45,555	38,662	34,228
Scope 2	0*	0*	8,659
Total	45,555	38,662	42,891

*Scope 2 emissions for 2022 and 2023 were neutralized through I-REC certification.

Tat Gıda considers the protection of air quality as a fundamental aspect of its environmental responsibility and continues its efforts to reduce air pollution with determination.

Tat Gıda closely monitors air pollutant emissions that may arise from production activities, regularly measuring relevant parameters (particulate matter, NO_x, SO_x, etc.) and ensuring full compliance with legal limits. Throughout 2024, filtration systems and flue gas monitoring infrastructure were strengthened to control process-related emissions, and technical improvements were implemented to reduce emissions.

Additionally, within the scope of our environmental management system, air quality impacts were evaluated during environmental risk analyses, and preventive and corrective action plans have continued to be implemented accordingly.



At Tat Gıda, preventing air pollution is a priority, and we strive to implement sustainable and environmentally friendly practices across all our processes.

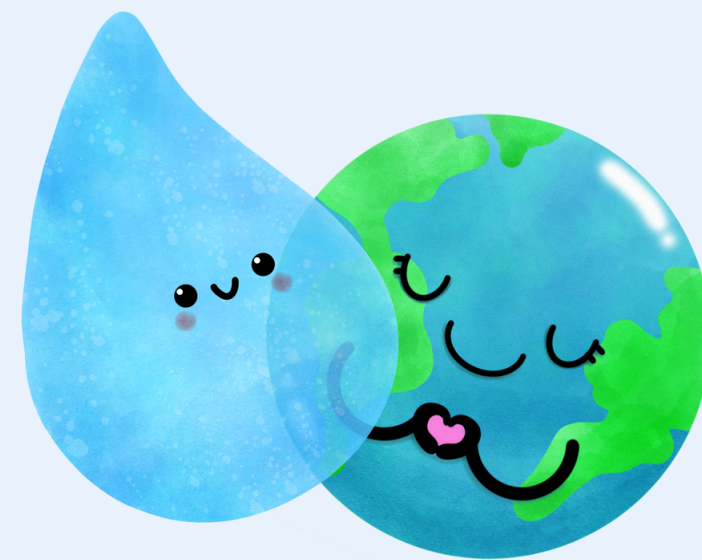




WATER RISKS AND USAGE

At Tat Gıda, we adopt an environmental sustainability approach in agricultural production processes that prioritizes the conscious and efficient use of natural resources. Protection of water resources, the environmentally safe disposal of wastewater, and the minimization of water consumption are among our primary focus areas. Preventive policies aimed at reducing natural resource consumption in agricultural activities are implemented, and environmentally conscious practices are developed throughout the production processes.

Through the wastewater treatment systems at our production facilities, we aim to minimize environmental impacts. Our biological wastewater treatment plant at the Mustafakemalpaşa factory in Bursa is the largest facility in the region operated by the private sector. The facility maintains discharges into receiving environments within legal limits in accordance with the Water Pollution Control Regulation, and these discharge data are monitored 24/7 by the Ministry of Environment, Urbanization and Climate Change and relevant Provincial Directorates through Continuous Wastewater Monitoring Systems installed at the facilities. Additionally, treated wastewater is regularly analyzed and inspected both in on-site laboratories and by accredited external laboratories. Furthermore, thanks to water efficiency projects implemented in our operations, the water recovery rate has been increased to 30%. These efforts reflect Tat Gıda's commitment to protecting water resources and its goal of reducing environmental impacts.



WATER MANAGEMENT	2022	2023	2024
Water Consumption (thousand m ³)	4,497	4,406	5,032
Water Consumption per Ton (m ³ /ton)	30	32.5	38.96
Wastewater Volume (thousand m ³)	4,047	3,969	4,533



Investments and Best Practices

Tat Gıda, within the scope of its environmental sustainability approach, commissioned an investment in increasing the capacity of its biological wastewater treatment plant as of **2024**. This investment aims to ensure full compliance with the Water Pollution Control Regulation and to improve treatment efficiency, thereby creating safer and healthier working conditions. Our facilities, operating in accordance with discharge limits, minimize their environmental impact and contribute to the development of sustainable production processes.

Additionally, significant steps are being taken to reduce water consumption through water recovery practices. In particular, water used in the lowering pools during tomato processing is being reused; in the pickling and sauce production lines, water used during the rinsing stage in sand, carbon, and softening units is recovered, supporting the circular use of water.

These practices reinforce Tat Gıda's commitment to conserving natural resources and its environmentally friendly production model.





ZERO WASTE AND WASTE MANAGEMENT

Tat Gıda prioritizes waste management, energy efficiency, and the reduction of greenhouse gas emissions across all stages of its supply chain. In this context, strategies to prevent waste generation at the source are implemented in production facilities, and systematic efforts are carried out to reduce waste and incorporate it into recycling processes. Through the use of recyclable materials and process optimizations, both waste volumes and environmental impacts are minimized.



To recover and convert waste generated during disposal into energy, Tat Gıda collaborates with licensed partners, thereby reducing energy consumption and greenhouse gas emissions. In packaging processes, the use of recyclable materials is encouraged to ensure more efficient resource utilization. As of 2022, under eco-friendly packaging policies, the amount of packaging material used in portion-based sauce production was reduced by 15%. Additionally, organic waste and biological sludge are directed to biomethanization facilities to contribute to green energy production, supporting environmental sustainability in line with circular economy principles.

ECOSYSTEM BALANCE AND BIODIVERSITY

At Tat Gıda, we recognize that biodiversity is vital for ecosystem health and the sustainability of agricultural production. Given the direct interaction of our agricultural activities with nature, protecting biological diversity is not only an environmental responsibility but also a strategic priority for long-term food security. In this context, we implement measures to preserve natural habitats, maintain the balance of soil and water ecosystems on agricultural lands, and manage pests using eco-friendly methods.



Aligned with our sustainability goals for biodiversity, we promote biological control methods to reduce the environmental impact of agricultural inputs, support soil health, and contribute to the protection of native species. In tomato production, for example, we use digital pheromone traps to minimize chemical pesticide use, thereby controlling pest populations without disrupting the natural ecosystem. Additionally, we expand precision farming practices supported by water recovery projects and soil analyses to preserve water resources and microhabitats in agricultural areas. In the coming period, we plan to conduct a biodiversity inventory and develop specific projects to protect native species in high-risk areas.

Our company continually increases its biodiversity targets and actions and makes formal commitments in this area. In this context, we have initiated the development of the Tat Gıda Biodiversity Policy, which we plan to publish publicly by the end of 2025.

With this policy, we aim to strengthen our vision on biodiversity and prepare our company for the biodiversity standards that global initiatives will establish by 2026.

Since its establishment, Tat Gıda has produced with environmental responsibility in mind and places great importance on afforestation and landscaping efforts within its facilities. Around our production facility in Bursa Mustafakemalpaşa, we aim to create a memorial forest with the voluntary contributions of our employees. Enriched with various tree species such as pine, chestnut, cedar, blue spruce, fir, cypress, plane tree, ash, plum, miracle fruit, and palm, this area was expanded by adding new trees to the existing ones before the facility's opening and transformed into an aesthetically pleasing green space. Care is also taken to preserve natural wildlife around the facility, contributing to the integrity of the ecosystem.

At our Mustafakemalpaşa facility, a biodiversity project has been developed to protect the Anatolian squirrels (*Sciurus anomalus*) living in the area. As part of this project, squirrel crossing bridges and squirrel houses installed on trees have been constructed within the facility. In line with our environmentally conscious production approach, Tat Gıda not only protects natural resources but also respects the right to life of all living beings. We have adopted the principle of animal welfare and aim to transition to 100% cage-free egg sourcing in our production processes by the end of 2025. Driven by our responsibility toward nature, living beings, and healthy future generations, we continue to work determinedly toward a sustainable future that includes all our stakeholders.



Sharing Our Strength for Social Good

In today's world, thinking only about the present is not enough. At Tat Gida, we take every step with the future in mind, focusing on creating lasting solutions across many areas, from the climate crisis and human rights to sustainable agriculture and social impact.





R&D AND PRODUCT DEVELOPMENT

At Tat Gıda, we monitor changing consumer expectations and continuously strengthen our R&D activities aimed at developing innovative, healthy, and sustainable products. We adopt an R&D culture that fosters the development of innovative ideas by establishing strong collaborations to implement products and processes that add value and make a difference for consumers. In line with our goal of producing sustainable food solutions, we shape our new product development processes by considering their environmental and social impacts.



In line with our company strategy and objectives, we manage product development processes both domestically and internationally in the fields of sauces, ready meals, pickles, and tomato products. In addition to efforts to increase the number of new products, we continuously work to improve the quality, production processes, and costs of existing products. Alongside customer-focused projects, we continue long-term scientific initiatives under the PRIMA framework, such as obtaining plant-based alternative proteins and providing solutions for water and energy use in agriculture in accordance with green agreements.

In addition to focusing on new product development to meet customer needs and expectations, we continue to develop R&D projects both nationally and internationally, integrating new technologies and business models into our operations through science-based approaches. Since our establishment, the number of our new products has been continuously increasing. Moreover, we continue to advance our projects carried out in collaboration with national and international partner organizations and institutions.

By monitoring changing consumer habits, we reach a broader audience without losing our existing customer base, thereby contributing to the company's revenue.

In addition to developing new products that serve the company's strategic goals and enhance our market competitiveness, we are also responsible for activities such as cost optimization, packaging development, and process improvement. Tracking and securing funds for R&D activities in line with company priorities and focus areas fall under the responsibilities of our R&D center.

The R&D Directorate operates under the Marketing Directorate and is structured around product-specific expertise groups, covering sauces, ready meals, pickles, tomato products, and similar categories.

A working system is in place that covers both domestic and international product development processes, including support for transferring new products into production. The structure also includes packaging development, new technology, and business development specialists to manage customer expectations end-to-end. University collaborations, incentives, and project application processes are monitored by a dedicated expert team. Of the 20 researchers at our center, 85% have an engineering background, and 30% hold postgraduate degrees. This strong expert team leads projects that enhance product quality, extend shelf life, improve packaging efficiency, and optimize natural resource use.

Our R&D activities are conducted both in our central laboratory and in designated sections of our production facilities. These activities, carried out from a sustainability perspective, contribute not only to product innovation but also to the development of production processes that reduce environmental impact. The scientific outputs from our R&D processes are integrated with applications developed in areas such as sustainable packaging design, energy efficiency, water conservation, and waste reduction, thereby supporting our environmentally friendly production approach. As Tat Gıda, through our R&D investments, we aim to contribute not only to the needs of today but also to the sustainable food systems of the future.



Tat Gıda R&D Directorate operates under the Vice President of Marketing with a sustainability-driven innovation approach at its core. Focusing on key categories such as sauces, ready meals, pickles, tomato paste, and tomato products, the unit provides expertise not only in product development for domestic and international markets but also in packaging design, new technology adoption, and business development. University collaborations, incentive programs, and national/international project applications are implemented as complementary components of the R&D strategy. The R&D Center leads innovative initiatives that enhance the company’s long-term competitiveness and strengthen its sustainable product portfolio.

During the 2024 reporting year, a total of 17 R&D projects were carried out within Tat Gıda. Of these projects, 3 were supported by European Union programs, 1 was conducted within the scope of the TÜBİTAK Industry Doctorate Collaboration, and 13 were developed using the company’s own resources. Our R&D activities serve the goals of expanding sustainable product variety, reducing environmental impacts, and developing innovative food solutions.



Our self-funded projects have primarily focused on increasing the variety of ready-to-eat meals, improving packaging technologies, and introducing new flavors in the sauce category to our product portfolio. Priority has been given to projects that promote sustainable consumption habits, such as traditional meals enriched with plant-based proteins, acidified and brine-free vegetable products, and healthy snacks. In the agricultural field, initiatives aimed at increasing efficiency through the use of solar energy continue to be pursued. Projects designed to predict food shelf life using scientific models are also implemented with the goal of improving quality and preventing food waste.

Among our European Union-supported projects, SolarHUB aims to generate innovation-focused outcomes through the use of solar energy, while PV4Plants targets the integration of agriculture and energy production to reduce water consumption and lower the carbon footprint. The ProxIMed project focuses on developing environmentally friendly food solutions based on sustainable alternative protein sources. Within the TÜBİTAK Industry Doctorate collaboration projects, priority areas include the development of functional plant-based snacks, the use of innovative technologies for brine-free vegetable products, and the reformulation of healthy traditional meals with alternative protein sources. All of these initiatives reflect Tat Gıda’s tangible commitment to sustainable product development.

In our R&D activities, which focus on the farm-to-fork food value chain, we develop products, packaging, and process designs that reduce environmental impact. Projects aimed at predicting shelf life using scientific models help prevent food waste and enhance product quality. Sustainable solutions, such as healthy alternatives containing plant-based proteins, acidified vegetable products without brine, and portion-based packaging optimizations, are a key focus. Additionally, projects are being developed to increase the use of renewable energy in agriculture, improve process efficiency, save energy, reduce water consumption, and lower carbon footprints, all supporting an environmentally friendly production model.



As of the end of 2024, a total of 33 R&D projects have been successfully completed, while 14 projects are still ongoing. Among the ongoing projects, 3 are conducted through international partnerships, 3 are carried out in collaboration with TÜBİTAK and industry associations, and the remaining 8 projects are being developed using the company’s own resources. Our R&D Center is staffed with a specialized team of engineers, technicians, and support personnel, and contributes to the sector by providing internship and employment opportunities for university students and recent graduates. With its structure aimed at expanding its global impact, the Tat Gıda R&D Center plays a significant role in supporting our vision for sustainable growth.

Tat Gıda R&D Center by Numbers



16
Female Employees



4
Male Employees



33
Completed Projects



14
Projects in 2024



DIGITALIZATION AND OTOMATION

2024 R&D Projects

Reduction of Usage Amounts within the Scope of Sustainability in Packaging



Project Objective and Outcomes: In 2024, a micron-thinning study was conducted on stickpack packaging to reduce plastic usage in single-use sauce products. Additionally, revisions were made to the carton used in triple corn products, reducing paper usage in multipack packaging.



By reducing plastic usage by 10% in single-serve sauce products and paper usage by 5% in carton products, the negative environmental impact has been minimized.



Project Budget: 1,000,000 TRY



Key Project Features: Activities aimed at improving sustainability performance and raising consumer awareness about environmental impact, ensuring easy access for end users.

In the sauce category, the ketchup product was awarded the Tat Award by McDonald's. Additionally, we have consecutively received the Lovemarks Award for two years.



Tat Gıda prioritized digital transformation and automation projects throughout 2024. With an approach that values both producers and farmers, initiatives were implemented to increase efficiency in agricultural production and accelerate digitalization in operational processes. Digitalization efforts extended beyond field applications to include headquarters operations as well. The digital transformation projects initiated in 2023 were continued with determination in 2024, and a corporate digital transformation roadmap has been shaped for 2025 and beyond.

To strengthen data-driven decision-making, digital dashboards have been implemented in areas such as order management, inventory tracking, production planning, and supply chain optimization. In addition, system improvements in core finance modules have enhanced data reliability, while the traceability and transparency of processes have been reinforced. The SAP RISE migration process was planned at the end of 2024 to ensure the sustainability of the digital infrastructure and enable integration with cloud-based systems, and it has been structured for deployment in 2025.

Tat Gıda approaches digital transformation and automation projects with a sustainable perspective, structuring its infrastructure investments free from technical debt and ready for integration with innovative technologies. The transformation process initiated in 2024 is directly linked to the company's long-term environmental and operational sustainability goals, contributing indirectly to reducing the carbon footprint by increasing efficiency in resource usage.

An important dimension of these transformation projects is the collaborations established. Tat Gıda considers the contributions and partnerships in this scope highly valuable and critical. Throughout 2024, collaboration with SAP Global and GoLive was maintained during the migration of the main ERP application to the RISE platform. In automation projects, partnerships were formed with UiPath and VBM, while in data collection and digitalization processes, collaboration with Microsoft was carried out.

The year 2024 has been marked as a period in which data-driven approaches and automation applications increased their effectiveness in digital transformation projects, becoming fundamental components of the transformation process. These developments have further improved product quality, enabling the delivery of products that stand out in taste and quality for consumers.

At Tat Gıda, we continued our investments in machinery and equipment in 2024 to enhance operational efficiency and optimize resource usage in our production processes. Within the scope of automation investments on our ready meal production lines, integration was achieved for solid and liquid filling stations as well as the empty tray feeding unit, enabling full automation of the lines. Additionally, to improve efficiency in labeling processes, an integrated line allowing full labeling without pallet disruption was implemented. The performance of production lines is regularly monitored, and areas for process improvement are evaluated using data-driven approaches.

To contribute to operational sustainability, analyses and workshops conducted with business units identified high-potential areas for time savings and risk reduction, leading to investments in Robotic Process Automation (RPA). As a result, RPA solutions deployed across 27 business processes are expected to save approximately 10,978 hours annually.

