



SUSTAINABILITY REPORT
2024



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About The Sustainability Report

As Rebul Holding A.Ş., we are pleased to share our sustainability strategy, vision and mission, along with our targets and projects in this field. This report covers our activities from January 1, 2024, to December 31, 2024. Our report was prepared in accordance with the GRI Standards 2021 Core option. In defining our strategic sustainability topics, we have adhered to the GRI principles of materiality, stakeholder engagement, sustainability boundaries, and completeness. We highly value your feedback on our sustainability efforts. You can submit all your feedback, requests, and complaints via email to **sustainability@rebul.com**.



Management's Message

Dear Stakeholders,
Our 130-year legacy and the vision of our founders guide us on the path to excellence, inspired by nature. Building on this strong legacy, we consider it our fundamental responsibility to pass on a clean and healthy environment to future generations, and we present our 2024 Sustainability Report with the ethos of "Gratitude for Planet."

Product Quality and Consumer Health

We bring together our pharmacy heritage and fragrance expertise, dating back to 1895, with modern techniques. In the products we create, we place quality and safety at the forefront, delivering healthy, sensory experiences crafted with ingredients free from harmful chemicals. We conduct our manufacturing processes in compliance with ISO 9001, 14001, 45001, 22716 (GMP), and BRCGS CP standards, while demonstrating our commitment to international standards through SEDEX social responsibility certification.

Employee Rights and Development People are at the center of our success. We foster the development of our employees within an ethical and safe working environment, providing opportunities for each individual to realize their potential through training programs.

Women's Employment and Equity We are an industry leader in women's employment, with women representing 63% of our workforce. We offer mentoring and training programs to enhance women's representation in leadership positions, and provide scholarships to chemistry students. Our R&D center, composed of female employees, drives innovative projects within the industry.

Digital Transformation and Automation We enhance our processes through digital solutions and leverage artificial intelligence (AI) and big data to analyze consumer behavior. We prioritize automation and efficiency across all areas, from manufacturing operations to customer service.

Sustainability and Respect for Nature We reduce our carbon footprint through waste and energy management and operate using 100% renewable energy. We develop recyclable packaging and eco-friendly ingredients. As part of the "Gratitude for Planet" project, we have distributed 500,000 seed balls to hard-to-reach areas. In the event of disasters, we provide rapid hygiene support. We do not test on animals and operate in compliance with Leaping Bunny criteria. We officially certify that none of our cosmetics and personal care products involve animal testing.

Conclusion Guided by the values we have upheld since 1895, we continue to work for a sustainable, ethical, and innovative future, and we move forward together with our valued stakeholders toward a better world.



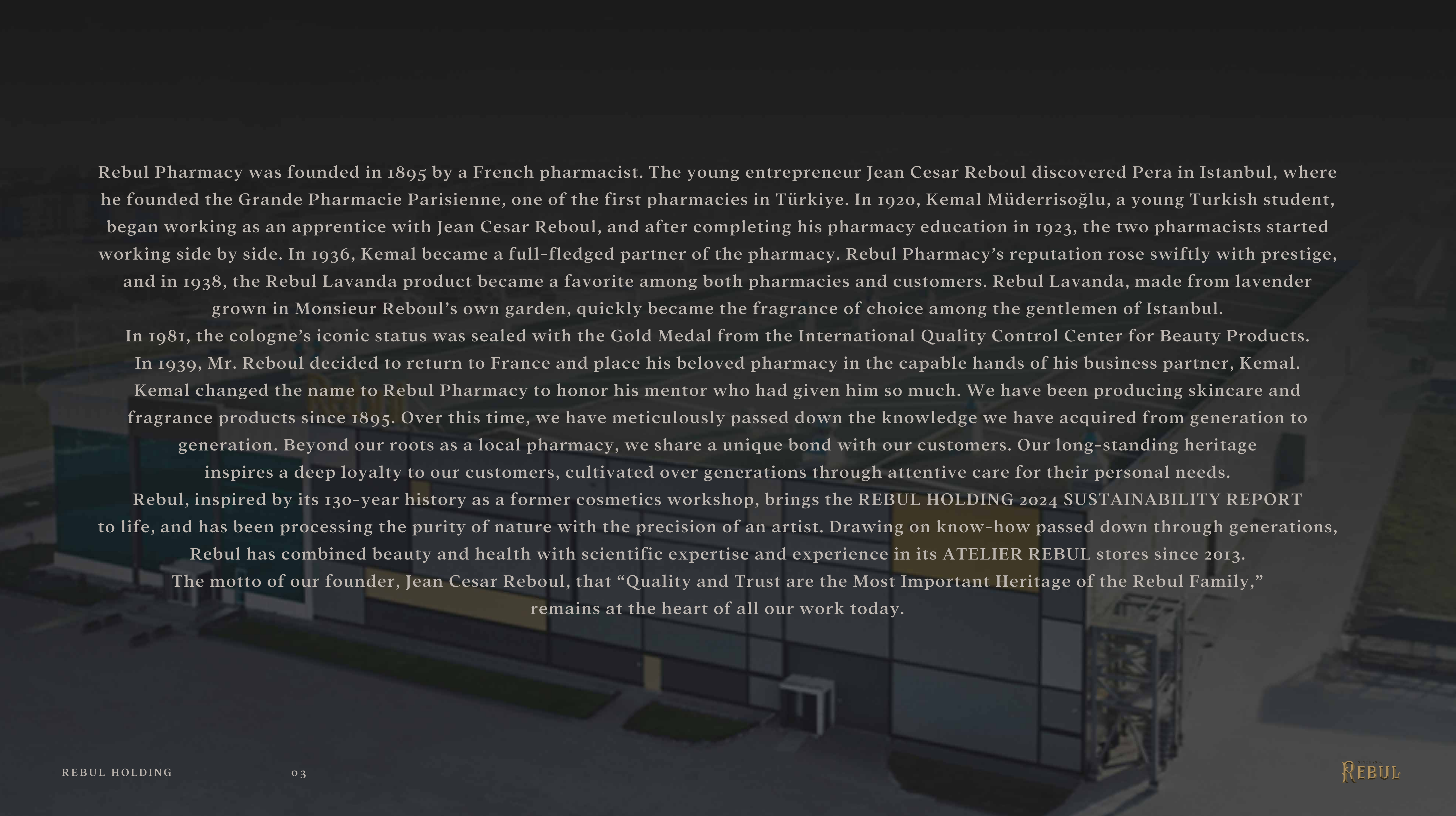
Kerim Müderrisoğlu
Chair of the Board of Directors & Co-CEO



Nüket Filiba
Member of the Board of Directors & Co-CEO



Korel Bingöl
Vice Chair of the Board of Directors



Rebul Pharmacy was founded in 1895 by a French pharmacist. The young entrepreneur Jean Cesar Reboul discovered Pera in Istanbul, where he founded the Grande Pharmacie Parisienne, one of the first pharmacies in Türkiye. In 1920, Kemal Müderrisoğlu, a young Turkish student, began working as an apprentice with Jean Cesar Reboul, and after completing his pharmacy education in 1923, the two pharmacists started working side by side. In 1936, Kemal became a full-fledged partner of the pharmacy. Rebul Pharmacy's reputation rose swiftly with prestige, and in 1938, the Rebul Lavanda product became a favorite among both pharmacies and customers. Rebul Lavanda, made from lavender grown in Monsieur Reboul's own garden, quickly became the fragrance of choice among the gentlemen of Istanbul. In 1981, the cologne's iconic status was sealed with the Gold Medal from the International Quality Control Center for Beauty Products. In 1939, Mr. Reboul decided to return to France and place his beloved pharmacy in the capable hands of his business partner, Kemal. Kemal changed the name to Rebul Pharmacy to honor his mentor who had given him so much. We have been producing skincare and fragrance products since 1895. Over this time, we have meticulously passed down the knowledge we have acquired from generation to generation. Beyond our roots as a local pharmacy, we share a unique bond with our customers. Our long-standing heritage inspires a deep loyalty to our customers, cultivated over generations through attentive care for their personal needs. Rebul, inspired by its 130-year history as a former cosmetics workshop, brings the REBUL HOLDING 2024 SUSTAINABILITY REPORT to life, and has been processing the purity of nature with the precision of an artist. Drawing on know-how passed down through generations, Rebul has combined beauty and health with scientific expertise and experience in its ATELIER REBUL stores since 2013. The motto of our founder, Jean Cesar Reboul, that "Quality and Trust are the Most Important Heritage of the Rebul Family," remains at the heart of all our work today.

