



## Environmental Training and Waste Performance Overview

We consider the development of our employees' competencies in environmental matters as one of the key elements supporting this approach. In this context, we conduct environmental training programs in a planned and regular manner to enhance the knowledge and awareness levels of all our employees on environmental topics. These trainings are carried out under the coordination of our Human Resources and Environment Departments and cover all relevant subjects related to environmental legislation and environmental best practices. In addition, we provide external training opportunities for our employees that include legal obligations and recent developments related to environmental matters. During the 2025, we invested TRY 735,100 in environmental training activities, continuing to enhance our employees' environmental competencies and awareness.

These trainings also cover key topics such as waste management, Zero Waste principles, climate change, and environmental aspects of HR management practices. In addition, employees receive hands-on, site-based practical training in training areas, and newly hired employees are provided with on-site practical environmental training during onboarding to strengthen their understanding of operational environmental practices.

The effectiveness of our environmental and waste-related practices is also supported by system-based tracking of waste data, including total waste generation and landfilled waste quantities, which are subject to third-party assurance. Based on this verified data, we achieved a landfill rate of 42.8% in 2025.

	2025
<b>Total Waste Amount (Hazardous + Non-hazardous)*</b>	26,683.00 ✓
<b>Landfilled Waste (Hazardous)*</b>	1,968 ✓
<b>Landfilled Waste (Non-hazardous)*</b>	9,451 ✓
<b>Diversion Rate of Waste to Landfill**</b>	42.79

\*This data has been included in page 443 of the Petkim 2025 Integrated Annual Report and is covered under third-party verification.

\*\*It has been calculated based on third-party verified data. Methodology: Landfill waste / total waste × 100.