These investments not only increase productivity but also allow us to direct human resources toward more strategic areas and use resources more efficiently. Through these digitalization- and automation-focused sustainable practices, Tat Gıda aims to create long-term value.



QUALITY MANAGEMENT

At Tat Gıda, throughout 2024, we implemented a comprehensive transformation process aligned with our customer-focused quality approach. In this process, we not only strengthened our existing quality management systems but also took strategic steps to support the company’s growth and development objectives. By 2025, to advance this transformation further, our key priorities include increasing R&D investments, diversifying our product portfolio, incorporating internationally recognized new quality certifications into our system, expanding our sustainability-focused practices, and further enhancing our operational efficiency.



Our quality approach is based on maximizing customer satisfaction, committing to environmental and social sustainability principles, promoting innovation, and ensuring full compliance with international quality standards. Throughout 2024, our quality management unit conducted numerous projects in these areas, implemented systemic improvements, and achieved measurable progress in our performance indicators. At Tat Gıda, we continue our work with determination to create a sustainable and innovative value chain that inspires confidence among all our stakeholders.

Throughout 2024, Tat Gıda’s quality vision has emphasized the following three core elements:

-  **Food safety and traceability**
-  **Energy efficiency and environmental sustainability**
-  **Lean production processes and productivity enhancement**

In these three priority areas, 2024 proved to be highly productive for Tat Gıda; the initiatives undertaken significantly enhanced efficiency and process optimization. Within this scope, the most comprehensive activities carried out in 2024 are summarized under the following headings.

Food Safety

Full compliance with BRCGS Version 9 and IFS Version 8 standards has been achieved, and regular audits have been conducted at the production facilities.

Sustainability

Waste management processes have been improved, and water and energy consumption have been reduced.

Efficiency

Lean Six Sigma projects have been implemented at the facilities to optimize production processes.

Our quality approach is based on maximizing customer satisfaction, adhering to environmental and social sustainability principles, promoting innovation, and fully complying with international quality standards. Throughout 2024, our quality management department has carried out numerous projects in these areas, implemented systemic improvements, and achieved measurable progress in our performance indicators. At Tat Gıda, we are committed to creating a reliable, sustainable, and innovative value chain for all our stakeholders.

ISO 9001 (Quality Management System)	ISO 14001 (Environmental Management System)	ISO 50001 (Energy Management System)
Halal Certificate	Kosher Certificate	Organic Certificate
Global GAP (Global Good Agricultural Practices)	Sedex (Supplier Ethical Trade Initiative)	BSCI (Business Social Compliance Initiative)
BRCGS (Global Food Safety Standard)	IFS (International Food Standard)	

Our company and facilities underwent audits in 2024; comprehensive internal and external audit processes were conducted throughout the year across three of our facilities operating under various management systems, including quality management, food safety, and environmental management. To maintain certification validity and system effectiveness, scheduled audits were successfully carried out in each facility.

Based on the findings from these audit processes, improvement areas were carefully identified, and continuous development and systemic improvement projects were implemented. Tat Gıda continues to adopt a sustainable quality approach across all operations, continuously enhancing our processes in alignment with international standards.

These audits have shaped our quality activities for 2024.

	IFS Version 8, BRCGS Version 9, and ISO certifications have been updated and are now valid across our three facilities.
	The Global GAP certification has been obtained, and TS Tomato Paste Product Certifications have been added.
	Accredited Halal Certificates have been renewed.
	Production processes have been improved in line with food safety principles, and measures to ensure consumer safety have been strengthened.
	Employees have received continuous training on food safety culture and quality awareness, increasing organization-wide awareness.
	Innovation processes have been developed based on customer feedback, resulting in products that meet market requirements.
	Compliance with legal regulations has been ensured, enabling production in both domestic and international markets in accordance with quality and food safety standards.

In our quality initiatives, product labeling and packaging standards hold great importance. As Tat Gıda, in line with our mission to be an indispensable part of every table, we continue to focus on the labeling, design, and marketing of our products.

In accordance with our principles of product safety and transparency, we have fully restructured our product labeling processes to comply with European Union regulations. Label contents have been updated to ensure that consumers have clear and easy access to information on product ingredients, nutritional values, and production details. Our labeling practices are carried out in an integrated manner with our quality assurance system; the accuracy and currency of the information provided are periodically checked to ensure continuous improvement.

Our production activities are conducted in compliance with global quality standards such as IFS, BRCGS, and Global GAP, securing our high-quality level recognized worldwide. Prioritizing consumer health, we regard our quality management practices as an integral part of our sustainability vision. Within this framework, we continue to strengthen our leadership in quality within the sector through product safety, process transparency, and continuous improvement initiatives.



CUSTOMER SATISFACTION AND RELATIONS

As Tat Gıda, we consider customer satisfaction to be a core component of our sustainable growth strategy. In line with this, throughout 2024, we strengthened our service standards to respond more quickly and effectively to customer requests. Our goal has been to resolve every inquiry within a maximum of 2 hours, and operational processes have been restructured accordingly. Our call center operations are conducted in alignment with corporate values such as quality, integrity, customer value, respect for work, and ownership.

To enhance the customer experience and establish a solution-oriented approach, root cause analyses were carried out, and rapid action mechanisms were implemented to prevent recurring complaints. For our B2B customers, tailored visits were conducted, fostering closer collaboration with our business partners through one-on-one solution development. Personalized feedback was provided for each customer, and unique solutions were developed for the issues encountered.

To strengthen our technological infrastructure, our call center platform, the CRM Specto system, continued to be used effectively. This platform allows real-time access to all customer data; analyses of requests and complaints are conducted digitally, and process performance is continuously monitored. Using the collected data, reports and dashboards are quickly generated, enabling strategic decisions regarding the root causes of complaints and ensuring measurable improvements in service quality.

At Tat Gıda, we view customer feedback not only as an indicator of service quality but also as a valuable resource for development. We continuously monitor the needs and expectations of our stakeholders and develop sustainable customer relationship policies that enhance consumer trust. Transparent communication, prompt responses, personalized solutions, and digital data management are adopted as fundamental pillars to advance our customer-focused approach.

During 2024, our company successfully resolved all customer complaints received, achieving a 100% customer resolution rate. At Tat Gıda, addressing our customers' complaints is a top priority, and we place great importance on customer satisfaction.



SUSTAINABLE AGRICULTURE VISION

We consider supporting farmers—who play a critical role in bringing safe and high-quality food to tables—as one of our primary responsibilities. Challenges such as the shrinking of arable land, extreme weather events caused by the climate crisis, declining productivity, and increasing disease risks pose significant threats to both the sustainability of agricultural production and food supply security.

In this context, we implement various programs to help farmers adopt sustainable agricultural practices, increase access to digital farming technologies, and boost efficiency by reducing production costs. Tat Gıda provides guidance to producers through digital agricultural applications, promoting knowledge and experience sharing to make farming processes more rational, efficient, and resilient.

Aligned with our sustainable agriculture vision, we build strong relationships with farmers through contract farming, particularly in tomato production, and contribute to their development via effective communication mechanisms. While supporting technological transformation in agriculture through digital solutions, we also ensure business continuity for our farmers through financial support initiatives.

With upcoming investments, we aim to accelerate digital transformation in both agriculture and the food sector, further strengthening collaboration with stakeholders across the entire value chain. In this way, we are committed to advancing agricultural production that is climate-resilient, highly efficient, and sustainable.





SUSTAINABLE AGRICULTURE VISION



As the first company in Türkiye to implement the contract farming model, Tat Gıda has continued this approach without interruption. This method, which ensures the continuity of agricultural production, forms one of the cornerstones of our sustainable agriculture policies. Tat Gıda aims to continuously develop contract farming practices to support the resilience of the agricultural ecosystem and strengthen integration between producers and industry.



Approaching agricultural supply processes with a long-term and holistic perspective, Tat Gıda structures farmer and industry collaborations based on a “win-win” principle. Within this model, which supports the sustainability of agricultural activities in production regions, farmers are provided with cash and in-kind advance support through agreements made during the planting season.

To support financial sustainability, the cash advance support provided helps farmers manage their production processes in a more planned and secure manner. At the same time, essential agricultural inputs such as seedlings and fertilizers are covered under the in-kind advance, thereby increasing production efficiency and reducing cost burdens.

Information sharing is maintained until the harvest period through digital farming applications, enhancing the technical capabilities and production quality of our farmers. At Tat Gıda, we view the contract farming model not merely as a business practice but as a key pillar of sustainable agricultural development.

Tat Gıda has implemented the “Agricultural Value Chain” project to facilitate contract farmers’ access to financial resources and support their economic sustainability. Farmers are provided with financing options aligned with market conditions, without needing to wait for the maturity of receivables or undergoing collateral or credit limit assessments.

In 2022, the “Efficient Farmer Credit Card” was launched to enable farmers to access the agricultural inputs they need for production on a harvest-term basis without interest. Offered unconditionally and without a guarantor, this financial tool provides farmers with significant cash flow flexibility.

Additionally, under the in-kind support provided by our company, essential agricultural inputs such as seedlings, seeds, fertilizers, and drip irrigation systems continue to be delivered to farmers. This approach aims to reduce production costs and increase efficiency. Through these initiatives, Tat Gıda seeks to ensure the continuity of agricultural production and to create a value-generating ecosystem together with farmers.





The Most Fundamental Taste

We Value: People

We cultivate a work culture that respects the rights of every individual, from our employees to suppliers, from business partners to farmers. A people-centered approach forms the foundation of our corporate culture.





SOCIAL SUSTAINABILITY AT TAT GIDA

At Tat Gıda, we view social sustainability as a leading responsibility in ensuring societal welfare and equality. In every area we operate, we adopt as a core principle the creation of a work environment that is respectful of human rights, inclusive, and fair. The safety, development, and happiness of our employees are directly linked to the sustainability of our business. Therefore, we take decisive steps to ensure equal opportunities, increase female employment, and provide safe working conditions.



Starting from our supply chain, we develop projects that create social impact in collaboration with all our stakeholders. Within the framework of the contract farming model, we implement initiatives that support the economic and social well-being of our farmers, while developing special programs to empower women farmers and increase youth employment. Through practices that contribute to local development, we strengthen social cohesion in rural areas and aim for long-term gains for everyone in our value chain.

This strong connection with society is an integral part of our sustainable growth strategy. In line with our social responsibility approach, we develop projects in education, health, food security, and disaster resilience to create an impact that benefits all segments of society. At Tat Gıda, with this human-centered vision, we are committed to building a future that is strong and resilient not only economically but also socially.

HUMAN RIGHTS APPROACH

Tat Gıda recognizes its responsibility to uphold human rights and is committed to ensuring that all its activities fully comply with the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

In this context, respecting the fundamental rights and freedoms of our employees, shareholders, suppliers, business partners, and all individuals affected by our products or services is one of our company's core values. Tat Gıda adopts an honest, fair, and equitable approach toward every individual, aiming to provide a safe, healthy, and dignified working environment.

In line with its inclusive approach that values diversity as richness, Tat Gıda maintains zero tolerance for discrimination, harassment, forced labor, and child labor. Stronger protection mechanisms are developed for groups at high risk of rights violations, and special procedures are applied to prevent human rights abuses against these groups. Concrete actions are taken both within the company and through social impact projects to ensure equal and fair participation of women in the workforce, support for persons with disabilities, and respect for ethnic and religious diversity.

Tat Gıda continuously reviews its human rights responsibilities within the framework of the UN Guiding Principles on Business and Human Rights, developing policies and processes that consider the specific needs of indigenous peoples, migrant workers and their families, children, and other vulnerable groups.

We adopt a governance approach based on transparency, accountability, and participation in our relationships with stakeholders, regularly analyzing human rights risks in our supply chain and addressing them through preventive and corrective mechanisms. This comprehensive approach ensures that we not only fulfill our legal obligations but also play a pioneering role in promoting a fairer and more inclusive business environment.



Additionally, Tat Gıda maintains its UNGC membership and publishes an annual progress report. This report demonstrates our yearly compliance with the United Nations Human Rights Declaration and confirms that our activities align with the principles outlined in the Declaration.





EQUALITY, DIVERSITY, AND INCLUSION

As Tat Gida, we view gender equality not merely as a principle, but as a fundamental element of sustainable development. Creating an inclusive and fair work environment where all employees can realize their potential on equal terms is among our top priorities. Accordingly, the principle of equal opportunity is applied across all human resources processes—including recruitment, compensation, training, promotion, and career development—and policies supporting women’s participation in the workforce are implemented with a comprehensive approach.

We maintain a zero-tolerance policy against all forms of gender-based discrimination. To ensure that all employees work in a safe and respectful environment, regular awareness training is conducted, and clear reporting mechanisms are in place to prevent harassment and bullying. The ethical rules and codes of conduct established within this framework are actively adopted by our employees and strictly monitored for compliance.

In our recruitment processes, we strictly adhere to the principle of equal opportunity; an applicant’s race, gender, age, disability status, religious belief, ethnic background, sexual orientation, or any other legally protected characteristic does not lead to discrimination at any stage of evaluation. Diversity is embraced as a core value in our corporate culture, and a transparent, objective, and participatory structure is maintained, ensuring equal rights for all employees.

Through practices that support work-life balance, we continue to develop flexible and inclusive working models that particularly support the career journeys of female employees. With talent management programs that promote female leadership and career-focused mentorship initiatives, we aim to strengthen gender equality throughout our corporate structure.

At Tat Gida, we believe that building a work environment based on equality creates positive transformation not only within the workplace but across our entire value chain.

In line with this vision, we declare our support for the United Nations Women’s Empowerment Principles (WEPs). We take responsibility for empowering women in the workplace, throughout our supply chain, and within society; we develop policies that support equal representation of women in all areas, from leadership to community participation. In accordance with the WEPs, we conduct monitoring and reporting processes transparently and work diligently to align our sustainability performance with inclusive development goals.



TWO-WAY DIALOGUE

At Tat Gida, we consider listening to our employees and encouraging their participation in decision-making processes an integral part of our corporate culture. Within this scope, we have established two-way communication mechanisms that allow our employees to safely express their opinions, suggestions, requests, and complaints. Our participatory management approach both enhances employee satisfaction and strengthens transparency within the organization.

All our employees can communicate directly with the Human Resources Department through suggestion and complaint boxes placed at accessible locations across all sites or via our Ethics Hotline system. These boxes and systems are regularly monitored, and submitted notifications are reported to the Human Resources Directorate in accordance with confidentiality principles. This ensures a safe environment where every employee can voice concerns and contribute to the organization.

The incoming notifications are carefully evaluated by the Human Resources team, and suggestions or complaints deemed appropriate are shared with the relevant units. The process is not limited to receiving feedback; proposed changes are implemented, and control mechanisms are conducted at regular intervals to ensure the continuity of the implemented practices.

In this way, the structures developed with employees’ contributions are made permanent, and potential workplace issues are quickly identified and resolved.

Through these systems, our employees are not merely implementers but become stakeholders who directly contribute to the development of our corporate culture. At Tat Gida, we prioritize creating an inclusive, fair, and improvement-oriented work environment; we do not just listen to our employees’ ideas but transform them into concrete actions, thereby reinforcing our corporate sustainability. This approach continuously enhances our social sustainability performance and builds a corporate culture that strengthens employee engagement.

In 2024, Tat Gida successfully resolved 100% of the complaints received from our employees.





Our Effort is for People

EMPLOYEE CULTURE AT TAT GIDA

As Tat Gıda, a key component of our Human Resources department and social sustainability culture is undoubtedly creating a strong employee culture and providing a workplace environment where employees can work within a family-like setting. In this context, we maintain continuous interaction with our employees and meet with them regularly. Through the “Coffee Chats with Us” concept, our colleagues come together with our Human Resources Director and General Manager Veysel Memiş to discuss company experiences and evaluate future strategies. This approach fosters more open communication and establishes an organic connection between our employees and management.

In addition to this initiative, our Human Resources Directorate carried out significant work in 2024 aligned with the organization’s strategic goals in areas such as employee experience, talent management, training and development, performance management, communication and corporate culture, employee rights and relations, as well as occupational health and safety. These efforts have contributed to sustainable success at both individual and organizational levels, and we aim to build upon this success in 2025.

One of the most important aspects of our company’s employee culture is gender equality and our support for female employment. Throughout 2024, 56% of promotions were awarded to women, reflecting progress in line with the goals we set last year, and we continue to actively support women’s participation in the workforce.



Compared to the previous year, the proportion of female employees has increased to 44%, while the rate of newly hired female employees has seen a dramatic rise, reaching 58%. At Tat Gıda, we continue to support women and female employment, maintaining our processes with a commitment to equality and inclusivity.

One of the most important aspects in shaping our corporate culture is bringing together experienced employees and those eager to learn. By uniting long-standing members of the Tat family, who have been part of our culture for over ten years, with new employees at the beginning of their careers, we create an environment where experience and dynamism complement each other. This approach makes a valuable contribution to the vision set by our Human Resources department.