OUR VISION

Bringing a unique fragrance experience to the world, inspired by our cultural heritage, a fusion of East and West.

OUR MISSION

Operational Excellence:

Focusing on improving processes through operational excellence.

Growth, Efficiency-Driven

Organization, and Culture:

Developing a goal-oriented organizational structure and culture that emphasizes growth and performance.

Brand Recognition in Target Markets:

Aiming for sustainable growth by increasing brand recognition in target markets.

OUR VALUES

The quality and trust are the most important heritage of the Rebul family. We have upheld this heritage with passion and innovation since 1895.

Innovation:

Developing better products, business operations, and services through an innovative approach.

Sustainability:

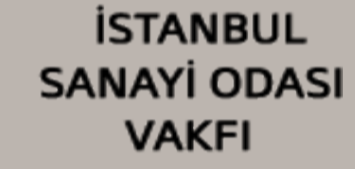
Expanding our sustainability efforts to increase our contribution to the environment, society, and all our stakeholders.

Digitalization:

Strengthening infrastructure by focusing on digitalization across all operations and functions.



Our Memberships



TURK EGITIM VAKFI
1967



Corporate Governance

At Rebul Holding, we adopt a governance approach grounded in transparency, accountability, and ethical values, supporting sustainable growth. This structure, aimed at creating value for our shareholders, employees, customers, and all stakeholders, is shaped in accordance with sustainability principles while ensuring the long-term success of our organization. Our governance structure is guided by the General Assembly, the Board of Directors, and the Executive Board, and is reinforced by various committees that support strategic decision-making and implementation. Corporate Governance and Committee Meeting Frequency: The Boards of Directors of Rebul Holding and Rohto convene quarterly. The Board of Directors of Rebul Holding convenes monthly to make strategic decisions. The Strategic Planning and Monitoring Committee meets twice a year to review the company's long-term goals. The Executive Board and Coordination meetings of Rebul Holding are held monthly.

The Audit Committee enhances process efficiency through monthly meetings, complemented by weekly update sessions. The Finance and Human Resources Committee meets weekly to review the company's financial and human resources management processes. The Supply Chain, Innovation and Digitalization Committee seeks to enhance operational efficiency through quarterly meetings.

The Sustainability Committee meets monthly to guide the company's sustainability strategies by developing environmental and social sustainability policies. The members of our Board of Directors are nominated and elected in accordance with the principles of independence, merit, and diversity, and serve for a maximum term of three years. We remain committed to increasing women's representation in management, in line with our sustainability targets.

Within this framework, one of our Board members also serves as Co-CEO, reinforcing an inclusive and gender-balanced leadership approach. Sustainability is not merely the responsibility of a specific committee; it is an integral part of all corporate governance processes. The Audit, Human Resources, Digitalization, Finance, Innovation, and Supply Chain Committees ensure the company-wide implementation of sustainability strategies and foster ownership of this process at all levels.

Ethics, Compliance, and Stakeholder Engagement

Our ethical business culture lies at the heart of all our business processes. Our anti-bribery and anti-corruption policies, information security standards, and code of conduct are binding on all employees and stakeholders. Equal treatment of all shareholders and the protection of shareholder rights are core principles of our governance policy. Shareholder rights, including voting rights, dividend entitlements, and access to information, are protected and upheld in accordance with applicable laws and internal regulations. Rebul Holding implements an effective risk management system to ensure financial and operational sustainability. Cybersecurity, data protection, and business continuity plans are regularly reviewed and updated, and supported through employee training.

Sustainability Management and the Role of the Senior Governance Body

The top-level ownership of our sustainability strategies rests under the direct responsibility of our Board of Directors. The Board of Directors proactively manages our environmental, social, and governance (ESG) impacts by integrating sustainability principles into our business model.

This process is managed and overseen by the Sustainability Committee of the Board of Directors. The committee ensures the development, implementation, and monitoring of sustainability policies and provides regular reports to the Board of Directors. This body ensures tangible progress in areas such as reducing environmental impacts, managing social responsibility projects, and strengthening governance practices. Our governance structure has been reinforced by an effective flow of information that supports strategic decision-making processes. To monitor developments in sustainability and make informed decisions, the Board of Directors regularly reviews reports from the Sustainability Committee, utilizes external assurance and consulting services, and aligns its actions with international standards such as the GRI.

Thanks to this holistic approach, our Board of Directors not only manages existing risks but also assesses long-term opportunities, shaping the roadmap for sustainable growth.

Corporate Governance

Delegation of Responsibilities and Corporate Accountability

A clear and effective delegation of responsibilities model has been established to ensure ownership of sustainability strategies across the entire organization. The Board of Directors makes strategic decisions and ensures the integration of sustainability targets into business processes. The Sustainability Committee monitors ESG performance and provides regular reports to the Board of Directors. The Executive Board implements sustainability policies at the operational level and ensures the efficient use of resources.

Functional committees (e.g. Human Resources, Digitalization, Innovation, Supply Chain, etc.) support the implementation of sustainability targets within their respective areas of expertise. Department managers and employees implement sustainability strategies in daily operations and contribute to the continuous improvement of these processes through feedback mechanisms. This framework ensures that sustainability strategies are adopted and implemented at all levels of the organization, rather than remaining solely at the management level. Communication of Critical Concerns and Performance Evaluation At Rebul Holding, the timely communication of critical sustainability concerns to the appropriate authorities is a cornerstone of our governance processes.

Our feedback mechanisms, ethics hotlines, and regular stakeholder meetings ensure the continuous improvement of our sustainability policies.

The performance of our Board of Directors is regularly assessed through independent audits, self-assessment processes, and stakeholder feedback, and is continuously improved. Compliance with ESG targets, strategic direction, crisis management, and the ability to act in accordance with ethical principles are key criteria in evaluating management performance. These assessments enhance corporate accountability, reinforce the sustainability-focused decision-making mechanism, and support the continuous development of our management.

Consequently, at Rebul Holding, we view sustainability not merely as a goal, but as an integral part of the way we conduct our business. Our governance approach, grounded in transparency, accountability, and ethical values, supports our sustainable growth while enabling us to create long-term value for all stakeholders.

While our Board of Directors takes a proactive role in shaping and overseeing sustainability strategies, our Sustainability Committee and other relevant subcommittees ensure the effective implementation of these processes. Through effective delegation of responsibilities, risk management, and continuous performance evaluation, our sustainability policies are rendered applicable and measurable across the entire organization.

Our feedback mechanisms and stakeholder engagement framework ensure that critical concerns are addressed in a timely manner and that actions are guided by a mindset of continuous improvement. As a result of these processes, we strengthen our corporate governance and continue to build a sustainable future across environmental, social, and governance (ESG) dimensions.

Through this approach, we embrace our responsibility to leave a more livable planet for future generations and manage all business processes with this awareness.

Corporate Governance / Human Rights and Ethics Compliance

At Rebul Holding, we are committed to conducting all our business processes and operations in accordance with ethical values, human rights, and sustainability principles. At every stage of our operations, we regard respecting human rights and ensuring ethical compliance as a fundamental responsibility. Within this framework, we base our relationships with business partners, employees, customers, and communities on the principles of transparency, integrity, and fairness.

The strategies and initiatives we have developed across a broad spectrum—from our human rights policy to our environmental and occupational health and safety policies—not only ensure compliance with legal requirements but also advance our goal of fulfilling social responsibilities. In this context, we regard our principles of ethical conduct and company policies as an integral part of Rebul Holding's corporate culture.

There are eight core principles forming the pillars of Rebul Holding's long-term success as an ethical and responsible company: human rights policy, customer and supplier relations, social responsibility policy, business ethics principles, sustainability policy, quality policy, information security policy, and environmental and occupational health and safety policy.

Human Rights Policy

At Rebul Holding, we place a high priority on employee engagement and well-being. To achieve our strategic objectives, we recruit individuals with strong competencies and high development potential, in accordance with the principle of equal opportunities. We embrace continuous learning, innovation, and improvement approaches to enhance our employees' competencies and provide them with development opportunities. We view every individual as a unique talent, fostering an inclusive work environment and enabling them to realize their full potential. In addition, we support our employees through fair and objective performance evaluation processes, fostering alignment between our corporate objectives and individual targets. At Rebul Holding, we are committed to fostering a corporate culture where all employees enjoy equal rights, diversity is valued as an asset, and an inclusive work environment is embraced. We provide equal opportunities to all employees, regardless of gender, age, ethnic origin, disability, religious beliefs, cultural background, or any other differences, and uphold the principle of equity in recruitment, promotion, compensation, and career development processes. We promote diversity, aiming to create a work environment where every individual can realize their full potential.

As a company that prioritizes gender equality, Rebul Holding employs more women than men across all of its locations. The Manufacturing Facilities employ 123 men and 279 women, the Store unit has 32 men and 63 women, and the Headquarters comprises 85 men and 98 women. In addition, gender balance is maintained within the management team, with an equitable structure comprising 40% men and 60% women. The age distribution across the company is as follows: 276 employees are under 30, 385 are between 30 and 50, and 42 are over 50. We aim to foster an inclusive and balanced work environment for employees across all age groups.

At Rebul Holding, we support our employees in participating in social, cultural, and professional activities—both within and outside the company—by establishing communities and clubs aligned with their interests and values. We encourage our employees to come together to share experiences, collaborate, and participate in social responsibility projects, believing that such initiatives add value to our corporate culture.

Corporate Governance / Risk Management

At Rebul Cosmetics, we prioritize corporate risk management at every stage of our operations, in line with the principles of continuous improvement and sustainability. Our risk analysis processes are conducted systematically to support the company in achieving its strategic targets and creating long-term value for our stakeholders. We identify risks in critical areas—including supply chain, production, quality control, environmental impacts, and occupational health and safety—and evaluate their potential effects. We prioritize risks by assessing their potential impacts and likelihood of occurrence, and develop preventive and corrective measures for the identified risks.

We organize training programs to raise awareness and foster a collaborative culture within the company. At the same time, we regularly review and enhance our risk management systems, adopting a proactive approach by keeping pace with technological innovations and industry best practices. Corporate risk analysis is carried out in an integrated manner with our sustainability strategies, aiming to mitigate environmental risks, strengthen social contributions, and enhance economic resilience.

We optimize all our operational processes to increase resource efficiency and reduce our carbon footprint, develop projects that contribute to the well-being of our employees and society, and adopt a transparent and accountable governance approach. We take steps to minimize our financial risks while supporting our long-term growth. In this process, SWOT analysis serves as a key tool. While evaluating our company's strengths and opportunities, we also identify potential weaknesses and threats to shape our strategic plans. SWOT analysis enhances the effectiveness of our risk management processes and supports us in making more informed decisions in line with our sustainability targets.



Sustainability Policy

We operate in all our processes guided by the principle of respect for the environment and society. We do not engage with individuals or organizations that undermine social ethics or harm the environment and public health. At Rebul Holding, we bear a significant responsibility to leave a livable planet for future generations and to ensure the sustainability of ecosystems so they can be passed on to generations to come. As an environmentally responsible company, we are committed to safeguarding human and public health, as well as protecting the environment and our natural assets, both in our own operations and in our relationships with all stakeholders.

In our operations, we comply with all occupational, safety, and health laws, regulations, and standards.

In our investment decisions, we take into account the potential impacts of environmental pollution and the preservation of natural resources.

We raise awareness among all employees on topics such as the preservation of natural resources, energy efficiency, and recycling.

Guided by a sense of social responsibility, we participate in and support sustainable projects that add value to the local communities and regions where we operate and contribute to social development.

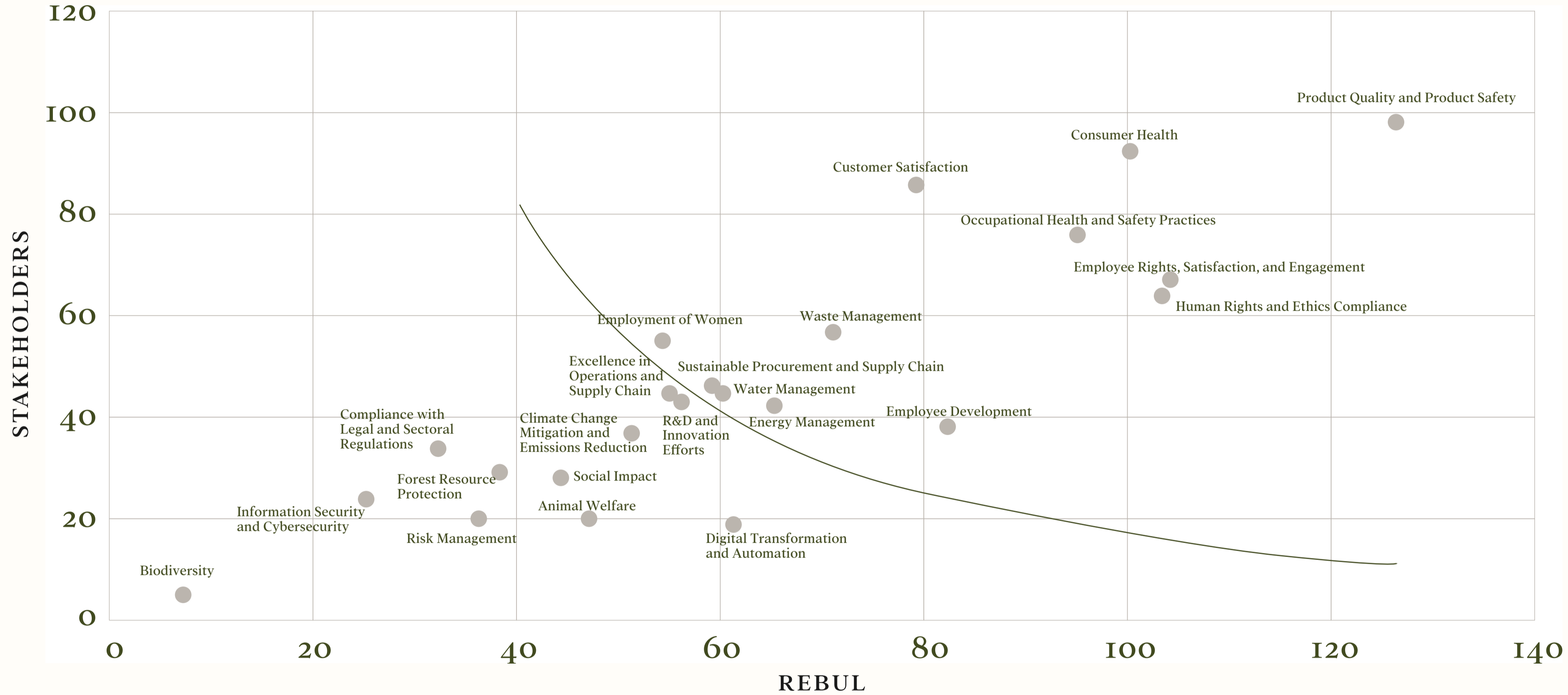
Sustainability Committee

At Rebul Cosmetics, our Sustainability Committee plays an active role in developing and managing our sustainability strategy to continuously monitor and evaluate our performance. This committee guides our company in taking decisive steps toward a sustainable future. Our committee, which develops policies and targets in the areas of environmental, social, and economic sustainability, evaluates all our operations within the sustainability framework, identifies opportunities for improvement, and regularly monitors our performance. Through our Sustainability Committee and working groups, we closely monitor global sustainability trends to ensure Rebul Cosmetics' strategies remain up to date. Throughout this process, in this process, we evaluate new developments, devise innovative approaches, and draw inspiration from best practices in the industry.

Under the leadership of the committee, we focus on implementing defined strategies while working diligently to embed a culture of sustainability across all company units, promote innovative projects, and bring impactful initiatives to life. Our Sustainability Committee comprises the management team and one member from each department, selected on a voluntary basis. The committee meets regularly on a monthly basis, providing members with a platform to represent their respective departments. These members have a voice in decisions made or to be made and assume responsibility for fulfilling the relevant duties.



Materiality Analysis



HIGH-PRIORITY TOPICS

1. Product Quality and Product Safety
2. Employee Rights, Satisfaction, and Engagement
3. Human Rights and Ethics Compliance
4. Consumer Health
5. Occupational Health and Safety Practices
6. Employee Development
7. Customer Satisfaction
8. Waste Management
9. Energy Management
10. Digital Transformation and Automation
11. Employment of Women
12. Sustainable Procurement and Supply Chain
13. Water Management

PRIORITY TOPICS

1. R&D and Innovation Efforts
2. Excellence in Operations and Supply Chain
3. Climate Change Mitigation and Emissions Reduction
4. Animal Welfare
5. Social Impact
6. Forest Resource Protection
7. Risk Management
8. Compliance with Legal and Sectoral Regulations
9. Information Security and Cybersecurity
10. Biodiversity

INTERNAL STAKEHOLDERS = 145 individuals
 EXTERNAL STAKEHOLDERS = 107 individuals
 A TOTAL of 252 individuals participated in the stakeholder analysis.