We place great importance on diversity within our workforce, which is a vital indicator of Tat Gıda’s accumulated knowledge and experience, believing that differences enrich our company.



Employees at Tat Gıda stand out for their expertise and their open, growth-oriented approach. Each team member closely follows industry dynamics and pursues their personal and professional development with determination. At Tat Gıda, we place great importance on providing the support our employees need to advance their careers with confidence.

Our employees also play an active role beyond business operations, participating in volunteer activities that support local communities and fulfill social responsibilities, thereby contributing to the expansion of our corporate impact. This approach forms an important part of our organizational culture.

Our sustainability perspective is not limited to our products; it is also shaped by the value-driven attitudes of our employees. Their commitment to sustainability principles and goals drives Tat Gıda's corporate sustainability performance forward.

We believe that a fairer, more inclusive, and sustainable future can only be built by acting together. In this spirit, we unite with our employees around a shared vision and continue our sustainability journey with a collective sense of responsibility.



Always Striving for Better: Regular Performance Evaluations

At Tat Gıda, aligning our employees' individual goals with our corporate objectives is considered a key element of our sustainable growth strategy. In this context, we implement the OKR (Objectives & Key Results) performance management system across the company, extending strategic goals from senior management to the entire organization. The OKR system ensures that employees internalize the company's objectives while supporting a work culture based on achievement, development, and continuous feedback.

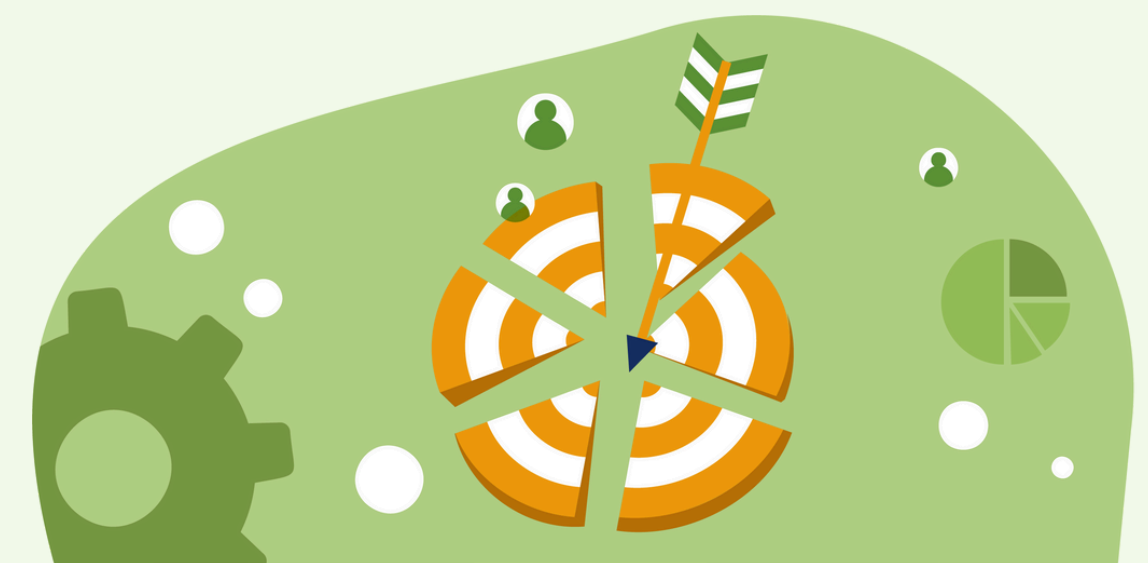
Employees have the opportunity throughout the year to regularly review their individual OKRs, update their performance priorities during designated check-in periods, and restructure their development goals. This dynamic approach to performance management strengthens both individual contributions and overall organizational success.

Through annual career planning meetings, the company systematically evaluates its future organizational structure, the development of employees with leadership potential, critical areas of expertise, rotation and promotion processes, and succession plans.

These processes allow employees in our talent pools to be monitored and supported according to their individual development plans. At the same time, performance indicators are regularly tracked to acquire and develop the skills the company will need in the future, and guiding actions are taken based on these targets.

At the end of the performance cycle, which is planned in five periods throughout the year, comprehensive evaluation meetings are held between managers and employees.

These meetings not only evaluate performance but also provide constructive feedback, identify development areas, and enhance employee engagement. This comprehensive system is implemented as a key management practice to ensure both employee satisfaction and organizational efficiency are sustained.





EMPLOYEE ENGAGEMENT

As Tat Gıda, we place employee engagement and satisfaction at the center of our human resources strategy, regularly analyzing our employees' perceptions and experiences to create a more inclusive, participatory, and motivating work environment. In this context, annual employee satisfaction surveys allow us to understand our employees' views and expectations, as well as to identify strengths and areas for improvement. The results of the 2024 survey indicate a 5% increase in satisfaction compared to 2023, demonstrating the positive impact of the policies implemented.

Throughout 2024, the Human Resources Department implemented numerous innovative initiatives aimed at enhancing the employee experience and increasing motivation. As part of the “Coffee Chats with Us” program, designed to strengthen company culture and reinforce communication across all levels, senior management and employees came together in informal meetings to exchange ideas on strategic goals, experiences, and suggestions. In addition, social events and shared meal gatherings were organized to foster corporate belonging and team spirit.



To support employee development, the “Tat Library” was established to facilitate access to knowledge and promote continuous learning. Additionally, social areas created at our Mustafakemalpaşa facility—including table tennis and various game zones—have made breaks more productive and fostered an environment that enhances interaction among employees. These initiatives reflect our approach that prioritizes work-life balance and employee well-being.

To recognize achievements and appreciate our employees' contributions, the “Employee of the Year” Awards Ceremony was held, and long-serving staff were honored with Seniority Awards. These recognitions not only boost motivation but also play a key role in strengthening corporate loyalty. 2024 has been a year for Tat Gıda Human Resources filled with initiatives focused on employee satisfaction, reinforcing company culture, and reflecting a commitment to continuous development.

At Tat Gıda, we adopt a management approach that prioritizes the employee experience. Since 2023, guided by the shared vision of the Board of Directors and the Sustainability Committee, comprehensive initiatives have been implemented to enhance employee experience, making it a strategically significant element of our long-term company goals. Field observations were conducted, one-on-one interviews with employees were held, and action plans directly informed by their experiences were developed to identify experience-focused improvements.

Improvements have been implemented at critical touchpoints in employees' daily work lives. In this context, factory locations' cafeterias, dining areas, transport services, and rest zones were reorganized, while the headquarters adopted an open-office model, creating a more modern and interaction-rich working environment.

The transformation process initiated in 2023 was sustainably continued throughout 2024, progressing within a regularly monitored and updated plan.

As of 2024, bringing cafeteria and dining services in-house instead of relying on external providers represented a significant step in directly improving the employee experience. Additionally, at our Mustafakemalpaşa facility, social areas featuring table tennis and various games were created to make employees' breaks more enjoyable and productive. The “Tat Library,” launched to enhance employees' access to knowledge and support a learning culture, has contributed to fostering a collaborative and development-focused atmosphere within the organization.





Our Effort is for People

At Tat Gida, various reward systems are implemented to recognize employees' achievements and strengthen a culture of appreciation. Each year, outstanding projects and successful work across the organization are evaluated, and employees' efforts are honored through award ceremonies. This system, which promotes exemplary behaviors aligned with company values, enhances internal solidarity and supports the dissemination of best practices. Additionally, service award ceremonies for employees who have contributed to the company over many years reinforce a sense of loyalty and ensure the continuity of our corporate culture.

At Tat Gida, we prioritize making employees' efforts and achievements visible, recognizing them in a timely manner, and increasing corporate motivation by rewarding success. Accordingly, projects and initiatives carried out throughout the year are regularly evaluated, and the most notable achievements are shared with the entire company during end-of-year award ceremonies.

This reward system, which covers all employees, aims to encourage exemplary behaviors aligned with company values, strengthen the culture of internal solidarity, and promote practices that support high performance. This approach not only highlights individual achievements but also fosters continuous development and improvement across the organization.

In addition, employees who have made valuable contributions to Tat Gida over many years are honored at the annual Service Awards Ceremony. These ceremonies acknowledge dedication to the company and serve as an important indicator of the strong bond established with our employees.



The structures we have established through recognizing and rewarding achievements form the cornerstone of a sustainable high-performance culture at Tat Gida.

Employee Metrics	2023	2024
Participation Rate in Employee Engagement Survey	96 %	85 %
Total Training Hours	18,186	8,774
Total Training Hours for Office EmployeeS	13,674	6,580
Total Training Hours for Field Employees	4,512	2,194
Union Representation	81%	81%

Unionization

At Tat Gida, we consider it a primary responsibility to create a work environment where all employees' fundamental rights are guaranteed and shaped by principles of equality and fairness. As of 2023, a total of 570 employees are covered under the Collective Bargaining Agreement, and all field employees carry out their work in accordance with the provisions of this agreement. Hourly-paid employees' working conditions are also determined in line with the Collective Bargaining Agreement to ensure equality, while the employment terms for salaried employees are arranged according to our company policies.

We secure our employees' union rights in accordance with our Human Rights Policy and respect their freedom to engage in union activities. In this context, Tat Gida supports employees in freely exercising their right to unionize and considers the protection of this right an integral part of our inclusive and responsible employer approach.

Our company aims to ensure workplace harmony and continuity of labor peace by fully complying with legal regulations and the provisions of collective bargaining agreements. Within this framework, regular meetings are held between union representatives and business managers to enhance collaboration, strengthen mutual understanding, and ensure transparency in operational processes.

These structures contribute both to the development of internal communication and to the establishment of a work culture based on mutual trust. At Tat Gida, we believe that this fair, participatory, and rights-based framework, established together with our employees, constitutes one of the cornerstones of our sustainable work environment.





CONTINUOUS DEVELOPMENT AT TAT GIDA

At Tat Gıda, we embrace a corporate culture that supports the continuous development of our employees. Providing training opportunities that enhance individual competencies and professional skills is a fundamental pillar of our human resources strategy. Within this scope, annual training plans are prepared in collaboration between the Human Resources Department and the Board of Directors, and yearly development programs are designed based on prioritized themes.



In addition to the scheduled periodic trainings, employees can participate in courses that contribute to their individual development by consulting with relevant department managers and Human Resources on topics they need. This flexible structure allows our employees to take personal responsibility and shape their own development journey.

As of 2024, significant progress has been made in our training and development processes. Through cross-departmental knowledge-sharing trainings, employee competencies have been enhanced, and Tat Gıda's corporate values have been internalized, helping to disseminate our company culture. These practices have strengthened not only individual learning but also corporate synergy.

Furthermore, in 2024, a new training program was launched in collaboration with Cambly to improve employees' foreign language skills. The English support programs initiated under this initiative aim to enhance employees' global communication competencies. Previously, individual development-focused trainings were offered only to certain departments, but they have now been transformed into a company-wide strategy and integrated into our corporate structure in line with sustainable development goals.

From the perspective of our social sustainability approach, employee development and our contribution to their career journeys play a critical role. In this context, we have made progress with our ÜsTAT project to increase local employment and address the technical personnel gap, and we will continue to invest in this project year after year.

OCCUPATIONAL HEALTH AND SAFETY

As Tat Gıda, we regard providing all our employees with a healthy, safe, and sustainable working environment as a fundamental responsibility. Our Occupational Health and Safety (OHS) approach goes beyond merely fulfilling legal obligations; it aims to proactively manage risks across all work areas and to disseminate a culture of safety throughout the organization.

OHS processes are carried out with the active participation of all our employees, from management to field staff, with decision-making facilitated through our Occupational Health and Safety Committees, where senior management and employee representatives collaborate.

Our OHS practices are standardized and implemented across all our facilities by occupational safety specialists and health professionals in accordance with shared policies and procedures. This structure has laid the foundation for a sustainable OHS system. Tat Gıda considers occupational health and safety a shared responsibility of all employees and integrates this understanding into the corporate culture through regular training and awareness activities.

Throughout 2024, comprehensive safety training sessions were conducted to raise all employees' awareness of safe working procedures, potential hazards were identified through risk assessment processes, and necessary preventive measures were implemented. Safety equipment was updated, personal protective equipment was provided, and ergonomic improvements were made in work environments. These applications enhanced both physical safety and productivity.

Pursuing a "zero workplace accidents" goal, Tat Gıda has clearly defined its OHS policy, communicated this vision to all stakeholders, and operates with the expectation of full compliance in all implementations.

Alongside this goal, we implement emergency action plans and business continuity plans to prepare for potential natural disasters and operational disruptions, while our regular OHS training ensures employees are equipped to handle such situations as safely as possible. Our emergency action plan, business continuity plan, and OHS risk and opportunity assessments are regularly audited, with necessary revisions made based on audit outcomes. These evaluations lead to the implementation of appropriate preventive measures. At all Tat Gıda facilities, occupational physicians and accompanying healthcare staff are present to respond quickly in the event of occupational illnesses. Guided by our zero-accident OHS mindset, we continuously improve our practices year after year. A key aspect of these practices is the use of Personal Protective Equipment (PPE); all field employees are required to work with appropriate PPE according to their work environment, and Tat Gıda ensures that necessary PPE is always provided.



At Tat Gıda, our greatest commitment to our employees is providing a healthy and safe working environment.



Measuring Success Strengthens Us

By assessing performance indicators objectively and transparently, we establish trust in line with continuous improvement and sustainability principles, reinforcing our corporate strength and reputation.



SUSTAINABILITY PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE DATA

Million TRY	2023	2024
Income Statement - Summary		
Net Sales	8,304	6,333
Gross Profit	525	662
EBITDA*	107	181
Operating Loss	(173)	(91)
Loss Before Tax	(89)	(332)

* EBITDA: Operating profit excluding depreciation and amortization.

Investments and Donations (TRY)	2022	2023	2024
Donations within the scope of philanthropy	2,523,571	5,493,758	1,919,766
Infrastructure investments (Commercial or charitable)	426,299,298	433,226,192	392,953,964

Production (tons)	2023	2024	Annual Change
Paste & Tomato Products	86,751	81,421	(6)%
Sauces	27,453	26,314	(4)%
Ready-to-Eat Meals	6,173	10,325	67%
Others	15,013	11,292	(25)%
Total	135,390	129,353	-4%

Revenue and Sales Volume	2023	2024	Annual Change
Sales Volume (tons)	130,120	135,598	4.2%
Net Sales (million TRY)	8,304	6,333	(23.7)%

ENVIRONMENTAL PERFORMANCE DATA

Consumption Data (MWh)	2022	2023	2024
Natural Gas	202,609	166,186	169,396
Electricity	23,201	21,785	19,590

Energy Intensity	2022	2023	2024
Total energy consumption (MWh)	225,811	187,971	188,986
Annual total for intensity calculation (tons) - total production	150,165	135,390	129,144
Energy intensity (total energy/total production) (MWh/ton)	1.5	1.38	1.46

Energy Savings	2022	2023	2024
Annual total energy savings (MWh)	909.80	1,673.88	
Annual total energy savings (TRY)	1,939,250	2,336,076	

Greenhouse Gas Emissions	2022	2023	2024
Scope 1 (ton CO2e)	45,555	38,662	34,128
Scope 2 (ton CO2e)	0	0	8,659
Total (ton CO2e)	45,555	38,662	42,787
Carbon Emissions per ton (ton CO2e/ton product)	303	280	331

*Tat Gıda reduced Scope 2 emissions to zero in 2022 and 2023 through I-REC certification.



SUSTAINABILITY PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE DATA

Air Emissions	2022	2023	2024
NOx (kg/hour)	4.36	3.51	1.86
CO (kg/hour)	0.19	0.11	0.15

Water Usage Volumes	2022	2023	2024
Tap water (thousand m³)	2.3	5.3	-
Groundwater (well water) (thousand m³)	4,494	4,406	5,032
Water Usage Intensity (total usage / total production) (m³/ton)	29.81	32.54	39

Water Usage Volumes	2022	2023	2024
Water Consumption (thousand m³)	4,497	4,406	5,032
Water Consumption per Ton (m³/ton)	30	32.5	38.96
Wastewater Volume (thousand m³)	4,047	3,969	4,533

Reused and/or Wastewater Volume	2022	2023	2024
Recovered/Reused Water (m³)	1,167,410	-	503,171
Recovered/Reused Water (m³)	4,047	3,969	4,533

Hazardous Waste (ton)	2022	2023	2024
Recovered for energy purposes	14	17	15
Non-Hazardous Waste (ton)	2022	2023	2024
Recycled	2,213	2,440	2,459
Recovered for energy purposes	6,248	4,100	4,132
Environmental Fines (TRY)	2022	2023	2024
Environmental Fines Received* (TRY)	197,274	-	-

SOCIAL PERFORMANCE DATA

Employee Engagement Data (%)	2024
Number of employees participating in the engagement survey	361
Employee engagement score	80

Employee Training Data	2024
Number of employees who received training	181

*Does not include OHS training.

SUSTAINABILITY PERFORMANCE INDICATORS

SOCIAL PERFORMANCE DATA

Training Hours Data	2024		
	Women	Men	Total
Total Training Hours (person*hours)	1,281	1,134	2,416
Average Annual Training Hours per Employee	13.35	13.35	13.35

*Does not include OHS training.

Performance Review	2024
Total number of employees subject to regular performance and career development evaluations	187

OHS Performance	2024
Occupational Health and Safety (OHS) Training Hours (employee*hours)	5.844
Number of Employees Receiving OHS Training	781
Lost Time Injury Frequency Rate (Total – Excluding Sports Injuries)*	0,0034
Recordable Injury Frequency Rate (Total – Excluding Sports Injuries)**	4,325
Lost Days (days)	12

* (Total number of lost-time injuries × 1,000,000 / Total Working Hours)

** (Total number of recordable injuries × 1,000,000 / Total Working Hours)

EMPLOYEE DEMOGRAPHICS

Average Total Employees	Average Female Employees	Average Male Employees
2022 1,096	2022 483	2022 613
2023 980	2023 407	2023 573
2024 1,010	2024 446	2024 564

Year-End Total Employees	Year-End Female Employees	Year-End Male Employees
2022 773	2022 200	2022 573
2023 739	2023 276	2023 473
2024 735	2024 276	2024 459

The Percentage of Female Employees	The Percentage of Male Employees
2022 44%	2022 56%
2023 42%	2023 58%
2024 44%	2024 56%

Average Age of Employees	Average Seniority of Employees	Percentage of New Employee Hires - Female	Percentage of New Employee Hires - Male
2022 36,5	2022 8	2022 45%	2022 55%
2023 38	2023 8	2023 42%	2023 58%
2024 36	2024 6	2024 26%	2024 74%

Percentage of Female in Middle Management	Percentage of Male in Middle Management	Number of Long-term Interns
2022 32%	2022 68%	2022 26
2023 31%	2023 69%	2023 35
2024 28%	2024 72%	2024 9

Percentage of Female in Top Management	Percentage of Male in Top Management	Promotion Rate by Gender – Female	Promotion Rate by Gender – Male
2022 50%	2022 50%	2022 44%	2022 56%
2023 50%	2023 50%	2023 40%	2023 60%
2024 25%	2024 75%	2024 56%	2024 44%

*The Average Seniority has been calculated by taking into account the entire length of service of our employees, including the period before retirement, for those who continue working after retirement.



SUSTAINABILITY PERFORMANCE INDICATORS

UNITED NATIONS GLOBAL COMPACT (UNGC) COMMUNICATION ON ENGAGEMENT

Global Compact	Reference
Principle 1: Businesses should support and respect internationally proclaimed human rights.	Business Ethics p.23 Human Rights Approach p.49 Employee Engagement p.53
Principle 2: Businesses should ensure they are not complicit in human rights abuses.	
Principle 3: Businesses should uphold the freedom of association and collective bargaining.	Business Ethics p.23 Human Rights Approach p.49 Employee Engagement p.53
Principle 4: The elimination of all forms of forced or compulsory labor.	
Principle 5: The effective abolition of child labor.	
Principle 6: The elimination of discrimination in employment.	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Environmental Management at Tat Gida p.34 Energy Management and Energy Investments p.35 Emissions Management p.37 Water Risks and Water Usage p.38 Zero Waste and Waste Management p.39
Principle 8: Undertake initiatives to promote greater environmental responsibility.	
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Business Ethics p. 23

WOMEN'S EMPOWERMENT PRINCIPLES (WEPS)

Principles	Related Section in the Report
Principle 1- Establish high-level corporate leadership for gender equality	Message from the Chairman of the Board and General Manager p. 5 Business Ethics p. 23
Principle 2- Treat all women and men fairly at work, respect and support human rights and non-discrimination	Business Ethics p.23 Human Rights Approach p.49 Tat Gida Employee Culture p.51
Principle 3- Ensure the health, safety and well-being of all women and men workers	Business Ethics p.23 Human Rights Approach p.49 Tat Gida Employee Culture p.51 Occupational Health and Safety p.55
Principle 4- Promote education, training and professional development for women	Tat Gida Employee Culture p.51
Principle 5- Implement enterprise development, supply chain and marketing practices that empower women	Tat Gida Employee Culture p.51
Principle 6- Promote equality through community initiatives and advocacy	Tat Gida Employee Culture p.51
Principle 7- Measure and publicly report on progress to achieve gender equality	Message from the Chairman of the Board and General Manager p.5 Business Ethics p.23 Human Rights Approach p.49



GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
GRI 2: General Disclosures 2021	2-1	Organization Profile	About Tat Gıda p.7; Tat Gıda Locations p.10
	2-2	Organizations included in the sustainability reporting	About the Report p.3
	2-3	Reporting period, frequency and contact information	About the Report p.3
	2-4	Information restated from previous reports	Sustainability Performance Indicators p.60
	2-5	External Assurance	Carbon Footprint Verification Report and Greenhouse Gas Verification Statement (Carbon Footprint data); 2024 Annual Activity Report (Financial data); No other external assurance services were received during the reporting period.
	2-6	Activities, value chain and other business relationships	About Tat Gıda p.7; Tat Gıda Locations p.10; Our Product Groups p.14; Supply Chain Governance p.26
	2-7	Employees	Tat Gıda Employee Culture p.54; Employee Engagement p.55; Sustainability Performance Indicators p.60
	2-8	Contractor employees	Occupational Health and Safety p.60; Social Performance Indicators p.63
	2-9	Governance structure	Corporate Governance Perspective p.18; Our Governance Structure p.19; Committees and Activities p.21; Sustainability Governance at Tat Gıda p.21
	2-10	The process for determining the competencies and qualifications of the highest governance body's members	Corporate Governance Perspective p.18; Our Governance Structure p.19
	2-11	Chair of the highest governance body	Message from the Chairman of the Board and General Manager p.5; Corporate Governance Perspective p.18; Our Governance Structure p.19
	2-12	The role of the highest governance body in managing impacts from the organization's activities	Message from the Chairman of the Board and General Manager p.5; Corporate Governance Perspective p.18; Our Governance Structure p.19
	2-13	Accountability for managing impacts from activities	Message from the Chairman of the Board and General Manager p.5; Corporate Governance Perspective p.18; Our Governance Structure p.19
	2-14	The role of the highest governance body in sustainability reporting	Message from the Chairman of the Board and General Manager p.5; Sustainability Governance at Tat Gıda p.21

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
GRI 2: General Disclosures 2021	2-15	Processes to prevent conflicts of interest	Business Ethics p.23; Ethics at Tat Gıda in Numbers p.24
	2-16	The process for communicating critical issues to the highest governance body	Our Governance Structure p.19
	2-17	Competencies of the highest governance body	Our Governance Structure p.19
	2-18	Performance evaluation of the highest governance body	Our Governance Structure p.19
	2-19	Remuneration policies	Equality, Diversity and Inclusion p.53
	2-20	The process for determining remuneration	Equality, Diversity and Inclusion p.53
	2-21	Annual total compensation ratio	Confidentiality Limitations: The data in question is not shared due to confidentiality, as it contains indicators that could affect market competition.
	2-22	Statement on sustainable development strategy	Sustainability Committees p.22; Sustainability Goals p.30
	2-23	Policy commitments	Business Ethics p.23
	2-24	Implementation of policy commitments	Business Ethics p.23
	2-25	Processes to remediate negative impacts	Corporate Risk Management p.25
	2-26	Mechanisms for seeking advice and raising concerns about ethical and legal behavior	Business Ethics p.23; Ethics at Tat Gıda in Numbers p.24
	2-27	Compliance with legal regulations	Business Ethics p.23; Ethics at Tat Gıda in Numbers p.24
	2-28	Corporate memberships	United Nations Global Compact Communication on Engagement Index p.63
	2-29	Stakeholder engagement	Stakeholder Relations and Stakeholder Communication Table p.33
	2-30	Proportion of employees covered by collective bargaining agreements	Human Rights Approach p.52
3-1	3-1	Process for determining material topics	Materiality and Targets p.28
3-2	3-2	Materialty list	Materiality Matrix and Targets p.29

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
Food Safety and Quality			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5; Tat Gıda at a Glance in 2024 p.12; Our Management and Quality Certificates p.14; Quality Management p.47; Customer Satisfaction and Relations p.49
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	Our Management and Quality Certificates p.14; Quality Management p.47
GRI 417: Marketing and Labeling 2016	417-1	Information and labeling for products and services	Our Product Groups p.14; R&D and Product Development p.44
	417-2	Number of non-compliances with regulations or voluntary codes in product information and labeling	No violations occurred during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications	No violations occurred during the reporting period.
Human Rights			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5; Social Sustainability at Tat Gıda p.52; Human Rights Approach p.52
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our Governance Structure p.19; Equality, Diversity and Inclusion p.52
GRI 205: Anti-corruption 2016	205-1	Operations assessed for corruption-related risks	Corporate Risk Management p.25
	205-2	Communication and training on anti-corruption policies and procedures	Business Ethics p.23
	205-3	Confirmed corruption cases and actions taken	No corruption incidents occurred in the reporting year.
GRI 408: Child Labor 2016	408-1	Operations and suppliers identified as having significant risk for child labor	Human Rights Approach p.52
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	Human Rights Approach p.52
GRI 411: Rights of Indigenous Peoples 2016	411-1	Violations involving the rights of indigenous peoples	No violations involving the rights of indigenous peoples occurred during the reporting period.
Sustainable Agriculture			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Sustainable Agriculture Vision p.50

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
Customer Focus and Customer Satisfaction			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Customer Satisfaction and Relations p.49
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	Our Management and Quality Certificates p.14 Quality Management p.47 Customer Satisfaction and Relations p.49
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance with regulations regarding the health and safety impacts of products and services occurred during the reporting period.
Climate Change and Greenhouse Gas Emissions			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Emissions Management p.40
GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions Management p.40 Sustainability Performance Indicators p.61
	305-2	Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Emissions Management p.40 Sustainability Performance Indicators p.61
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Emissions Management p.40 Sustainability Performance Indicators p.61
	305-4	Greenhouse gas emission intensity	Emissions Management p.40 Sustainability Performance Indicators p.61
	305-5	Reduction of greenhouse gas (GHG) emissions	Emissions Management p.40 Sustainability Performance Indicators p.61
	305-7	NOX, SOX, and other significant air emissions	Emissions Management p.40 Sustainability Performance Indicators p.61

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
Energy Management			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Energy Management and Energy Investments p.39
GRI 302: Energy 2016	302-1	Energy consumed within the organization	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-3	Energy intensity	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-4	Reduction of energy consumption	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-5	Reduction of energy required for the production of products and services	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
Employee Development and Talent Management			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Tat Gıda Employee Culture p.54 Employee Engagement p.55 Continuous Development at Tat Gıda p.58
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Tat Gıda Employee Culture p.54 Sustainability Performance Indicators p.60
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Tat Gıda Employee Culture p.54 Sustainability Performance Indicators p.60
	401-3	Maternity leave	Tat Gıda Employee Culture p.54 Sustainability Performance Indicators p.60
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability Performance Indicators p.60
	404-2	Talent management and lifelong learning programs that support employee development	Continuous Development at Tat Gıda p.58
	404-3	Percentage of employees receiving regular performance and career development reviews	Continuous Development at Tat Gıda p.58
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers identified as having potential risk for freedom of association and collective bargaining rights	Employee Engagement p.55

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
Product Quality and Safety			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Tat Gıda at a Glance in 2024 p.12 Our Management and Quality Certificates p.14 Quality Management p.47 Customer Satisfaction and Relations p.49
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	Our Management and Quality Certificates p.14 Quality Management p.47
GRI 417: Marketing and Labeling 2016	417-1	Information and labeling for products and services	Our Product Groups p.14 R&D and Product Development p.44
	417-2	Number of non-compliances with regulations or voluntary codes in product information and labeling	No violations occurred during the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications	No violations occurred during the reporting period.
Renewable Energy			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Energy Management and Energy Investments p.39
GRI 302: Energy 2016	302-1	Energy consumed within the organization	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-3	Energy intensity	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-4	Reduction of energy consumption	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
	302-5	Reduction of energy required for the production of products and services	Energy Management and Energy Investments p.39 Sustainability Performance Indicators p.60
Transparency, Governance and Compliance			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Our Governance Structure p.19

GRI CONTENT INDEX

GRI Standard	GRI Disclosures		Response and Page Number
R&D/Product Development/Innovation			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Chairman's Message p.4 CEO's Message p.6 Highlights of Our Performance p.9 Strategy Period Progress p.10 Stakeholder Engagement and materiality assessment p.23-25 R&D and Innovation Management p.47
GRI 416: Customer Health and Safety 2016	416-1	Significant product and service categories assessed for health and safety impacts for improvement purposes	R&D and Innovation Management p.47, 48 Customer Relationship Management p.44
	416-2	Incidents of non-compliance regarding the health and safety impacts of products and services	No health complaints occurred due to product usage during the reporting period.
Responsible Marketing			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Supply Chain Governance p.25
Supply Chain Management			
GRI 3: Material Topics 2021	3-3	Management of the material topic	Message from the Chairman of the Board and General Manager p.5 Supply Chain Governance p.25

Tat Gıda 2024

TSRS Report



Rooted in Transparency

Investing for Generations



CONTENTS

1

INTRODUCTION

2

GOVERNANCE

3

STRATEGY

4

RISK MANAGEMENT

5

METRICS AND TARGETS



INTRODUCTION

ABOUT THE REPORT

This report has been prepared in accordance with the Türkiye Sustainability Reporting Standards (TSRS), which were published in the Official Gazette dated 29.12.2023 and numbered 32414. Compliance with these standards, issued by the Public Oversight, Accounting and Auditing Standards Authority (KGK), ensures that Tat Gıda Inc. fulfills its obligation to provide transparent, comprehensive, and comparable disclosures on climate-related risks and opportunities.

In this regard, the report has been structured solely in line with the TSRS S2 “Climate-Related Disclosures” standard, taking into account the relevant transition exemptions. The report does not include environmental and social sustainability indicators set out under the Türkiye Sustainability Reporting Standards (TSRS) S1; it only covers the assessment of climate-related financial impacts.

At Tat Gıda, we systematically analyze the impacts of climate change on our business model, supply chain, and financial performance. Accordingly, this report details our climate-related governance structure, strategic approach, risk management processes, as well as our greenhouse gas emissions metrics and targets. In particular, it addresses the physical and transition risks arising from our production activities dependent on agricultural inputs, along with the adaptation and mitigation strategies we have developed in response.

Through this report, Tat Gıda aims to contribute to the climate-related decision-making processes of investors, financial institutions, and other stakeholders.

SCOPE AND METHODOLOGY OF REPORTING

This report has been prepared within the framework of TSRS 2 “Climate-Related Disclosures” issued by the Public Oversight, Accounting and Auditing Standards Authority (KGK). The reporting period covers the 12 months from January 1, 2024 to December 31, 2024 and is presented in alignment with Tat Gıda’s financial reporting period.

All financial information presented in this report has been prepared in Turkish Lira (TRY) in accordance with the Turkish Financial Reporting Standards (TFRS) and is consistent with Tat Gıda’s 2024 financial statements. The metrics and assumptions used (e.g., CO₂e mid-term; RCP 4.5 scenario) are explained in the relevant sections, and reasonable estimates based on these assumptions have been applied in the calculations.

The climate-related financial disclosures contained in this report are based on the same datasets and assumptions as the 2024 financial reports. Non-financial information has been compiled from the most reasonable and verifiable sources available concerning sustainability performance.

REPORTING PERIOD, BOUNDARIES AND MEASUREMENT APPROACH (TSRS-2 22.b.iii)

Reporting Period and Frequency:

Tat Gıda has prepared its first disclosure in compliance with TSRS regulations as of 2024. This inaugural report includes disclosures solely on climate-related risks, opportunities, and their financial impacts under the scope of TSRS 2.

Tat Gıda aims to present both the general disclosure requirements of TSRS 1 and the climate-related disclosures of TSRS 2 within an integrated structure aligned with its corporate strategy.

This TSRS report covers the fiscal period from January 1, 2024 to December 31, 2024, and is prepared on an annual basis in alignment with the company’s financial reporting calendar. It is also committed that any significant developments arising in interim periods will be publicly disclosed.

Organizational and Operational Boundaries:

The disclosures cover Tat Gıda’s three production facilities in Türkiye and related activities, applying the control principle in alignment with the financial statements. Evaluations have also been conducted across the value chain, and activities with significant impacts within the value chain have been included in the assessment.

Measurement Approach and Assumptions:

Greenhouse gas emissions have been calculated using the “Operational Control” approach in line with the GHG Protocol. Environmental data such as energy, water, and waste have been compiled using metrics consistent with the sectoral guidance of TSRS 2. The emission factors, assumptions, and methodologies applied are detailed in the relevant sections of this report.