Sustainability Management / Stakeholder Engagement

HIGH-PRIORITY TOPICS	Impacted Sustainable Development Goals (SDGs)
Product Quality and Product Safety	SKA 3, SKA 8, SKA 9, SKA 12
Employee Rights and Employee Satisfaction & Engagement	SKA 5, SKA 8, SKA 10
Human Rights and Ethics Compliance	SKA 5, SKA 8, SKA 10, SKA 16, SKA 17
Consumer Health	SKA 3, SKA 8, SKA 9, SKA 12
Occupational Health and Safety Practices	SKA 3, SKA 8
Employee Development	SKA 4
Customer Satisfaction	SKA 9
Waste Management	SKA 9, SKA 12, SKA 13, SKA 14, SKA 15
Energy Management	SKA 7, SKA 12, SKA 13
Digital Transformation and Automation	SKA 8, SKA 9, SKA 13
Employment of Women	SKA 5
Sustainable Procurement and Supply Chain	SKA 12, SKA 8, SKA 13, SKA 9
Water Management	SKA 3, SKA 6, SKA 12, SKA 13, SKA 15, SKA 14
Economic Performance	SKA 8, SKA 9

During the reporting period, we conducted a materiality analysis to identify our material topics and to inform our stakeholders about our activities in accordance with the Global Reporting Initiative (GRI) reporting standards. In this process, we identified our organization's impacts, prepared a questionnaire incorporating these impacts, and shared it with both our internal and external stakeholders.

A total of 252 stakeholders were contacted, and the questionnaires were distributed to them via email. Various stakeholder groups, including the Sustainability Committee, REBUL Holding senior management, employees, suppliers, subcontractors, and customers, participated in the questionnaire.

Based on the results obtained, we clarified our organization's material topics. In addition, our materiality analysis took into account reports from international organizations, environmental and social impact analyses, risk assessment results, global and sectoral trends, legal regulations, stakeholder feedback collected throughout the year, as well as the outcomes of national, international, and sectoral conferences and events.

INTERNAL/EXTERNAL	STAKEHOLDERS	COMMUNICATION METHOD	COMMUNICATION FREQUENCY
INTERNAL	EMPLOYEES	Customer Satisfaction Survey	Once a year
		Suggestion and Complaint Mechanism	Every month
		Employee Representatives	Continuous
		Announcement Board	Continuous
INTERNAL	SENIOR MANAGEMENT	Trainings	Continuous
		Suggestion and Complaint Mechanism	Once a month
		Management Review Meeting	Once a year
EXTERNAL	CUSTOMERS	OHS Committee Meeting	Every 2 months
		Website	Continuous
		Customer Satisfaction Surveys	Once a year
		Informative publications	Continuous
EXTERNAL	CONSUMERS	On-site visits	As needed
		Product labels	Continuous
		Website	Continuous
		Stores – In person	Continuous
EXTERNAL	SUPPLIERS	Informative publications	As needed
		On-site visits	As needed
		Product labels	Continuous
		Improvement audits	As needed
EXTERNAL	BUSINESS PARTNERS	On-site visits	As needed
		Supplier Performance Assessments	Once a month
		Trade fairs/exhibitions	As needed
EXTERNAL	DISTRIBUTORS / VENDORS	General Assembly Meetings	Once a month
		Annual reports	Once a year
		Social Media Accounts	Continuous
EXTERNAL	PUBLIC INSTITUTIONS & ORGANIZATIONS	Distributor meetings	As needed
		Regular visits	As needed
		Industry meetings	As needed
EXTERNAL	LOCAL COMMUNITIES	Conferences	As needed
		On-site visits	As needed
		Website	Continuous
EXTERNAL	MEDIA	Social Media Accounts	Continuous
		Product labels	Continuous
		Website	Continuous
EXTERNAL	NON-GOVERNMENTAL ORGANIZATIONS (NGOs)	Interviews	As needed
		Online and in-person meetings	As needed
EXTERNAL	UNIVERSITIES	Online and in-person meetings	As needed
		Interviews	As needed
		Science Fairs	As needed

Operational Excellence and Superior Product Quality

We place operational excellence at the heart of our activities and consistently conduct our manufacturing processes without compromising quality or safety standards. At our modern manufacturing facility in Çerkezköy, we ensure superior product quality and safety through processes validated by internationally recognized certifications, including ISO 22716 (GMP) and BRCGS CP (Consumer Products).

Our extensive product range spans from personal care items to home cosmetics, with each product manufactured using carefully selected raw materials and innovative formulations. Our manufacturing operations follow an approach that is environmentally conscious and socially responsible, in line with our sustainability principles.

We consistently strive to provide our customers with reliable, high-quality products that exceed their expectations. In this context, we continue to uphold our responsibility to be a reliable brand, both locally and globally, through processes that comply with international standards.

At Rebul Cosmetics, we continuously strive to ensure full compliance with international standards and legal requirements. In 2024, no product recall incidents affecting consumer health were reported. At Rebul Cosmetics, we maintain full compliance with all applicable legal requirements. During the reporting period, no adverse events occurred, such as noncompliance with legal provisions, breaches of customer privacy, or loss of customer data.



9-4793-22-100-00



The mark of responsible forestry



9001:2015



14001:2015



45001:2018



22716:2007

Operational Excellence and Superior Product Quality

At Rebul Cosmetics, ensuring the customer health compliance and safety of our products is our top priority. To this end, all our R&D processes are conducted in accordance with international health, safety, and environmental standards.

All raw materials used in our R&D activities are meticulously selected and procured from authorized suppliers and manufacturers. Our product development processes focus on creating formulations that do not pose a risk to human health and that promote environmental sustainability.

Our products are developed and tested in compliance with the EU Cosmetics Regulation (EC) No. 1223/2009 and the Turkish Cosmetics Regulation, as well as customer-specific requirements and restrictions. Our manufacturing facilities operate in compliance with Good Manufacturing Practices (GMP) and ISO 9001 standards.

Consumer feedback constitutes an integral part of our product development processes. We regularly conduct consumer research to improve user experience and maximize safety.

Our R&D center focuses on next-generation cosmetic formulations developed through biotechnological methods, sustainable packaging solutions, academic contributions, industry innovations, and other innovative initiatives. We offer innovative products that address both customer health and environmental awareness. All necessary tests specific to each product are conducted. All products undergo stability testing, and the optimal formulation is determined to ensure stability throughout their shelf life. All required products are dermatologically tested and validated by independent laboratories. These tests ensure that our products are safe and compatible with the skin. In addition to in-house testing, the R&D department is also responsible for monitoring tests conducted in external laboratories. Some of these tests include stability testing, product–package compatibility testing, microbiological testing, preservative efficacy testing, fragrance performance testing, burn tests for candles, consumer/user trials, efficacy testing, and others.

We provide detailed labeling in compliance with applicable regulations and, where necessary, product information leaflets to inform our customers about the correct and safe use of our products.



Operational Excellence and Superior Product Quality

At Rebul Cosmetics, we are committed to providing transparent information to our consumers regarding product ingredients and usage instructions.

Our labels provide complete information, including the full list of ingredients, recommendations for use, warnings, and recycling details. This information is prepared to ensure compliance with legal regulations while also raising consumer awareness.

Our labeling and marketing strategies comply with national and international regulations and standards, including the EU Cosmetics Regulation (EC) No. 1223/2009, the Turkish Cosmetics Regulation, and ISO 22716 (Good Manufacturing Practices). Our products do not feature any misleading claims; all statements are substantiated by scientific data and test results.

Our R&D and Regulatory Affairs departments play an active role in the marketing and labeling of our products. Properties identified during the formulation stage are communicated to the marketing department to ensure that consumers receive accurate information on product labels. For example, claims such as 'dermatologically tested' or 'free from synthetic fragrances' are validated through internal and external tests conducted by our R&D department.

As part of our sustainability strategy our product labels provide information on recyclability, eco-friendly ingredients, and the use of sustainable packaging. Additionally, our labels include information on certifications confirming that the products are sourced from ethical suppliers and are not tested on animals. We hold Cruelty Free Leaping Bunny certifications, awarded by Cruelty Free International.