Measurement Uncertainty:

For metrics involving hypothetical calculations, the ranges of uncertainty and the measures taken to reduce such uncertainty are explained in the relevant footnotes.

Significant Judgments and Measurement Uncertainties are detailed on page 92 of the report.

RELIABILITY

This report covers only the activities of Tat Gıda A.Ş. The content of the report has been approved by the Tat Gıda Board of Directors, and the accuracy of the information presented has been declared. The data used in the preparation of the report are based on the expertise of Tat Gıda employees within their respective fields and have been compiled to reflect the company's current situation.

The information contained in this report may not be copied, altered, or shared with third parties without the prior written consent of Tat Gıda. All rights are reserved by Tat Gıda.



For any questions regarding this report, you may contact us at +90 (216) 430 00 00 or via e-mail at tatsustainability@tat.com.tr. The feedback you share will contribute to the further development of our sustainability efforts.

TRANSITIONAL AND FIRST-YEAR EXEMPTIONS

In 2025, Tat Gıda published its first TSRS report for the 2024 reporting year. Within this scope, the company has benefited from certain exemptions under the transitional provisions of TSRS 1 (E3, E4, E5, and E6) and TSRS 2 (C3, C4, and C5), which have been duly reported.

Exemption on Scope 3 Emission Data:

In accordance with TSRS, disclosure of Scope 3 emissions is not mandatory during the first two reporting years. Tat Gıda has made use of this transitional right and reported only Scope 1 and Scope 2 emissions for the year 2024. (C4b)

First-Year Limited Application Right:

In its first reporting period, Tat Gıda disclosed only climate-related risks and opportunities within the scope of TSRS 2, while limiting the disclosures under TSRS 1 solely to climate-related matters. However, the governance, strategy, and risk management approaches have been established to cover all sustainability matters. (E5)

Deferral of the Obligation to Provide Comparative Information:

Within the scope of the transitional exemption, Tat Gıda has presented only the metrics and indicators for the year 2024 in this first report. Sustainability and climate data from previous years have not been included. (E3 and C3)

Disclosure Following the Financial Statements:

Under TSRS, in the first year, sustainability information may be presented after the publication of the relevant financial statements. This report was prepared in September 2025, following the publication of Tat Gıda's financial statements for the period of January 1 – December 31, 2024. (E4)

FAIR PRESENTATION, CONNECTED INFORMATION AND COMPARATIVE DATA

(TSRS-2 25.a.vi, TSRS-2 29.a.iii(3))

Tat Gıda is committed to presenting sustainability-related financial information in a fair, complete, and unbiased manner; disclosures are based on prudent estimates and verifiable evidence in areas subject to uncertainty.

As this is the first TSRS reporting period, Tat Gıda has utilized the exemption granted under TSRS 1 Appendix C Transitional Provisions, Paragraph C12, and has not presented comparative sustainability data for the previous reporting period (2023). Accordingly, the 2024 metrics and monetary amounts have been disclosed on a single-period basis, with comparative presentation planned to take effect from the 2025 reporting period onwards.

ABOUT THE COMPANY

Tat Gıda was founded on June 22, 1967, in Bursa Mustafakemalpaşa under the name “Tat Konserve,” with the purpose of processing tomato products. Expanding with its factories in Bursa Karacabey and İzmir Torbalı, Tat Gıda has continued its export activities since its establishment and has secured its position as a pioneering company in the sector.

With our Tat brand, we stand among the largest food companies in Türkiye. We meet domestic and international demand in categories such as tomato products, sauces, canned foods, pickles, and ready-to-eat meals through our factories located in three different sites equipped with advanced technology.

Behind Tat Gıda's strong position lie its world-class production infrastructure, trust-based collaborations between industry and producers, the dedicated contribution of Turkish farmers, and a consumer-oriented, innovative corporate culture.

Tat Gıda, the leading brand in the tomato paste, tomato products, canned food, and ketchup market, has always delivered high-quality, delicious, and natural products to its consumers. Since 1967, the company has worked with the vision of advancing tomato cultivation and making Türkiye’s canned food industry competitive in global markets.

From the day it was founded, Tat Gıda has continuously practiced contract farming, training and supporting its farmers. By providing seedlings and fertilizer suitable for cultivation and through the dedicated efforts of Tat Gıda’s expert agricultural team of engineers and technicians, the company has pioneered conscious tomato farming. The highest-quality tomatoes needed for paste production are procured directly from our farmers. Today, Tat Gıda works with more than 1,000 farmers, including 500 under contract.

Export holds a significant place within Tat Gıda’s sustainable and profitable growth targets. Today, as Türkiye’s market-leading brand in tomato products, paste, ketchup, and canned food, we export to more than 40 countries worldwide—from the United States to Japan—offering products that meet the expectations of our consumers abroad. In addition to exports to existing markets, we are firmly committed to entering new ones. For 58 years, we have carried this journey forward by bringing high-quality, healthy, and flavorful products to Turkish and global cuisines.

As one of Türkiye’s well-established and pioneering companies, Tat Gıda is dedicated to offering consumers the most natural, reliable, and delicious products. At the same time, we lead change in a rapidly evolving business environment, growing with our innovative product portfolio, production capacity, and investments in technology. Looking ahead, our goal is to further strengthen our position in Türkiye and key international markets, increase our sales volume, and achieve profitable and sustainable growth by developing healthy and environmentally respectful products in line with consumer expectations.

GOVERNANCE

CLIMATE-RELATED GOVERNANCE STRUCTURE (TSRS-2 6.a.iii)

Within Tat Gıda, the governance of climate-related matters is carried out through the Sustainability Committee and its affiliated Global Committee. The Committee is responsible for defining, implementing, and enhancing the company’s sustainability strategies across environmental, social, and governance areas.

The Committee was established with the approval of the Board of Directors, and its members include the Chairman of the Board, representing the Board of Directors. This ensures direct engagement at the top management level and integration into decision-making processes.

The structure of the Sustainability Committee is organized as follows:

- **Committee Chair**
- **Committee Vice-Chair**
- **Rapporteur**

The Global Committee, established within the Sustainability Committee, coordinates activities aimed at reducing the company’s environmental impacts, managing climate risks, and advancing sustainable practices. This group is composed of expert representatives from various business units, such as environment, energy, quality, and procurement. The members meet on a monthly basis to evaluate their analyses, observations, and recommendations, which are then reported quarterly to the Committee.

The Sustainability Committee and the Global Committee play a critical role in identifying and prioritizing climate-related risks and opportunities, as well as in defining managerial actions. Decision-making, implementation, monitoring, and improvement processes for the company’s climate strategy are carried out through this governance structure.

ROLE AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS (TSRS-2 6.a.v, TSRS-2 6.b.i, TSRS-2 29.g)

At Tat Gıda, climate change-related matters are directly overseen by the Board of Directors, the company’s highest governance body. The structure of the Sustainability Committee requires the participation of at least one Board member, thereby ensuring that strategic sustainability decisions are owned and driven at the top management level. The Board of Directors’ main roles and responsibilities regarding climate issues are as follows:

- Reviewing annual performance reports prepared by the Sustainability Committee and the Finance Team, which include climate risk and opportunity analyses as well as scenario assessments,
- Approving greenhouse gas reduction targets integrated into the corporate strategy and the related implementation plans,
- Contributing to decision-making processes regarding climate-related investments (e.g., renewable energy projects, energy efficiency practices),
- Monitoring the compliance of the Sustainability Committee’s activities with TSRS 1, TSRS 2, IFRS, and other international standards.

The Board evaluates climate risk and opportunity analyses presented by the Sustainability Committee and incorporates them into strategic planning and investment decisions. For instance, scenarios regarding increasing water stress risks and carbon emission costs have resulted in strategic decisions to invest in energy efficiency and to increase the share of renewable energy use. The relationship between high-cost measures and operational sustainability is assessed by analyzing their financial impacts; for example, the investment costs of transitioning to low-carbon technologies are weighed against the potential for creating long-term competitive advantage.

Policies and implementation plans developed as a result of these evaluations are enacted with the approval of the Board of Directors. The Sustainability Committee convenes four times a year to inform the Board about its activities; critical decisions, policy updates, and climate-related risk assessment results are regularly reported. The Board of Directors, in turn, fulfills its strategic guidance role based on these reports and decides on the adoption of new measures when necessary.

At Tat Gıda, climate-related risks and opportunities are analyzed by the Sustainability Committee during its quarterly meetings. These analyses are supported by field observations and operational feedback prepared monthly by the World Committee, Community Committee, Values Committee, and People Committee. Critical risks identified in these meetings are continuously reviewed and monitored. As a publicly traded company, the responsibilities arising from this status are reinforced through the activities of our Early Detection of Risk Committee, which conducts analyses prior to the emergence of risks. When climate-related risks are identified, the committee provides detailed information and recommendations. The Board of Directors considers these reports when reviewing investment decisions and initiates approval processes for the implementation of risk-based actions. Every stage of the process is monitored, and the implementation of risk-mitigation measures is tracked and re-evaluated in the following quarter. Additionally, the accuracy of climate-related controls is reviewed at least once a year by the Internal Audit department.

In managing climate risks, specific response protocols have been developed for each risk type identified by the Early Detection of Risk Committee. For example, in the case of water stress risks, emergency procedures have been established to activate alternative water sources at production sites. The Chair of the Sustainability Committee is not only the ultimate approval authority but also actively participates in monitoring processes. In each quarterly review meeting, the impact of implemented actions and any deficiencies are evaluated, followed by updates where necessary. Currently, climate-related performance metrics are not directly integrated into compensation policies; however, assessments are ongoing regarding their potential inclusion in the bonus system in the future.

COMMITTEE COMPETENCE (TSRS-2 6.a.ii)

The members of the Global Committee within Tat Gıda play active roles in climate change, environmental management, and sustainability, bringing with them the expertise of their respective departments as well as extensive experience gained in the sector. Operating under the Sustainability Committee, the Global Committee reports quarterly to the Sustainability Committee. These presentations help shape the company's initiatives in environmental sustainability. In 2024, the Global Committee also continued its work on climate issues, with the establishment of a climate-specific structure being among the goals for the coming years.

The roles and authorities of the Sustainability Committee members are directly aligned with the company's environmental strategies. The Committee Chair, who also serves as Chairman of the Board and Chief Executive Officer, represents the Board and senior management, ensuring that environmental sustainability strategies are integrated into overall business objectives. The Committee Coordinator is responsible for monitoring strategic goals, managing internal communication, and overseeing the implementation of action plans. The Rapporteur is tasked with recording decisions and ensuring the regular flow of information to senior management. Members take on responsibilities according to their areas of expertise, such as investor relations, sustainability communications, environmental data management, and regulatory monitoring. Quarterly meetings guide management decisions, and action plans are developed in line with the decisions taken.

Thus, all duties are carried out in full alignment with the company's climate, environmental, and sustainability strategies.

Members of the Sustainability Committee regularly participate in both internal and external training programs to keep their knowledge and competencies in these areas up to date, while closely following relevant regulations and sectoral developments.

In cases where technical expertise is required or the existing capacity is insufficient, the Committee engages external experts and consultancy services to ensure that decision-making processes are conducted with accurate and up-to-date information. Looking ahead, the company aims to further strengthen competence in this area, including the establishment of a climate-specific governance structure.

The table below presents information on the members of the Sustainability Committee, including their roles, sectoral experience, and competencies in the field of sustainability:

Committee Members	Position	Sector Experience / Education / Financial Experience	Years of Experience	Sustainability Experience	Committee Role	External Duties
Veysel Memiş	Chairman of the Board and General Manager (Executive)	Tat Gıda / 2 years / Istanbul University - Management - Licence / Yes	16 years	Tat Gıda / 1 year	Chair	Coordinator Chair of Akdeniz Exporters' Association (AKİB); Chairman of the Board, Akdeniz Cereals, Pulses, Oil Seeds and Products Exporters' Association (AHBİB); Deputy Chairman of the Board of Mersin Organized Industrial Zone; Board Member of Mersin Technopark; Honorary Consul of the Kingdom of Belgium in Adana, Osmaniye and Hatay
Merve Cansın Kaplan	Sustainability Strategy and Communications Manager (Executive)	Tat Gıda / 2.5 years – Galatasaray University MBA / Yes	8 years	Tat Gıda / 2.5 years – ITU Sustainable Development Specialization Program Boğaziçi University ESG Program	Deputy Chair of Sustainability Committee	None
Gözde Deniz	Sustainability and Communications Specialist (Executive)	Tat Gıda / 1 year – Münster University, Master's in Sustainability and Democracy / No	4 years	Tat Gıda / 1 year	Rapporteur	None
Hüseyin Yalçın	Director of Finance and Financial Planning (Executive)	Tat Gıda / 21 Years / Sakarya University - MBA / Yes	21 years	Tat Gıda / 1 year	Committee Member	None
Deniz Uysal	Investor Relations Director (Executive)	Tat Gıda / 1 year / Hacettepe University - MBA / Yes	23 years	Tat Gıda / 1 year	Committee Member	None

The members of the Global Committee, which plays an influential role in climate governance, and their respective roles within the committee are listed below:

Committee Member	Committee Role
Ali Onur	Committee Chair / Deputy General Manager of Operations
Mesut Topçuoğlu	Member / Mustafakemalpaşa Plant Manager
Sefer Can Aydoğdu	Member / Karacabey Plant Manager
Necdet Doğan	Member / Torbalı Plant Manager
Selcen Köken	Member / Quality Group Manager
Sezen Çiftçioğlu	Member / Quality Systems Manager
Ersel Torlak	Member / Senior Environmental Engineer

PROCEDURE-BASED GOVERNANCE

Risk Governance and Early Detection of Risk Committee

Within Tat Gıda, the **Early Detection of Risk Committee** plays an active role in risk governance and the management of risks. Although there is no specific procedure dedicated to climate risks and climate governance, climate-related risks are included within the general responsibilities of this Committee, and their assessments are carried out accordingly.

MEETINGS, REPORTING AND PERFORMANCE MONITORING

(TSRS-2 6.a.i, TSRS-2 6.b.ii)

Tat Gıda conducts its environmental sustainability and climate-related governance activities through regular meetings, systematic reporting mechanisms, and performance monitoring.

Meeting Processes

- **The Sustainability Committee** convenes at least four times a year, with extraordinary meetings held when necessary. In 2024, the Committee met quarterly, totaling four meetings.
- **The Global Committee**, operating under the Sustainability Committee, meets on a monthly basis and convened 12 times in 2024, with climate governance and climate change among the key topics discussed. Following TSRS reporting, the Committee will take actions and implement more concrete steps on these issues, with regular participation from representatives of the environment, energy, quality, production, procurement, sustainability, and corporate communications units, ensuring that risks and opportunities identified at the operational level are directly incorporated into evaluations. Based on these evaluations, the Sustainability Committee shapes strategic decisions while coordinating with departments such as finance, investor relations, and human resources to take financial impacts and corporate policies into account. The work of the Early Detection of Risk Committee is supported by the internal audit unit, which integrates the applicability and effectiveness of controls into annual audit processes, thereby enabling climate-related decision-making and implementation to be managed across the company with a holistic approach.

Reporting Mechanisms

- The analyses, evaluations, and recommendations prepared by the working groups are presented to the Sustainability Committee on a quarterly basis.
- The Committee **reports its activity results, climate risk studies, and sustainability performance to the Board of Directors** at least once a year.
- These reports serve as the primary source of data for the preparation of sustainability reports publicly disclosed under TSRS.

Performance Monitoring

- Climate-related performance indicators are monitored and evaluated by the Global Committee and the relevant working groups, and are updated with a continuous improvement approach.
- Environmental metrics such as greenhouse gas emissions, energy consumption, water use, and waste management are tracked periodically and compared against annual targets.
- To assess progress toward sustainability objectives, the Committee implements internal audit and verification processes, identifying areas for improvement.

Through this structure, Tat Gıda maintains its climate change mitigation and adaptation processes within a systematic and traceable governance model. Looking ahead, the establishment of a dedicated climate-specific structure is also among the company's goals.

Tat Gıda Employees

Tat Gıda aims for its employees to take an active role in managing and mitigating climate risks, making this approach an integral part of the corporate culture. In this context, all employees are expected to comply with the company's environmental, social, and governance (ESG) policies and climate risk management strategies, and to take steps within their areas of responsibility to reduce these risks. In the coming years, the company also plans to provide specific training programs on climate and climate-related risks.

Remuneration

Currently, the remuneration policy does not include a bonus system linked to targets related to climate risks and opportunities. In the coming periods, the aim is to activate processes within the system to integrate such mechanisms. At present, performance is monitored only through the Global, Community, Values, and People Committees, which operate under the leadership of the senior management-led Sustainability Committee. Once remuneration integration is completed, progress will be supported by a company-wide bonus system aligned with Tat Gıda's targets of 55% reduction by 2030 and net zero by 2050.