At Rebul Cosmetics, we implement a meticulous control process to prevent any misleading claims about our products. Our product claims (e.g., '48-hour lasting fragrance' or 'skin-regenerating properties') are validated through performance and efficacy tests conducted by our R&D department and verified by accredited external laboratories. We ensure that our labeling information is accurate and provides clear guidance to consumers.

Our labels provide clear and easily understandable information to ensure that consumers use our products correctly. In addition, we provide informative content on our digital platforms, including ingredient descriptions, usage instructions, and frequently asked questions (FAQs).

While our R&D and Innovation department develops innovative technologies to meet consumer needs, we integrate these innovations into our product labels and marketing materials.

Consumer feedback plays a key role in our labeling and marketing processes. Feedback on labeling information enables us to continuously improve our packaging designs and how we present product content.

Demographic Information

At Rebul Holding, understanding and analyzing our company's demographic structure plays a crucial role in achieving our strategic targets. Employee demographics such as age, gender, education level, and seniority enable us to strengthen team dynamics and foster diversity and inclusion. This information helps us gain a deeper understanding of critical factors such as employee satisfaction, engagement, and performance, while offering the opportunity to develop policies tailored to the needs of each group. By gaining insight into our demographic structure, we enhance employee well-being and productivity, while also strengthening organizational cohesion and supporting Rebul Holding in achieving its sustainability targets more effectively.

In 2024, demographic data at Rebul Holding was revised across 9 main categories. These categories include the number of employees, generational distribution, gender distribution, average age, educational background, distribution by type of employment contract, gender distribution in managerial positions, Rebul seniority levels, and recruitment and turnover rates. For more effective demographic analyses, the holding structure has been categorized into three main locations: Manufacturing Facilities, Store, and Headquarters. Analyses conducted within this scope have enabled Rebul Holding to gain a better understanding of its employee diversity and organizational structure.

During the analysis period, Rebul Holding employed a total of 680 people. Of these employees, 402 are based at the Manufacturing Facilities, comprising 62 white-collar, 33 gray-collar, and 307 blue-collar staff. At the Store location, 95 employees work, and 183 are based at the Headquarters, with all employees at both locations being white-collar staff.



Remuneration Policy

Rebul Holding designs and manages its remuneration policy and practices in alignment with applicable regulations, the company's scope of activities, strategies, long-term targets, and risk management framework.

Principles adopted for remuneration processes within the scope of our policy:

- * Remuneration processes are governed by the principle of equity.
- * Employee work performance and contribution constitute one of the key criteria in determining remuneration levels.
- * Market-based remuneration levels within the sector are taken into account.
- * All remuneration decisions are communicated clearly and transparently.

These efforts, aimed at supporting our employees' economic and social well-being, not only reinforce our company's sustainable human resources management approach but also contribute to our responsible employer practices.

Steps Followed in Our Remuneration Process:

- * **Market Analysis:** The Human Resources Department assesses sector-specific average wages and market competitiveness.
- * **Position Evaluation:** The strategic significance of the position within the company and its scope of responsibilities are determined.
- * **Performance Evaluation:** Salary increases or bonus payments are applied based on annual performance indicators.
- * **Approval Mechanism:** The proposed salary is approved by the relevant department manager and the management team.
- * **Notification:** Employees are informed in writing and/or verbally.

Remuneration policies are reviewed annually and updated in line with market conditions. All information regarding remuneration is kept confidential and shared only with authorized personnel.

Sustainability Development Strategy

While maintaining its industry leadership, Rebul Holding aims to create long-term value by integrating its environmental, economic, and social responsibilities into its operations.

1-Environmental Sustainability:

Environmental impacts are reduced through energy efficiency projects and investments in renewable energy.

2-Economic Sustainability:

It targets long-term sustainable growth through collaboration with local manufacturers, R&D investments, and transparent financial management.

3-Social Sustainability:

Employee well-being is placed at the forefront.

Private health and maternity insurance, Gifts on special occasions, holiday season gift cards, an extra day of leave on the International Day of Persons with Disabilities, Training programs and webinars, as well as One-on-one meetings and social activities help foster a sense of belonging, while New Year and summer celebrations strengthen team spirit.

Rebul Holding will continue to prioritize the professional and personal development of its employees, while developing initiatives that enhance their well-being.



Policy Commitments

In line with its sustainability approach, Rebul Holding demonstrates strong commitments to ethical management, environmental responsibility, employee rights, and social contributions. It upholds the principles of transparency, accountability, and fair management in all its operations, while prioritizing the efficient use of natural resources and the reduction of environmental impacts.

Policy Implementation:

To implement these commitments, the company:

- Develops codes of conduct and compliance policies, and organizes awareness programs;
- Reduces its carbon footprint and carries out energy efficiency and waste management programs;
- Provides equal opportunities, as well as inclusion and occupational health and safety training;
- Supports community development through social responsibility projects; and
- All these policies are managed through measurable targets and regular performance monitoring.

Improvement Processes for Negative Impacts

Rebul Holding is committed to minimizing the negative environmental and social impacts of its activities.

Environmental Impacts

- Zero waste and recycling initiatives
- Water conservation and environmental risk analyses

Employee Well-Being and Safety

- Improving working conditions through training, risk assessments, and feedback
- Diversity policies enhancing inclusion

Social and Economic Contribution

- Sustainable supply chain practices
- Social responsibility projects focusing on education, health, and the environment

Rebul Holding regularly reviews these processes, aiming to contribute to a sustainable future.

Seeking Advice and Reporting Concerns

Rebul Holding has established a communication system that allows employees and stakeholders to safely share their opinions, in line with the principles of transparency and ethical management. This system contributes to the improvement of business processes and enables the early identification of potential risks.

Core Elements:

- **Accessible Communication Channels:** Opportunities for feedback via suggestion boxes, digital platforms, and the HR department
- **Anonymity and Confidentiality:** The identity of individuals submitting reports is kept confidential.
- **Effective Evaluation:** The reports are evaluated by the relevant departments, and necessary measures are taken.
- **Continuous Improvement:** Feedback is analyzed to improve processes, and the effectiveness of the system is enhanced through awareness training.

Legal and Regulatory Compliance

Rebul Holding is committed to conducting its operations in full compliance with national and international regulations. Within this framework, a strong Compliance Management System has been implemented.

Key Practices:

- **Legal Monitoring and Policy Revisions:** The Legal department monitors changes in laws and regulations and updates company policies accordingly.
- **Training and Awareness:** Regular compliance training is provided to all employees and managers.
- **Audits and Preventive Measures:** Compliance is ensured through internal and external audits, while risks are mitigated through preventive measures.
- **Sustainability-Focused Compliance:** Full compliance is ensured with sustainability-related regulations, including OHS, environmental, and human rights requirements.

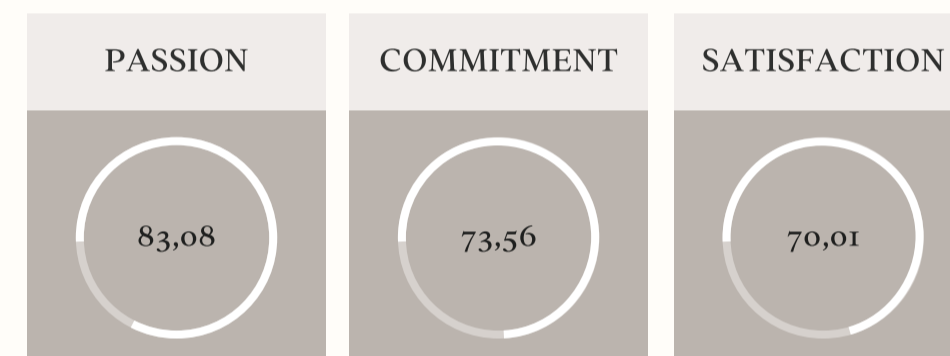
Employee Rights, Satisfaction, and Engagement

Our employees are the cornerstones of our company's success. Accordingly, protecting employee rights and providing a healthy, fair working environment and equitable economic conditions are key components of our corporate values. Through our initiatives to enhance employee engagement and satisfaction, we aim to create a better workplace for everyone. Our Human Resources department conducted employee satisfaction surveys in 2023 and 2024. These surveys examined the dimensions of ambition, engagement, and satisfaction. 16 themes were explored in 2023, and 17 themes in 2024.