STRATEGY

RISK IMPACT ASSESSMENT (TSRS-2 25.a.iii, TSRS-2 25.a.iv)

Tat Gıda employs **both qualitative and quantitative analysis** methods when assessing climate-related risks. The assessment process is structured within the framework of the company’s **Early Detection of Risk Committee Principles** and is applied across all production facilities.

Each risk is first **evaluated in terms of likelihood**, supported by field data, historical events, consultant analyses, and scientific sources. The likelihood assessment is standardized and categorized as **Low – Medium – High**.

In addition, the impact of risks on the company is measured on the basis of financial magnitude. For each risk, the potential monetary impact is calculated, and these amounts are classified according to threshold values determined by Tat Gıda’s internal assessment process as follows *(These thresholds have been defined entirely through Tat Gıda’s internal evaluation process, which is presented in the 2024 Financial Report. The figures provided represent the aggregate of financial impacts across the short, medium, and long term. Medium- to long-term impacts have been discounted.)*

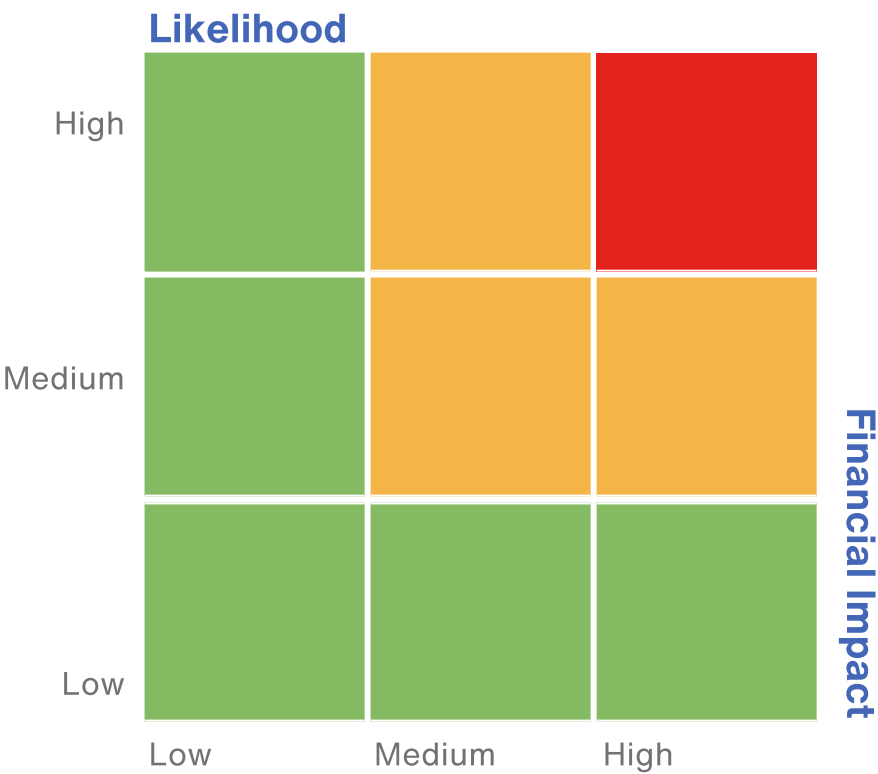
Low Impact/Term: 0–70 million TRY

Medium Impact/Term: 70–210 million TRY

High Impact/Term: 210 million TRY

This dual-dimensional assessment (likelihood × impact) forms the basis of the risk prioritization matrix, which determines the order in which risks should be addressed, the measures that need to be prioritized, and the issues that must be reported to management. In this way, decision-making processes are grounded both in scientific data and company-specific customized insights.

MATERIALITY MATRIX



TIME HORIZONS (TSRS-2 10.d)

Tat Gıda structures its strategic planning for climate change within short-, medium-, and long-term time horizons. In this context, the timeframes are defined as follows:

- Short-term:** 0–1 year
- Medium-term:** 1–5 years
- Long-term:** 5 years and beyond

The time horizons used in the assessment of climate risks and opportunities—0–1 year (short-term), 2–5 years (medium-term), and 5+ years (long-term)—have been determined in alignment with the company’s strategic planning cycles, investment decisions, and operational processes.

AREAS OF IMPACT (TSRS-2 13.b)

Tat Gıda’s climate strategy covers all of the company’s facilities located in **Torbalı, Karacabey, and Mustafakemalpaşa**; accordingly, the scope and impact area of the risk assessment include all three sites. In the company’s strategic plans, the production processes, energy infrastructure, supply chain relationships, and logistics activities of these facilities are evaluated based on their level of sensitivity to climate risks, and transformation steps are shaped accordingly.

CLIMATE RISKS AND OPPORTUNITIES

(TSRS-2 10.a, TSRS-2 10.b, TSRS-2 10.c, TSRS-2 13.a, TSRS-2 13.b, TSRS-2 15.a, TSRS-2 15.b, TSRS-2 16.a, TSRS-2 16.b, TSRS-2 21)

Physical Risk (aligned with RCP4.5 scenario)				
Category	Content			
Risk Type	Climate Risk – Physical Risk (Drought)			
Sustainability Priority	Climate Change and Greenhouse Gas Emissions			
Risk Description & Key Risk Factor	Potential increase in tomato prices, energy consumption, and additional water supply costs for the company in case of drought due to rising temperatures from climate change in Türkiye.			
Timeframe	Short – Medium – Long			
Impact on the Value Chain	Direct Operations			
Impact	Short term: low, medium term: low, long term: medium			
Probability	Medium			
Compound Magnitude (Probability x Impact)	Short term: 2 (low) Medium term: 2 (low) Long term: 4 (medium)			
Potential Financial Impact	There are no material current financial impacts.			
	Severe Drought and Critical Water Risk			
	Million TRY	Short-Term Financial Impacts (0–1 Year)	Medium-Term Financial Impacts (1–5 Years)	Long-Term Financial Impacts (5+ Years)
	Financial Situation	-6	-18	-59
	Financial Performance	-17	-49	-151
	Cash Flows	-17	-49	-151
	The expected financial impacts specified for the statement of financial position represent either an increase (+) or a decrease (–) in assets.			

Physical Risk (aligned with RCP4.5 scenario)	
Category	Content
Potential Financial Impact	The impact on the financial position is observed in inventories, fixed assets, and financial liabilities. The impact on financial performance is reflected in revenue, cost of sales, and finance expenses. The impact on cash flows is seen in changes in trade receivables, trade payables, cash outflows arising from the acquisition of tangible and intangible assets, and loan transactions. Financial impacts are expressed in present values.
Financialization Approach	The potential financial impact of a drought risk in Türkiye on Tat Gıda's production has been calculated using the following methodology. Drought is expected to increase tomato costs, energy consumption, and water supply expenses. Additionally, the financing impact for the relevant period has been included in the calculation. The RCP4.5 scenario was used for the financial quantification approach of this risk. To assess the financial impact on tomato costs, the average air temperature during the tomato season was first identified, and the adverse effects of temperature increase under the current scenario were determined.



Physical Risk (aligned with RCP4.5 scenario)				
Category	Content			
Financialization Approach	As a result of this effect, the normal temperature during the tomato season is 32-34 degrees Celsius, and a 2-degree change affects tomato pollination physiology.			
	Due to this situation, raw material prices are projected to increase by 22 %, and purchasing power is projected to decrease by 11%.			
	Another factor considered in the calculation is the increase in energy consumption. Due to the 2-degree increase, additional costs for cooling are required. This cost is projected to increase consumption by 10 %, and the calculation is based on this projection. The current energy consumption value in 2024 was multiplied by 1.1 to calculate the energy consumption cost under the scenario.			
	The cost of drilling a water well is another factor used in the calculation. This cost was calculated by multiplying the current water well drilling cost for 2024 by inflation data and the financing impact.			
Risk Management Actions	This method was based on reasonable and supportable assumptions as required by TSRS 2.			
	Current Status: Tat Gıda is taking action regarding this risk. Actions such as water efficiency trainings and contract farming agreements are already ongoing. It has been prioritized with plans to set targets in this area.			
Targets and Metrics	Reducing water consumption by 10% in the long term.			
		Short Term (0-1 Years)	Medium Term (1-5 Years)	Long Term (5+ years)
	Water consumption reduction per ton	2 %	7 %	10 %
	In 2024, water consumption per ton was 32.44 cubic meters.			

Transition Risk				
Category	Content			
Risk Type	Emissions Trading System (ETS) and Carbon Taxation Risk - Transition Risk			
Sustainability Priority	Climate Change and Greenhouse Gas Emissions			
Risk Description & Key Risk Factor	Regulations and emissions trading practices that came into force in the European Union pose potential transition risks for exporting companies.			
Timeframe	Medium - Long			
Impact on the Value Chain	Direct Operations			
Impact	None in the short term, low in the medium and long term			
Probability	Medium			
Compound Magnitude (Probability x Impact)	2 (low) in the medium and long term			
Potential Financial Impact	There is no current significant financial impact.			
	Emissions Trading System and Carbon Taxation Risk			
	Million TRY	Short-Term Financial Impacts (0–1 Year)	Medium-Term Financial Impacts (1–5 Years)	Long-Term Financial Impacts (5+ Years)
	Financial Situation	0	37	248
	Financial Performance	0	-5	-31
	Cash Flows	0	-5	-31
	The figures in the table are cumulative and discounted to present value.			
	NOTE: There are no significant short-term financial impacts.			



Transition Risk				
Category	Content			
Financialization Approach	The regulations enacted in the European Union and the implementation of emissions trading schemes pose potential transition risks for exporting companies. Although emissions trading and carbon quotas have not yet been introduced in Türkiye, in line with global targets for reducing carbon emissions, products may need to be manufactured with lower-carbon packaging materials in response to potential demands from European customers.			
	If revisions are made to packaging materials to reduce carbon emissions, production costs may increase. According to the scenario analysis, if 10% of these additional costs cannot be reflected in sales prices, this could result in a gross profit margin loss of approximately one percentage point.			
	Since competing manufacturers will also face the same packaging requirements, it will be inevitable for customers to bear the majority of these cost increases. Producers, on the other hand, in order to avoid losing customers, will absorb only a limited share of the cost (around 10%), thereby preserving the competitive balance.			
Targets and Metrics	Scope 1 and 2 emissions to reach net zero by 2050			
		Short Term (0-1 Years)	Medium Term (1-5 Years)	Long Term (5+ years)
	Reducing Scope 1 and 2 emissions	-	55%	Net Zero
In 2024, total energy consumption of scope 1 and 2 was 42,891 tCO ₂ e/GJ.				

Opportunities				
Category	Content			
Opportunity Type	Sustainability Opportunity – Operational Efficiency			
Sustainability Priority	Sustainable Agriculture			
Opportunity Definition	With large-scale digital agriculture studies, productivity increases and costs decrease despite the identified drought risk.			
Timeframe	Short, Medium, Long			
Impact on the Value Chain	Direct Operations			
Impact	Low in the short and medium term, high in the long term			
Probability	High			
Compound Magnitude (Probability x Impact)	3 (low) in the short and medium term, 9 (high) in the long term			
Potential Financial Impact	There is no current significant financial impact.			
	Digital Agriculture Opportunity			
	Million TRY	Short-Term Financial Impacts (0–1 Year)	Medium-Term Financial Impacts (1–5 Years)	Long-Term Financial Impacts (5+ Years)
	Financial Situation	11	22	*
	Financial Performance	26	76	*
	Cash Flows	26	76	*
	*The long-term impacts have not been calculated due to the significant level of uncertainty they involve.			
	The figures in the table are cumulative and discounted to present value.			



Opportunities					
Category		Content			
Financialization Approach		The financial impact of digital agriculture has been assessed based on reduced tomato costs resulting from these initiatives, the solar power plant (SPP) investment, operating expenses, and financing effects.			
		In this context:			
		The reduced tomato cost following the implementation of digital agriculture practices, along with the related raw material price and purchased tonnage, has been taken into account.			
		The GES investment and its potential financial impact have been identified.			
		Operational investments related to digital agriculture have been considered, and their impact as expenses has also been reflected financially.			
		By including the financing effect, a total financial opportunity impact has been captured.			
		In 2024, no financial impact has arisen from this risk.			
Targets and Metrics		Digital agriculture opportunity target: To reach 100% of farmers within the scope of digital agriculture by 2050.			
			Short Term (0-1 Years)	Medium Term (1-5 Years)	Long Term (5+ years)
		Proportion of digital agriculture farmers	30%	50%	100%
		In 2024, the rate of digital agriculture farmers was 7%.			

The impacts of climate risks and opportunities on financing and cash flows vary in direct proportion to the time horizons and the financial effects that may arise within those periods.

Short term: Potential operational cost increases may occur due to physical risks such as rising energy costs and drought. However, efficiency gains from digital agriculture practices and reduced operational costs are expected to generate positive effects during this period.

Medium term: With the implementation of energy efficiency initiatives and renewable energy projects, operational costs are projected to decline in the coming years. This could have an improving effect on cash flows.

Long term: The target of reducing carbon emissions by 55 %, together with the expansion of green financing options and declining energy costs, may ensure sustainable financial performance. In the long term, revenue growth is anticipated through low-carbon economy-aligned products and services. Climate adaptation and mitigation expenditures may involve investments required for asset protection and sustainable growth. It is evident that various investments and projects will affect the company’s financial structure in different ways in both the short and long term, while the long-term potential of the low-carbon economy can be leveraged for financial gains.

FINANCIAL PLANNING AND CAPITAL ALLOCATION (TSRS-2 14.B, TSRS-2 16.C.i, TSRS-2 16.C.ii, TSRS-2 16.C.iii, TSRS-2 16.D, TSRS-2 17, TSRS-2 22.A.iii.(1), TSRS-2 29.E)

Tat Gıda structures its investment and resource planning with a sustainability focus, taking into account climate-related risks and opportunities (TSRS-2 14.B). In this context, investments in solar power plants (SPP) commenced in 2024, with the first project expected to become operational in the first half of 2025. In the second half of the year, the investment for the second project is planned to begin and be completed within the same year. Through these projects, the company aims to meet approximately 97 % of its electricity needs from renewable sources. The SPP investments are positioned not only as a transition to renewable energy but also as priority efficiency investments that will reduce electricity costs. In this scope, an investment expenditure of TRY 4,799,828 was made for the first project in 2024, with an additional TRY 35,000,000 projected for 2025. Furthermore, an investment of USD 3.8 million has been allocated for the second SPP project in 2025. (TSRS-2 22.A.iii.(1), 16.C.i-iii).



These investments will be supported by long-term loans under green financing, and in 2025, both projects will benefit from credit packages provided by the International Bank for Reconstruction and Development (IBRD), a member of the World Bank Group, through Türk Eximbank. In this way, the company will effectively utilize not only its own equity but also international development bank-backed credit opportunities within the sustainable finance ecosystem for its climate projects (TSRS-2 29.E).

In addition to SPP investments, other cost-reducing efficiency projects also occupy a priority position in the planning framework. Environmental wastewater management (rehabilitation of wastewater channels), energy efficiency projects such as steam and natural gas, as well as water recovery projects are considered within this scope. These projects both reduce operational costs and directly contribute to environmental sustainability. In this context, an investment of TRY 49,579,865 was made in 2024, and a new investment expenditure of USD 1 million is projected for 2025 (TSRS-2 16.D, 22.A.iii.(1)).

The company also attaches importance to developing long-term collaborations within its supply chain to jointly implement investments that meet sustainability criteria, including the use of recyclable packaging and low-carbon production practices (TSRS-2 16.D, 29.E).

Tat Gıda aims to further increase its climate investments in the coming period by integrating its own equity with green financing opportunities.

CLIMATE-ALIGNED STRATEGIC TRANSFORMATION STEPS **(TSRS-2 14.a.ii, TSRS-2 14.a.iii, TSRS-2 14.a.iv, TSRS-2 14.a.v, TSRS-2 22.a.iii.(3))**

Tat Gıda is taking various strategic transformation steps to enhance corporate resilience against climate change and accelerate the transition to a low-carbon production model. This transformation covers both existing operations and planned new investments.

Transition to Renewable Energy

The acceptance procedures for the Manisa Solar Power Plant (SPP) with a capacity of 2.3 MWp will be completed by the relevant distribution company on 21.05.2025. Within the scope of our company's sustainability strategy, an easement right has been established for 29 years on a treasury land located in Çiçektepe village, Dinar district, Afyonkarahisar province, for the installation of a Solar Power Plant with an installed capacity of 7.3 MWe (9.9 MWp). This facility is also targeted to be operational by 2025. With the commissioning of this plant, 97% of the company's electricity needs will be met by SPP investments.

Among the direct actions taken against climate risks are energy efficiency projects, renewable energy investments, water recovery applications, and the use of packaging materials with a low carbon footprint. Indirect actions include supporting sustainable agricultural practices, reducing supply chain risks, and increasing employee awareness.

Clean Energy and Emission Reduction

This strategy is based on renewable energy investments, energy efficiency projects, and the transformation of production processes to reduce carbon footprint. Achieving these goals depends on several critical external and internal dependencies, such as the timely commissioning of SPP investments, suitability of technological infrastructure, regulatory support, sustainability practices in the supply chain, and access to financing.

The success of the 55% carbon emission reduction target largely depends on the successful implementation of the transition to renewable energy sources and the optimization of energy-intensive processes. Therefore, the transition plan is integrated not only with technical investments but also with factors such as supply chain transformation, employee training, adaptation of internal corporate processes, and close monitoring of political and economic developments.

Water Management

Tat Gıda aims to optimize the use of natural resources in agricultural production processes to ensure efficient utilization of water resources. In line with environmental sustainability goals, various projects are being developed and implemented to increase water recovery rates. In 2024, within the scope of water and wastewater management, capacity expansion work was carried out at the biological treatment facility. This initiative has reduced the environmental footprint and ensured full compliance with the Water Pollution Control Regulation (SKKY).

Product and Process Transformation

As part of climate-friendly product development efforts, recyclable and low-carbon footprint materials are preferred in packaging production. Waste reduction and water efficiency are also considered in production processes. During these processes, elements such as the use of recyclable packaging, carbon footprint reduction targets, and contract farming practices fall under indirect actions for managing climate risks. Additionally, direct actions include increasing energy efficiency in production processes, reducing plastic usage, renewable energy investments (SPP installation), and water recovery projects. Furthermore, risks originating from the supply chain are managed and structurally reduced through sustainability protocols signed with suppliers.

SCENARIO ANALYSIS AND STRATEGIC ALIGNMENT

(TSRS-2 22.b.i, TSRS-2 22.b.i.(1), TSRS-2 22.b.i.(2), TSRS-2 22.b.i.(3), TSRS-2 22.b.i.(4), TSRS-2 22.b.i.(5),TSRS-2 22.b.i.(6))

Scenarios and Assumptions

Tat Gıda conducted a comprehensive climate scenario analysis in 2024 to assess its corporate resilience to climate change. This analysis was carried out in line with the principles of transparency and accountability set out under Article 27 of TSRS S2. Among the scenarios considered, the company adopted a climate-related scenario aligned with the most recent international climate agreement, and scenario analyses were conducted based on the IPCC RCP 4.5 scenario.

- RCP4.5 Scenario: A moderate scenario where climate change is controlled through limited emission increases, yet some physical impacts are still expected.

Tat Gıda selects climate scenarios to evaluate the effects of physical risks (heatwaves, floods, droughts, etc.) on operations and the impacts of transition risks (carbon taxes, regulations, shifts in consumer preferences) on the business model. These scenarios are used to test the company's resilience under different climate conditions, shape strategic planning accordingly, and adapt long-term investment decisions to climate risks.

RESILIENCE ASSESSMENT BASED ON PHYSICAL RISKS

(TSRS-2 22.a.i, TSRS-2 22.a.ii, TSRS-2 22.a.iii.(2))

According to scenario analyses, it is projected that acute and chronic physical risks such as heatwaves, flood risk, and drought will increase in Türkiye and the İzmir and Bursa regions.

Key findings in this context include:

- Increased fire threat due to high temperatures and drought risk,
- Changes in precipitation patterns complicating access to water resources,
- Potential damage to facility infrastructure from flood and overflow risks.

In light of these risks, plans have been made to implement resilience-enhancing measures in facility infrastructure, and evaluations have been conducted for upgrades such as cooling system renovations to protect employee health.

INTEGRATION INTO DECISION-MAKING PROCESSES

(TSRS-2 6.a.iv, TSRS-2 14.a.i)

The outcomes of scenario analyses conducted at Tat Gıda have started to be integrated into strategic planning and investment evaluation processes. While these analyses have not yet necessitated changes in existing investments, climate risks are now recognized as a significant factor in corporate decision-making.

The company has not made any decisions regarding asset divestment or repositioning to date. However, it commits to regularly updating climate scenarios and incorporating this data as an integral part of decision-support processes. There are certain investment plans that, though not contractually binding, are strategically prioritized, such as energy efficiency modernization efforts, utilization of renewable energy sources (e.g., rooftop solar installations), expansion of digital agriculture infrastructure, and investments in increasing automation technologies in production processes.

Additionally, the company continues its production and operations exclusively in Türkiye, with no activities or production facilities in other countries.

RISK MANAGEMENT

Tat Gıda applies a structured risk management system to identify, assess, prioritize, and manage risks arising from climate change. The company regularly monitors both physical and transition risks across all its facilities and throughout the value chain, and develops preventive and corrective actions to minimize their potential financial impacts. These processes are coordinated by the Sustainability Committee and are systematically reviewed at least once a year. This section provides a detailed explanation of the company's approach to climate risk management, its monitoring practices, and the measures implemented.

APPLIED INPUTS AND PARAMETERS (TSRS-2 22.b.i.(7), TSRS-2 22.b.ii.(1), TSRS-2 22.b.ii.(2), TSRS-2 22.b.ii.(3), TSRS-2 22.b.ii.(4), TSRS-2 22.b.ii.(5)), TSRS-2 25.a.i.)

Tat Gıda utilizes qualified data sources, such as field observations and cost analyses, to identify and assess climate-related risks. These inputs are supported by scientifically based analyses aligned with the company's operational realities, thereby enhancing the reliability of the risk management process.

Risk assessment activities are not limited to central units but are carried out across all production facilities, including **Mustafakemalpaşa, Karacabey,** and **Torbalı**. Taking into account each facility's geographical location, level of climate exposure, and operational characteristics, the degree of vulnerability to different scenarios is evaluated individually.

Mustafakemalpaşa (Bursa):

Risk: Rising temperatures and drought conditions during the summer months may negatively affect open-field production of crops such as tomatoes and peppers.

Regional factor: Due to the high concentration of industrial and agricultural activities, water resources in the region are under stress.

Additional risk: Extreme weather events such as hail and floods pose a risk of disruption to production and logistics operations.

Source: MGM, Bursa Provincial Climate Change Strategy, 2023

Karacabey (Bursa):

Risk: A production model based entirely on tomatoes carries a monoculture-related climate risk.

Regional factor: In the Karacabey Plain, groundwater levels have been declining in recent years, and drought has become more pronounced.

Additional risk: Rising temperatures may lead to a decrease in tomato yields.

Source: TÜBİTAK-MAM Marmara Region Climate Projection, 2022

Torbalı (İzmir):

Risk: Prolonged heat waves pose a risk by increasing energy consumption and cooling requirements.

Bölgesel değişken: The probability of forest fires in the region is high.

Source: İzmir Metropolitan Municipality Climate Adaptation Strategy Document, 2023

Accordingly, climate risks are assessed not only at the macro level but **also through facility-specific, regional, and process-based approaches**, and are systematically integrated into the company's risk management processes.

CONTRIBUTION OF SCENARIO ANALYSIS TO RISK IDENTIFICATION (TSRS-2 25.a.ii)

Tat Gıda utilizes scenario-based assessments to identify climate-related physical risks. In 2024, analyses were conducted with the support of a consulting firm, applying the IPCC's RCP 4.5 scenario. As global scientific projections on the long-term impacts of climate change, these scenarios were contextualized to the geographies in which the company operates to ensure relevance and applicability.

In the scenario analyses, Bursa and İzmir, where Tat Gıda's production facilities are located, and İstanbul, where the company's headquarters is based, were taken as the reference geographies. Regional adjustments were made by considering the specific locations of the facilities and their levels of climate exposure, and the identified risk types were assessed in detail at the facility level.

The scenario outputs were directly utilized in the development of facility-level risk inventories and the preparation of prioritization matrices. These outputs informed the assessment of probability and impact levels in risk scoring, thereby providing foresight into which risks may emerge as priorities in the short, medium, and long term.

While the scenario results did not lead to immediate outcomes such as investment decisions or asset restructuring, they served as a guiding element in strengthening the company's overall risk assessment processes.

RISK AND OPPORTUNITY MONITORING PROCESSES (TSRS-2 25.a.v, TSRS-2 25.b)

Tat Gıda prioritizes climate-related risks over other types of risks due to its production's significant dependence on agricultural inputs and natural conditions. Many operational areas, including raw materials used, production planning, product quality, and logistics processes, are directly affected by climate conditions, not just contract farmers.

Therefore, climate risks are considered a high-priority risk within the company's risk management processes.

Tat Gıda conducts its climate risk monitoring and management activities through a regular and systematic assessment process conducted at least annually. This process is defined within the company's Risk Management Procedure and Activity Report and is implemented across all production facilities.

METRICS AND TARGETS

GREENHOUSE GAS EMISSIONS AND CALCULATION METHODOLOGY

(TSRS-2 29, TSRS-2 29.a,TSRS-2 29.a.i, TSRS-2 29.a.i.(1), TSRS-2 29.a.i.(2), TSRS-2 29.a.i.(3), TSRS-2 29.a.iii, TSRS-2 29.a.iii(1), TSRS-2 29.a.iii(2), TSRS-2 29.a.iv, TSRS-2 29.a.iv(1), TSRS-2 29.a.v)

Tat Gıda began calculating its greenhouse gas (GHG) emissions in 2022 and, as of 2024, has verified its emissions. This reporting period therefore represents the company's first verified carbon emissions inventory. The calculations were carried out in line with the GHG Protocol, applying a data-driven approach that covers three active production facilities. The measurement approach, data inputs, and assumptions used in this reporting period are consistent with those of the previous year.

At Tat Gıda, the calculation of GHG emissions is conducted solely under the Monitoring, Reporting and Verification (MRV) system of the Ministry of Environment, Urbanization and Climate Change. Within this scope, only carbon dioxide (CO₂) emissions from stationary combustion sources (e.g., natural gas boilers, diesel used in generators, and LPG consumption) have been calculated. Net calorific values (NCV) and emission factors (EF) were applied, based on national inventory tables and data guidelines provided by the Ministry.

Gross Emissions Calculated within the Scope:

- Scope 1 Emissions: 34,228 ton CO₂e
- Scope 2 Emissions 8,663 ton CO₂e (location based)

Scope and Measurement Methodology, General Information on Calculations:

- The calculation has been conducted solely for the three production facilities (Karacabey, Mustafakemalpaşa, and Torbalı) within the scope of manufacturing activities.
- Data on Scope 1 and Scope 2 GHG emissions have been calculated only for the main operations (production facilities); no separate emission calculations have been performed for subsidiaries, joint ventures, or non-consolidated affiliates.
- Within Scope 1, emissions from direct fuel consumption, refrigerant gases, and fire extinguishers have been taken into account.

INTEGRATION INTO ENTERPRISE RISK MANAGEMENT (TSRS-2 25.c)

Tat Gıda aims to align the management of climate-related risks with its overall risk management processes to ensure that such risks are addressed at the corporate level. Climate risks are integrated into existing decision-making mechanisms and are reported to the Board of Directors by the Sustainability Committee at least once a year.

The company seeks to integrate climate risks into its overall strategies and risk prioritization system by addressing them alongside operational, financial, and reputational risks. In this context, efforts are underway to ensure that climate risks are regularly and systematically incorporated into the central risk inventory system.

Through this approach, Tat Gıda aims to adopt a holistic management framework at the corporate level, considering not only the environmental dimension of climate-related risks but also their financial, strategic, and governance implications.

At Tat Gıda, climate risk monitoring is not limited to assessment-based activities but is embedded within operational processes. For instance, through Digital Farm applications, data such as temperature, precipitation, and soil moisture in production areas are continuously monitored. These data directly inform irrigation planning and crop diversification decisions within the contracted farming model.

In addition, potential climate impacts such as drought and yield risks are taken into account in annual supply and capacity planning processes, with related strategic decisions supported by these inputs. In this way, climate risk management is not confined to monitoring but is fully integrated into the company's strategic and operational decision-making mechanisms.

The monitoring and assessment of climate risks are carried out under the coordination of the Sustainability Committee. The Committee;

- collects data from relevant departments,
- regularly monitors identified risks,
- evaluates the effectiveness of existing control measures,
- ensures the implementation of corrective actions when necessary.

At the comprehensive evaluation meetings held at the end of each year, the company's risk management performance for the current year is reviewed, and priorities and action plans for the following year are determined. The results of risk monitoring are presented in detail in the annual reports submitted to the Board of Directors.

Through this system, Tat Gıda adopts a management approach that is both proactive and adaptive to climate risks, regularly updating its processes in line with changing conditions.

- Under Scope 2, indirect emissions from electricity consumption have been assessed, with the calculation performed on a location-based approach. Emission factors provided by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye were used in these calculations.
- The calculations were based on the total electricity consumption of the three production facilities.
- In the current reporting period, the company has not carried out any costing studies related to greenhouse gas emissions.
- The company’s business activities do not include asset management, commercial banking, or insurance operations.

These calculations will form the basis for monitoring the company’s energy intensity, emissions intensity, and reduction targets, and will be updated annually to track sustainability performance.

TARGETS

(TSRS-2 33, TSRS-2 33.a, TSRS-2 33.b, TSRS-2 33.c, TSRS-2 33.d, TSRS-2 33.e, TSRS-2 33.f, TSRS-2 33.g, TSRS-2 36.a, TSRS-2 36.b, TSRS-2 36.c, TSRS-2 36.d)

Tat Gıda reinforces its commitment to combating climate change and advancing environmental sustainability through measurable performance targets and trackable metrics. As of 2024, this target framework reflects the company’s strategic orientation towards enhancing energy efficiency, reducing carbon emissions, expanding the use of renewable energy, and strengthening environmental criteria across its supply chain.

Starting in 2024, measurable environmental sustainability targets have been defined on a departmental basis through the participation of responsible managers and relevant teams, following an assessment of current operational conditions. The selected environmental metrics (energy consumption, carbon emissions, and water consumption rates) have been aligned with Tat Gıda’s strategic sustainability objectives and integrated across all relevant business units, primarily Operations, Energy Management, Maintenance, Environment, and Sustainability. Each department establishes its own annual performance targets linked to these metrics and conducts monitoring activities based on the defined indicators.

Specifically, energy consumption and carbon emissions metrics are directly integrated into the performance criteria of the Energy Management and Production teams, while water consumption ratios are applied in the process monitoring activities of the Environment and Maintenance teams. These metrics are incorporated into the Corporate Performance Monitoring System and tracked through quarterly reporting, with corrective measures implemented in cases of deviations from targets. The Sustainability Committee reviews the integration of these metrics into departmental processes and their alignment with strategic objectives at least four times a year. The Committee also reports the status of each metric to senior management, ensuring that environmental improvements at the operational level progress in coordination with the company’s long-term sustainability vision.

All targets have been established using **2024 as the baseline year**, with achievement planned **by 2030**. The applicability and validity of these targets will be **periodically reviewed** in line with the commissioning of new investments and revised where necessary.

Short-term targets (1–2 years) are defined as specific outputs aligned with the annual activity calendar, whereas medium-term targets (3–5 years) are structured to support organizational transformation and systemic progress.

Specific Interim Targets and Milestones:

- 2024 goal: Integrating sustainability criteria into purchasing contracts; monitoring all suppliers to ensure they sign this protocol, measuring and reporting completion rates. (Transition Risk)
- 2024 goal: Increasing renewable energy rates through solar power plant investments and achieving a 5% annual improvement in energy efficiency. (Physical Risk)

- 2027 target: Completing transportation optimization in the supply chain and contributing to emission reduction targets. (Transition Risk)

Monitoring and Continuous Improvement Process:

The monitoring of these interim targets is carried out during the quarterly meetings of the Sustainability Committee. Performance indicators defined for each target (e.g., carbon emission ratio, energy consumption, plastic weight) are tracked by the relevant departments, and identified improvement needs are incorporated into annual plans. The processes are implemented through the following steps::

- **Initial Review (Quarterly):** Progress towards targets is measured and any deviations are reported.
- **Milestone Analysis:** Achievement of critical thresholds (e.g., 50% female employment, 1% reduction in plastics) is assessed.
- **Action Update:** New projects are defined for areas with delays or deviations (e.g., accelerating packaging transformation projects on the R&D side).
- **Annual Improvement Plan:**Corrective activities addressing identified performance gaps are integrated into the following year’s strategic plans.

The company’s current greenhouse gas emission targets are directed towards gross emission reductions. As carbon offset practices have not yet been systematically implemented, no net emission target has been defined. In line with the gross reduction targets, the company focuses primarily on energy efficiency, the use of renewable energy, and the optimization of production processes. A sectoral decarbonization approach has not been applied in the establishment of these targets.