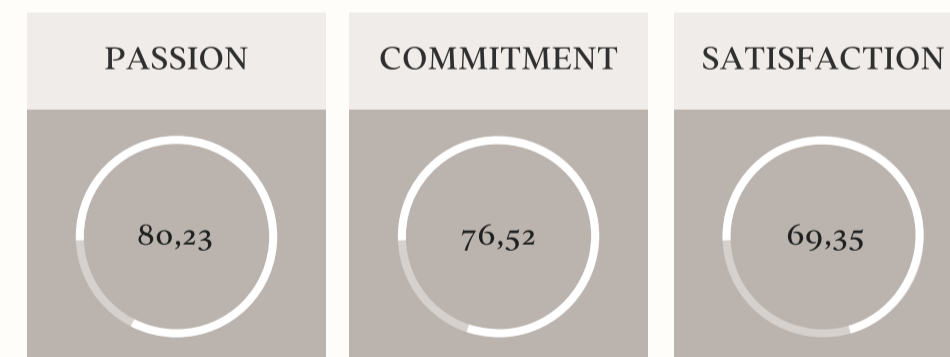
The participation rate for the 2023 employee satisfaction survey was 88%. According to the survey results, ambition scored 74%, engagement 68%, and satisfaction 62%. These rates vary according to the locations of employees in the Headquarters, Rebul Stores, and Rebul Manufacturing Facilities. The questions asked in the survey were examined across 16 different themes, and a SWOT analysis was developed to highlight the company's strengths, weaknesses, opportunities, and threats regarding employee satisfaction. Based on this analysis, actions to enhance employee satisfaction in 2024, were identified, prioritized, and implemented.

As a result, the changes between 2023 and 2024 reflect the company's emphasis on employee satisfaction and the impact of the steps taken in this regard. In addition, action plans were developed with the aim of enhancing employee participation and engagement. These results serve as an important guide for our goal of continuously improving the employee experience.

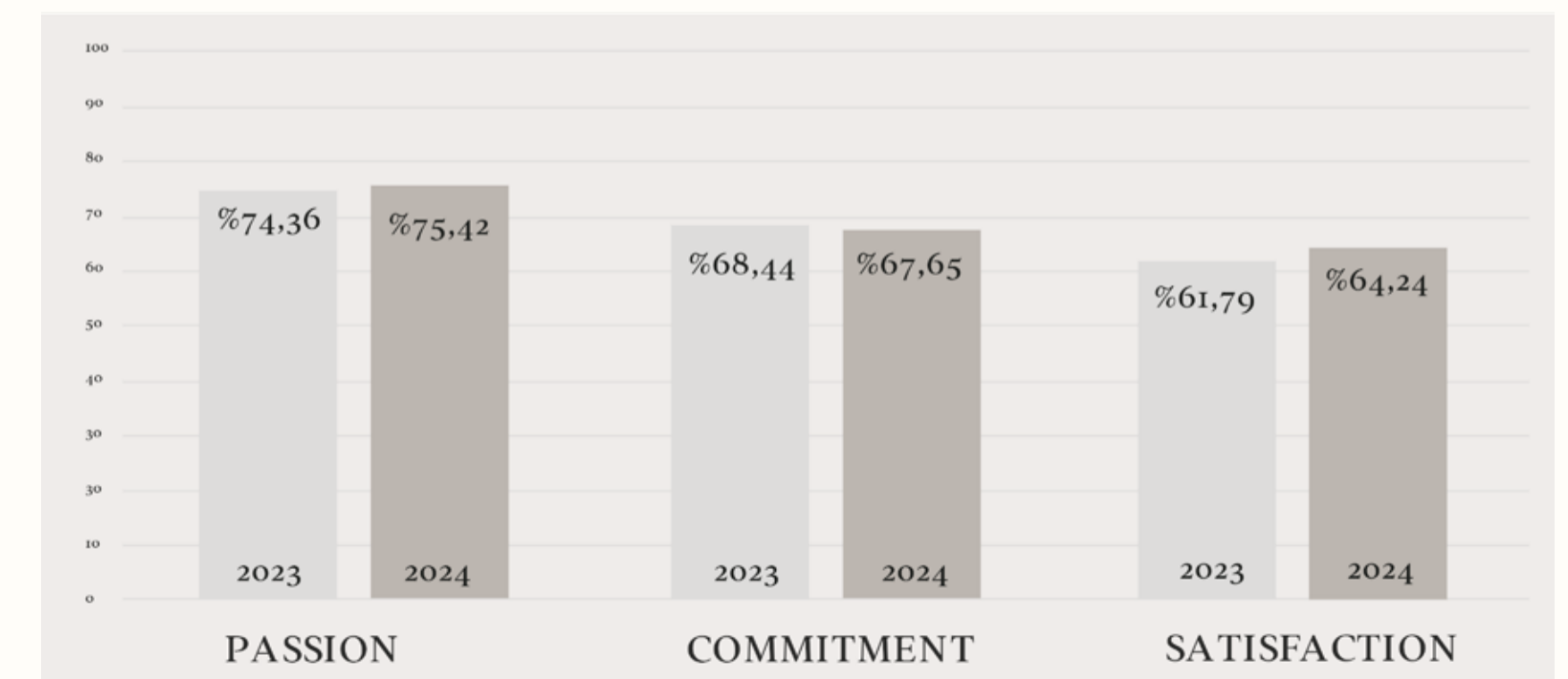
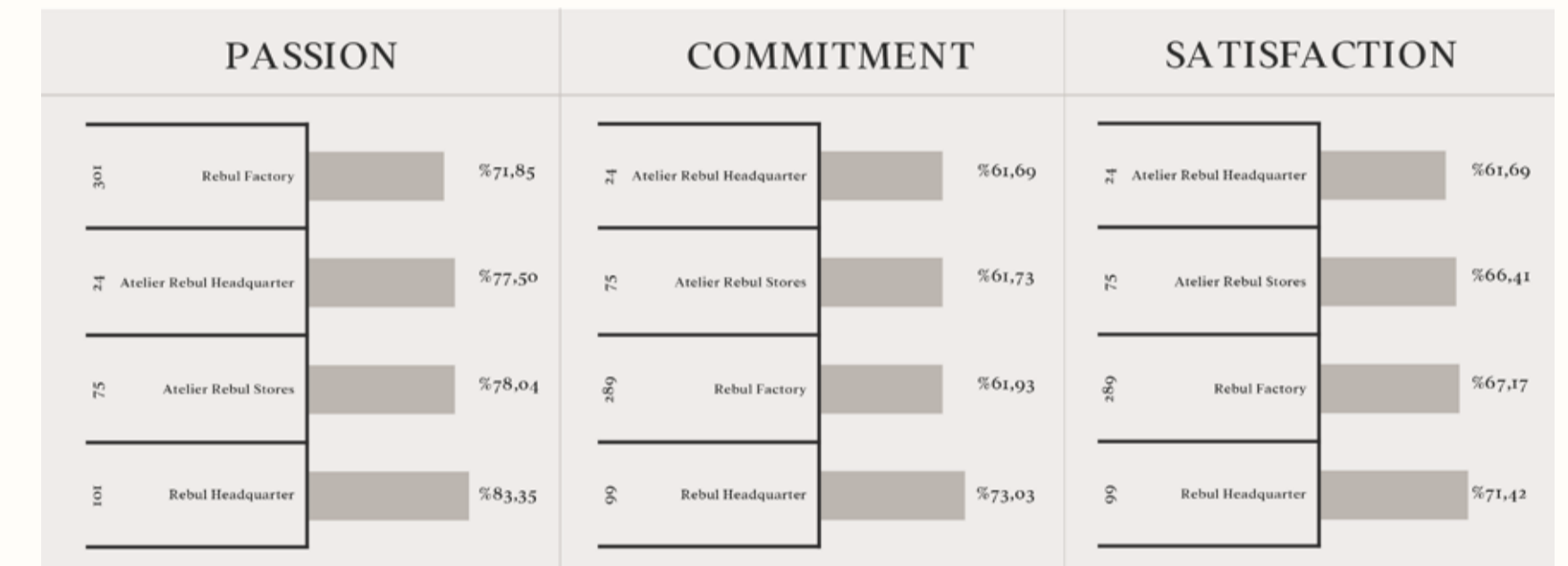
Rebul Headquarters - Customer Satisfaction Survey Snapshot



Rebul Stores - Customer Satisfaction Survey Snapshot



Rebul Manufacturing Facilities - Customer Satisfaction Survey Snapshot



Our Occupational Health and Safety (OHS) Approach

At Rebul Cosmetics, we consider the health and safety of our employees a top priority and implement comprehensive occupational health and safety policies to foster a sustainable work environment. We strive to provide a safe, healthy, and ethical work environment by aligning our occupational safety culture with international standards. A full-time Class A occupational safety specialist is employed at Rebul Cosmetics.