Below are the key environmental targets and related metrics under TSRS S2:

Subject	Indicator	Metric	Base Year	Base Year Value	Target Year	Target
Increasing the Rate of Farmers Practicing Digital Agriculture	%	Percentage of Farmers Practicing Digital Agriculture	2024	%9	2030	%50 increase
Reducing Scope 1 and 2 Emissions	tCO ₂ e / GJ	Scope 1 and 2 Total Energy Consumption	2024	42.891	2030	%55 decrease
Reducing Water Consumption Per Ton	m ³ / ton product	Water Withdrawal / Production Amount (tons)	2024	32,44	2030	Continuous decrease

As of 2024, Tat Gıda has set a target to reduce Scope 1 and 2 greenhouse gas emissions by 55% by 2030. In line with this target, our reporting system is maintained in compliance with the Türkiye Sustainability Reporting Standards (TSRS), with the greenhouse gas inventory being regularly monitored and reported. Scope 1 emissions are measured on an annual basis, and compared to the baseline values established in 2023, a downward trend in emissions has been observed. For 2024, measurement data are still in the final analysis phase, and performance trends are planned to be disclosed to the public on a year-over-year comparative basis.

Although a carbon credit mechanism or internal carbon pricing is not currently applied, national and international carbon regulations (such as the EU Carbon Border Adjustment Mechanism – CBAM, voluntary carbon markets, and the draft Climate Law) are being closely monitored. In the future, voluntary carbon credits and offsetting mechanisms are being considered as complementary tools to support the company’s journey toward achieving its Net Zero targets.

GOAL COMPLIANCE AND PERFORMANCE MONITORİNG MECHANISM (TSRS-2 34.A, TSRS-2 34.B, TSRS-2 34.C, TSRS-2 34.D, TSRS-2 35)

Tat Gıda regularly monitors its progress toward climate-related environmental targets through internally established key performance indicators (KPIs). These indicators enable measurement-based performance tracking in areas such as energy efficiency, Scope 1 emissions, Scope 2 emissions, water consumption ratio, production rate, and the number and proportion of suppliers evaluated in terms of sustainability.

The monitoring process is carried out within the framework of data flow established between the relevant operational units and the Sustainability Committee; KPI results are periodically reviewed and reported.

As it stands;

- **The targets have not been verified by third-party independent organizations.**
- **No target revisions or methodology changes have been made.**

Tat Gıda plans to review its targets and set more environmental parameters in the coming years, depending on the implementation of new investments and changes in performance indicators.

Changes to these targets will be updated in line with operational priorities, market conditions, regulatory requirements, and technological advancements. These targets are aligned with the current situation and its long-term sustainability strategy..

CLIMATE RESILIENCE (TSRS-2 29.B, TSRS-2 29.C, TSRS-2 29.D)

In assessing Tat Gıda’s climate resilience and the proportion of assets vulnerable to climate risks, uncertainties and key areas of uncertainty were taken into account. Existing scenario studies, the uncertainties inherent in these scenarios, regulatory uncertainties, and macroeconomic trends were considered.

Budgets have been allocated for the necessary investments to address risks anticipated in climate scenarios, and these resources are accessible within the planned periods. Priority allocations have been made particularly for solar power plant (SPP) investments and digital agriculture projects. These budgets are managed in line with strategic priorities defined to enhance resilience against climate change impacts and strengthen sustainable production capacity.

In the event that physical risks projected in climate scenarios materialize, Tat Gıda has the operational flexibility to implement measures such as temporarily suspending production assets, reducing capacity, shifting regional supply sources, or replanning production lines. This flexibility is further reinforced through the use of digital agriculture technologies (e.g., remote monitoring systems, precision farming applications, and data-driven decision-support tools). These digital solutions enable the reorganization of operations according to climate conditions, more efficient use of resources, and minimization of potential production losses. Moreover, they facilitate early intervention against possible physical risks, thereby supporting production continuity.

Macroeconomic trends are an undeniable factor in this calculation and resilience. Within the framework of public authorities' medium-term strategic planning, it is anticipated that inflation and interest rates will gradually decrease to 10% within five years, and that the increase in input costs will decrease proportionally. Sustainable working capital management is planned by reducing financing costs and facilitating access to long-term loans, along with lower interest rates. With the reduction in exchange rate fluctuations, exchange rates are expected to stabilize, thus reducing loan exchange rate difference expenses. Furthermore, the establishment of exchange rate stability is expected to lead to price stability in international sales and increased exports.

CARBON OFFSETTING AND INTERNAL CARBON PRICING **(TSRS-2 29.f, TSRS-2 36.e.i, TSRS-2 36.e.ii, TSRS-2 36.e.iii, TSRS-2 36.e.iv)**

As of 2024, Tat Gıda does not utilize **any carbon credit (carbon offset)** mechanisms to achieve its climate targets. All emission reduction efforts are carried out directly through the transformation of operational processes, improvements in energy efficiency, and investments in renewable energy.

Similarly, an **internal carbon pricing approach** has not been adopted under the company's carbon management strategy.

International Agreements and Policy Harmonization

Tat Gıda's climate targets and strategic orientation are shaped in alignment with global and national climate policies. The company's emission reduction targets, energy transition strategies, and environmental metrics have been developed with reference to, and in consideration of, the following frameworks:

- The Paris Agreement and Türkiye's 2053 Net Zero target,
- The United Nations Sustainable Development Goals (SDGs),
- Türkiye's Nationally Determined Contribution (NDC) emission reduction commitments,
- The IPCC's target of limiting global temperature increase to 1.5°C.

Tat Gıda's 2024–2030 targets (e.g., 20% reduction in emission intensity, 15% increase in renewable energy use) are designed to directly contribute to these global frameworks, demonstrating that the company approaches climate policies from both a regulatory compliance and voluntary responsibility perspective.

In the upcoming period, preparation processes for carbon regulations such as the Emissions Trading System (ETS), expected to be implemented in Türkiye, are also being closely monitored and integrated into risk and opportunity analyses. Tat Gıda aims to continuously enhance its carbon management strategy by flexibly adapting to both national and international regulations.

Events That Occurred After Reporting

Since reporting, no events have occurred that could impact our climate-related risk and opportunity assessments, prioritization, or financial impacts.

SECTORAL METRICS

Energy Management			
Total Energy Consumption (GJ)	Percentage of Grid Electricity (%)		Percentage of Renewable Energy (%)
680,353.06	100		0

Water Management			
Total Water Withdrawn (thousand m³)	Total Water Consumed (thousand m³)	Water Withdrawn from Areas with High or Extremely High Baseline Water Stress (thousand m3)	Water Consumed from Areas with High or Extremely High Baseline Water Stress (thousand m3)
5,032	5,032	5,032	5,032

SECTORAL METRICS

Ingredient Sourcing	
Percentage of Food Ingredients Sourced from Areas with High or Extremely High Baseline Water Stress	Percentage of Agricultural Products with Unknown Source Region and Water Risks, if the Company Cannot Identify or Collect Data for All Tier 1 Suppliers
100	0

Company Information	
Weight of Products Sold (t)	Number of Production Facilities
129,352	3

SIGNIFICANT JUDGMENTS AND MEASUREMENT UNCERTAINTIES

The process of identifying financially material sustainability-related risks and opportunities and determining the material information to be reported by Tat Gıda A.Ş. is carried out within the framework of the company's internal evaluation criteria. Issues with a financial impact of TRY 210 million or more annually are considered “high priority.” The assessments are based on forecasts and forward-looking information covering short-term (0–1 year), medium-term (1–5 years), and long-term (5+ years) expectations and may require the use of reasonable assumptions for certain amounts that cannot be directly measured.

Assumptions regarding operational boundaries and emissions calculations are explained in the sections Reporting Time, Boundaries and Measurement Approach and 5.1 Metrics and Targets. Greenhouse gas emissions are calculated in line with the Operational Control approach, in accordance with the GHG Protocol, and under the Ministry of Environment, Urbanization and Climate Change’s MRV (Monitoring, Reporting, and Verification) system. Energy, water, and waste metrics are aligned with the TSRS 2 – Annex Volume 25 Processed Foods sector definitions. In the first year of application, no comparative data have been provided under TSRS transition exemptions, and Scope 3 emissions have not been disclosed.

Tat Gıda uses the Representative Concentration Pathways (RCP) 4.5 climate scenarios to estimate the financial and physical impacts of sustainability-related risks and opportunities. These scenarios contain uncertainties regarding the frequency and intensity of climate events, including trends in increases/decreases in greenhouse gas emissions. Key sources of uncertainty include the regulatory timeline and price levels (e.g., the start date of TR-ETS, the level of free allocation, and convergence with EU ETS prices), variability in climate projections, and the potential unexpected changes in the behavior of natural and extreme weather events caused by evolving climate conditions and shifting weather patterns.

At the Tat Gıda level, risks and opportunities identified as financially material carry uncertainties that may affect the amounts reported in the financial statements. In this context, two risks have been financialized and presented: a transition risk and a drought risk.

Tat Gıda’s greenhouse gas emissions are calculated by consolidating operational data, with the majority of data obtained from meters invoiced by distributors/supplier companies. Key factors that may affect data quality include: the accuracy and calibration status of measuring devices, meter reading/data extraction frequency, deviations in temperature and pressure for certain fuels, the timing of supplier data, periodic updates in emission factors (e.g., grid electricity emissions), and the seasonality of solar power generation profiles. These factors can lead to measurement uncertainty; the nature of such uncertainty, the possible error margin, and measures taken to mitigate uncertainty are explained in footnotes where relevant.

Scenario Uncertainties and Critical Assumptions

Tat Gıda’s 2024 scenario analysis is sensitive to changes in policy and climate science assumptions. Under the IPCC RCP 4.5 pathway, global warming is projected to stabilize by mid-century, while chronic physical risks (such as prolonged heatwaves, drought, and water stress) are expected to increase significantly compared to today, albeit to a lesser extent than under high-emission pathways. On the policy and market side, although RCP 4.5 does not define a direct carbon price, it foresees moderately tightening climate policies and regionally varying carbon costs. These uncertainties require Tat Gıda’s strategic decision-making to focus on the following three critical areas.

Key Uncertainties

- 1. Policy Timeline:** While the Türkiye Emissions Trading System (ETS) is expected to come into force in 2026, the exact start date and the carbon price level remain uncertain.
- 2. Chronic Physical Risks:** Rising temperatures, drought, and water scarcity may affect dust suppression and process water quality. Increases in humidity and the number of extremely hot days could lead to quality fluctuations in product curing processes. Although the long-term impact of physical risks is still assumption-based, investments in water-efficient equipment and alternative cooling technologies are considered critical adaptation measures.
- 3. Energy and Raw Material Price Volatility:** Sudden fluctuations in natural gas and electricity prices create uncertainty regarding the overall impact of carbon pricing policies on total energy costs. The company’s 2.3 MWp solar power plant investment aims to mitigate this volatility; however, the seasonality of solar generation profiles introduces an additional layer of uncertainty.

ABBREVIATIONS

Abbreviation	Definition
USA	United States of America
CBAM	Carbon Border Adjustment Mechanism
ESG	Environmental, Social, Governance
SPP	Solar Power Plant
GHG	Greenhouse Gas
IFRS	International Financial Reporting Standards
IPCC	Intergovernmental Panel on Climate Change
KGK	Public Oversight, Accounting and Auditing Standards Authority
KPI	Key Performance Indicator
MRV	Monitoring, Reporting and Verification
NDC	Nationally Determined Contribution
RCP	Representative Concentration Pathways
SDG	Sustainable Development Goals
SKKY	Water Pollution Control Regulation
TRY	Turkish Lira
TSRS	Türkiye Sustainability Reporting Standards
TFRS	Türkiye Financial Reporting Standards



CONVENIENCE TRANSLATION INTO ENGLISH OF PRACTITIONER'S LIMITED ASSURANCE REPORT ORIGINALLY ISSUED IN TURKISH

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON TAT GIDA SANAYİ A.Ş.'S AND ITS SUBSIDIARIES SUSTAINABILITY INFORMATION IN ACCORDANCE WITH TURKISH SUSTAINABILITY REPORTING STANDARDS

To the General Assembly of Tat Gıda Sanayi A.Ş.

We have undertaken a limited assurance engagement on Tat Gıda Sanayi A.Ş. (the "Company") and its subsidiaries (collectively referred to as the "Company"), sustainability information for the year ended 31 December 2024 in accordance with Turkish Sustainability Reporting Standards 1 "General Requirements for Disclosure of Sustainability-related Financial Information" and Turkish Sustainability Reporting Standards 2 "Climate Related Disclosures" ("Sustainability Information").

Our assurance engagement does not extend to information in respect of earlier periods or other information linked to the Sustainability Information (including any images, audio files, document embedded in a website or embedded videos).

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the 'Summary of the work we performed as the basis for our assurance conclusion' and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Sustainability Information for the year ended 31 December 2024 is not prepared, in all material respects, in accordance with Turkish Sustainability Reporting Standards published in the Official Gazette dated 29 December 2023, and numbered 32414(M) and issued by Public Oversight Accounting and Auditing Standards Authority (the "POA"). We do not express an assurance conclusion on information in respect of earlier periods.

Inherent Limitations in Preparing the Sustainability Information

As discussed in Note "significant judgments and measurement uncertainties" on pages 92 the Sustainability Information is subject to inherent uncertainty because of incomplete scientific and economic knowledge. Greenhouse gas emission quantification is subject to inherent uncertainty because of incomplete scientific knowledge. Additionally, the Sustainability Information includes information based on climate-related scenarios that is subject to inherent uncertainty because of incomplete scientific and economic knowledge about the likelihood, timing or effect of possible future physical and transitional climate-related impacts.

Responsibilities of Management and Those Charged with Governance for the Sustainability Information

The Company management is responsible for;

- Preparation of the sustainability information in accordance with Turkish Sustainability Reporting Standards;
- Designing, implementing and maintaining internal control over information relevant to the preparation of the Sustainability Information that is free from material misstatement, whether due to fraud or error;
- Selection and implementation of appropriate sustainability reporting methods, as well as making reasonable assumptions and developing estimates in accordance with the conditions.

Those charged with governance are responsible for overseeing the Company's sustainability reporting process.

Practitioner's Responsibilities for the Limited Assurance on Sustainability Information

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our conclusion to the management of company.
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Grup's internal control.

- Design and perform procedures responsive to where material misstatements are likely to arise in the sustainability information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of Sustainability Information.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by management, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with Standard on Assurance Engagements 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information and, in respect of greenhouse gas emissions included in the Sustainability Information, in accordance with Standard on Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements, issued by POA.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Ethical Rules for Independent Auditors (including Independence Standards) (the “Ethical Rules”) issued by the POA, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. Our firm applies Standard on Quality Management 1 and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our work was carried out by an independent and multidisciplinary team including assurance practitioners, sustainability and risk experts. We used the work of experts, in particular, to assist with determining the reasonableness of Company’s information and assumptions related to climate and sustainability risks and opportunities. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Sustainability Information;

- Inquiries were conducted with the Company's key senior personnel to understand the processes in place for obtaining the Sustainability Information for the reporting period;
- The Company's internal documentation was used to assess and review the information related to sustainability;
- Considered the presentation and disclosure of the Sustainability Information;
- Through inquiries, obtained an understanding of Company’s control environment, processes and information systems relevant to the preparation of the Sustainability Information, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness;
- Evaluated whether Company’s methods for developing estimates are appropriate and had been consistently applied, but our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate Company’s estimates;
- Obtained understanding of process for identifying risks and opportunities that are financially significant, along with the Company's sustainability reporting process.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

PwC Bağımsız Denetim ve
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Sertu Talı, SMMM
Independent Auditor

İstanbul, 19 September 2025

CONTACT US



HEADQUARTERS

Taşdelen Mahallesi Sırrı Çelik Bulvarı
No:7 34788 Çekmeköy / İstanbul



0216 430 00 00



www.tatgida.com.tr



www.tatgida@tat.com.tr



OUR FACILITIES

Mustafakemalpaşa Konserve İşletmesi Şubesi
(Tatkavaklı Mahallesi Tatkonserve Küme Evler
Mevkii No:10 Mustafakemalpaşa/Bursa)



0224 618 06 00

Tat Karacabey İşletmesi Tavşanlı mahallesi
Camandıra Mevkii No:7/1 16700 Karacabey/
Bursa



0224 676 15 64

Tat Gıda Sanayi Anonim Şirketi Torbalı
Konserve İşletme Şubesi (İsmetpaşa Mahallesi
219 Sokak No:1 Torbalı/İzmir)



0232 868 53 83



DIGITAL TAT WORLD



YouTube



tatailesi



tat_ailesi



tatailesi



tatsoslar

enexion
group

Enexion Türkiye

Enexion Group A.Ş.
Address: Gökkuşluğu Sokak No: 29 Konaklar Mah.
4. Levent 34330 İstanbul
Phone: +90 212 280 0705
E-Mail: bilgi@enexion.de
Website: www.enexion.com.tr

Enexion Germany

Enexion GmbH
Address: Am Kronberger Hang 2 a 65824
Schwalbach am Taunus Frankfurt Germany
Phone: +49 (0) 61 73 93 59 0
Fax: +49 (0) 61 73 93 59 55
Website: www.enexion.de