Compliance with International Standards
We hold the ISO 45001 Occupational Health and Safety Management System certificate to align our OHS management system with international best practices. This certificate demonstrates our commitment to preventing occupational accidents, protecting employee health, and continuously improving processes. In addition, as a Sedex member, we operate in line with social compliance standards and successfully pass SMETA 2-Pillar audits. Within this framework, we uphold high standards in occupational health and safety, working conditions, ethical trade, and environmental sustainability.

OHS Committee Meetings and Risk Management
To effectively manage our occupational health and safety processes, we hold OHS Committee meetings at least every two months.

During meetings, current occupational safety practices are evaluated, risks are analyzed, and necessary remedial actions are identified.

Near-Miss Reporting System

As part of our proactive OHS approach, we identify potential risks by collecting near-miss reports through near-miss boxes in manufacturing areas and take preventive actions. This system helps prevent potential occupational accidents and reinforces a safe working environment.

Incident Analysis and Preventive Measures
With the awareness that occupational accidents are preventable, we conduct root cause analyses (RCAs) after each incident and implement corrective and preventive actions (CAPAs) to avoid recurrence. This process not only enhances employee safety but also contributes to production efficiency.

Emergency Drills

To ensure emergency preparedness, we conduct emergency drills every 6 months in collaboration with the local fire department. In addition, we conduct chemical leak drills every 6 months to raise employee awareness of hazardous substances and ensure they learn correct response techniques.

Fire Safety and OHS Measures
Our organization maintains high standards in fire safety and occupational health and safety. All electric motors and pumps used in our alcohol-based manufacturing areas are explosion-proof and undergo regular compliance inspections. Our alcohol tank room is constructed with fire-resistant materials rated for 240 minutes, in compliance with TS EN 13501-2+A1:2013-10 and TS EN 1364-1:2015 standards. Our electrical installations are flame-retardant.

Fire Safety Measures:

Fire detection and extinguishing systems at our manufacturing site have been installed in compliance with NFPA and TS EN standards. Across the organization, there are a total of 212 portable fire extinguishers, 39 fire cabinets, and 8 fire hydrants. FM200 automatic fire extinguishing systems are installed in the main and secondary electrical panels, a Novec 1230 extinguishing system is installed in the server room, and a CO₂ automatic extinguishing system is installed in the transformer. Foam and water extinguishing systems are in place in manufacturing and warehouse areas. Monthly and annual maintenance of these systems is carried out by fire safety service providers.

Emergency and OHS Measures:
Emergency exits have been identified and marked in the organization. Fire escape plans and emergency phones are available in all areas. Safety rules have been established for visitors and subcontractors entering the company premises, and compliance is monitored. All employees are provided with antistatic safety shoes that comply with the EN 20345 standard. Personal protective equipment (PPE) is assigned to new employees, and its use is monitored.

Electrical and Grounding Safety:
Equipotential grounding systems are implemented throughout the organization. Periodic inspections of electrical installations and grounding systems are conducted annually. Anti-static grounding plates are installed in all areas to prevent static charge buildup. These measures enable our organization to operate in compliance with national and international standards, ensuring sustainable production and a safe working environment.

Our Occupational Health and Safety (OHS) Approach

Suggestion and Reward System – ROSE Project

Under our ROSE Project, we have implemented a suggestion and reward system to encourage employees' active participation in occupational health and safety processes. Each month, we identify the best suggestions in 5S, OHS, GMP, efficiency, and quality, and reward our employees accordingly. This system plays a key role in both spreading a culture of occupational safety and supporting the principle of continuous improvement.

Training and Audits

We organize regular internal and external training sessions to raise employees' awareness of occupational safety. In addition to training, we conduct monthly on-site audits, monitor audit scores, and take the necessary actions to continuously improve our occupational health and safety practices. Newly recruited employees receive OHS training on their first day and are only allowed to enter the worksite afterward.

REBUL ÇERKEZKÖY MANUFACTURING FACILITY			
Accident Types and Rates	2022	2023	2024
Number of Fatal Accidents	0	0	0
Number of Lost Time Injury (LTI)	13	22	24
Lost Time Injury Frequency Rate (LTIFR)	36	50	70
Number of Lost Time (Days)	159	81	178
Lost Time Injury Severity Rate	327	198	296
Number of Partial Disability	13	22	25
Recordable Accident Frequency Rate	32	40	56,45

NUMBER OF EMPLOYEES		
2022	2023	2024
265	326	413

REBUL HOLDING A.Ş. OHS Trainings Over the Years		
2022	2023	2024
1,976 hours per person	3,920 hours per person	4,859 hours per person

Our Occupational Health and Safety (OHS) Approach



Environment and Sustainability / Biodiversity

At Rebul Cosmetics, we strive for the responsible use of natural resources by adopting the principle of biodiversity conservation in our R&D processes. We prioritize raw materials from sustainable sources in our products and aim to minimize negative impacts on ecosystems by using RSPO-certified palm oil, FSC®-certified paper, and naturally derived ingredients. In addition, we develop environmentally friendly products by expanding our range of vegan and cruelty-free formulations.

In our R&D activities, we evaluate impacts on biodiversity and prioritize ecosystem-friendly ingredients. We protect aquatic life by developing microplastic-free formulations and work on biodegradable alternative ingredients. In addition, we select raw materials in accordance with green chemistry principles and favor preservatives and active ingredients that do not harm natural ecosystems. In our manufacturing processes, we use systems that minimize energy and water consumption to ensure environmental sustainability. We utilize biological treatment systems and recycling projects to ensure that production waste is managed in an environmentally safe manner. To reduce our carbon footprint, we invest in sustainable production methods and work to integrate renewable energy resources into our operations.

As part of our sustainable packaging strategy, we minimize our impact on nature by using recyclable and biodegradable packaging materials. We develop innovative packaging solutions and promote refill systems to reduce plastic consumption. By expanding sustainable packaging alternatives such as glass and aluminum, we contribute to the circular economy.

We actively participate in sector-specific sustainability projects in line with our goal of protecting wildlife and biodiversity. We develop partnerships to protect ecosystems and collaborate with universities and environmental organizations to strengthen our eco-friendly production policies. Together with selected business partners, we develop sustainable cosmetic products and implement projects to minimize our environmental impact.

At Rebul Cosmetics, we will continue to integrate our sustainability approach into R&D and innovation efforts, guided by our responsibility to protect biodiversity and natural ecosystems.

Environment and Sustainability



Environment and Sustainability / Environmental Performance Metrics

Environmental Management

At Rebul Cosmetics, we place environmental sustainability at the core of our business strategies. We adopt innovative and scientific approaches in our operations to conserve natural resources, reduce our carbon footprint, and minimize our environmental impacts. In conducting our operations, we ensure strict compliance with all environmental laws and regulations and regularly monitor national and international standards within this scope. Our company, certified with the ISO 14001 Environmental Management System, shapes its environmental sustainability targets in accordance with this standard. Our company aims to minimize its environmental impacts and continuously improve its environmental performance in defining its sustainability strategies. Through the Environmental Policy and Sustainability Policy developed within this framework, we are committed to transparently and clearly communicating our environmentally conscious approaches to all stakeholders. Our full compliance with environmental regulations to date, without being subject to any penalties, demonstrates our responsibility in this area. In 2024, a total of 239 person-hours of environmental training was provided.

At Rebul Cosmetics, we continue our efforts to uphold our respect for the environment, not only today but also for the future. We support our employees with regular training to enhance their environmental awareness and develop projects to raise awareness within society. We aim to inspire the industry by expanding the reach of our eco-friendly practices.

No environmental incidents were reported in 2024.

Energy Management

We aim to reduce our energy consumption in manufacturing processes by employing modern technologies that enhance energy efficiency. All electricity at our production plants is supplied by I-REC-certified renewable energy sources, thereby minimizing our greenhouse gas emissions and taking responsibility for a more livable future. To reduce energy and fuel consumption, energy efficiency is considered in purchased goods and services, new investments and designs, production, and all related processes.

ENERGY				
	2021	2022	2023	2024
Purchased Electricity; I-REC-Certified Green Energy (kWh)	920.486	1.159,17	1.690,00	2.281.630
Natural gas (kWh)	1.151.013,59	821.688	1.047.899,56	1.561.074
Fuel Consumption – Diesel (litres)	-	13.900,36	6.554.77	8.803,31
Fuel Consumption – Gasoline (litres)	-	18.490,04	13.500,41	17.080

PRODUCTION VOLUME			
2021	2022	2023	2024
15.167.101	13.441.232	15.783.863	23.454.477

NUMBER OF EMPLOYEES			
2021	2022	2023	2024
236	265	326	413

Water Management

In today's context of growing demand for clean water and the risk of depletion of water resources, Rebul Cosmetics has adopted a responsible water management approach aimed at minimizing our environmental impact. We develop sustainable solutions in our manufacturing processes and conduct all operations with an approach that prioritizes the protection of water resources. Municipal water from the Çerkezköy Organized Industrial Zone (ÇOSB) is used in Rebul Cosmetics operations. The necessary licenses and permits are obtained in accordance with applicable national and international regulations, and internal as well as external audits are conducted to ensure the transparent operation of processes. In addition, administrative and physical measures are implemented to protect the water resources in the region of our production plant, with regular assessments and analyses carried out within this framework.

WATER				
	2021	2022	2023	2024
Municipal Water (m³)	8080	14.138	14.303	15.982

Environment and Sustainability / Environmental Performance Metrics

Waste Management

Rebul Cosmetics aims to minimize its environmental impacts by applying the ‘reduce, reuse, and recycle’ principle in its manufacturing processes. Our waste management policies are an integral part of our sustainability approach and are shaped in line with our mission to conserve natural resources and prevent environmental pollution. Our primary objective is to prevent waste generation at its source. When this is not possible, we optimize our processes to reduce waste generation and implement innovative methods. We evaluate recycling and reuse opportunities for generated waste, thereby aiming to minimize environmental impacts. Our waste is sorted by type, and its quantities are regularly measured and recorded. As part of our environmental responsibility, we work exclusively with licensed and authorized companies for waste disposal processes. This process ensures compliance with legal regulations and mitigates the risk of environmental harm. We adhere strictly to national and international standards in the management of hazardous waste. At our manufacturing facilities, modern methods are applied to mitigate environmental impacts, and our processes are continuously improved.

At Rebul Cosmetics, we continue to contribute to building a sustainable future through our careful approach to waste management and the innovative methods we implement. We take responsibility for both today and the future through our respect for the environment. At the Rebul Cosmetics R&D Department, we develop formulations that minimize waste generation, utilize recyclable raw materials, and implement eco-friendly manufacturing methods. All our processes aim to reduce negative environmental impacts and enhance resource efficiency. Our waste management follows an integrated approach that encompasses resource sorting and recycling processes. In our R&D processes, we apply green chemistry principles to develop non-toxic, biodegradable, and environmentally friendly ingredients. This approach not only ensures product safety but also prevents production waste from causing harm to the environment. Our R&D activities aim to develop new methods to enhance the efficiency of wastewater treatment. Additionally, we conduct research on alternative raw materials to reduce the use of toxic chemicals.

At Rebul Cosmetics, we develop innovative technologies and processes to minimize waste generation in our manufacturing operations. For instance, new manufacturing methods that reduce water consumption and produce less wastewater are part of our R&D activities. Rebul Cosmetics regularly monitors and enhances its waste and wastewater management targets.

WASTE TREATMENT AND DISPOSAL METHODS				
TYPE OF WASTE	WASTE (EWC) CODE	TOTAL (KG)	WASTE TREATMENT METHOD	WASTE TREATMENT METHOD DESCRIPTION
HAZARDOUS WASTE	07 01 01	1,340,005	R3	Pre-treatment of aqueous washing liquids through sorting and manual handling processes. The waste is discharged without treatment.
	07 01 04		R12	Pre-treatment of aqueous washing liquids through sorting and manual handling processes. The waste is discharged without treatment.
	07 04 01		R12	Pre-treatment of aqueous washing liquids through sorting and manual handling processes. The waste is discharged without treatment.
	07 06 01		R3	Pre-treatment of aqueous washing liquids through sorting and manual handling processes. The waste is discharged without treatment.
	15 01 10		R12	Crushing and washing processes are performed on intermediate bulk containers (IBCs). The IBCs are granulated and subsequently sold.
	15 02 02		R12	Solvent recovery and disposal processes are carried out for hazardous solid waste. The waste is subsequently sent to cement plants.
	16 03 03		R12	Solvent recovery and disposal processes are carried out for hazardous solid waste. The waste is subsequently sent to cement plants.
	18 01 03		D9	Medical waste is treated in a medical waste autoclave at 140 °C and 4 bar pressure for 16 minutes. Biological controls are performed using colorimetric kits. After sterilization, the waste is disposed of in landfills authorized by the relevant municipality, with the base impermeability ensured.
NON-HAZARDOUS WASTE	15 01 01	139,860	R12	Paper and cardboard packaging waste is sent to external waste treatment companies for pulping.
	15 01 02		R12	Plastic waste is processed into granules.
	15 01 03		R3	Wooden packaging waste is repaired to prepare it for reuse.
	15 01 07		R12	Glass packaging waste is sent to recovery facilities either in a reduced volume or as collected.
	20 01 40		R12	Scrap metals are sorted by type and sent to processing plants for casting.

Environment and Sustainability / Environmental Performance Metrics

Climate Change Mitigation and Emissions Reduction

At Rebul Cosmetics, we regard climate change mitigation as a fundamental element of our sustainability strategy and work diligently to minimize the environmental impacts of our operations. We develop policies to reduce our carbon footprint and strive to lead the industry through the adoption of renewable energy, energy efficiency measures, and sustainable production practices.

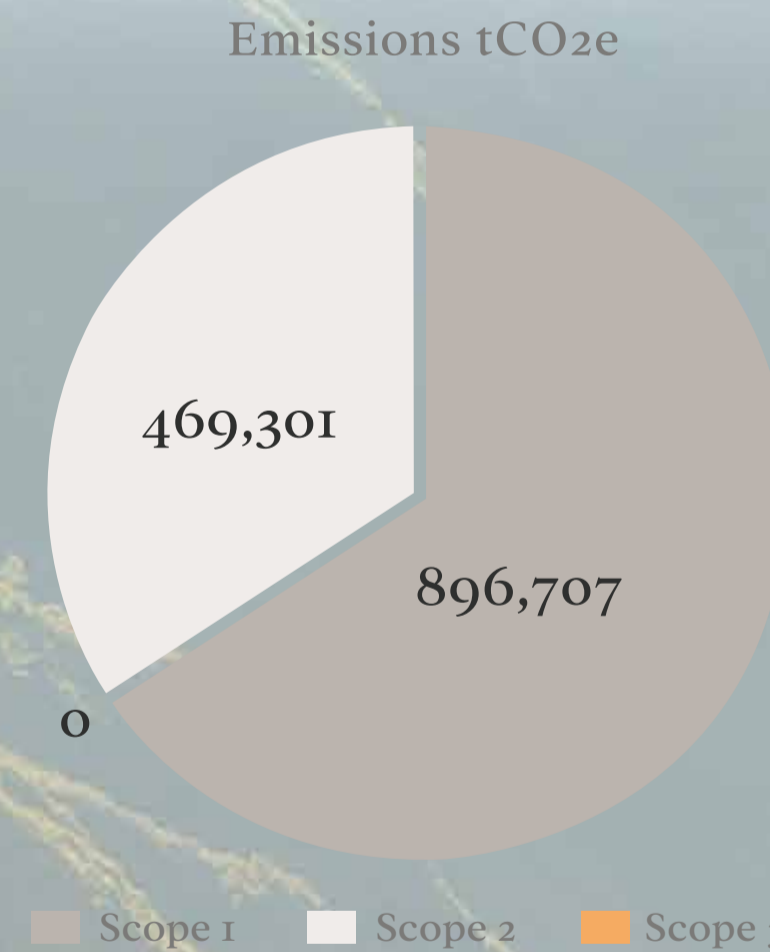
We continue our efforts to minimize our environmental impacts, significantly reduce our CO₂ emissions by 2030, and contribute to Türkiye's achievement of its net-zero carbon targets by 2053. We will continue to work diligently in line with science-based targets and strive to make the future greener and more sustainable.

#RebulCosmetics is committed to a more sustainable world!

EMISSIONS (tCO ₂ e)			
2021	2022	2023	2024
1152,18	1422,837	1410,09	1366,008

PRODUCTION VOLUME			
2021	2022	2023	2024
15.167.101	13.441.232	15.783.863	23.454.477

NUMBER OF EMPLOYEES			
2021	2022	2023	2024
236	265	326	413

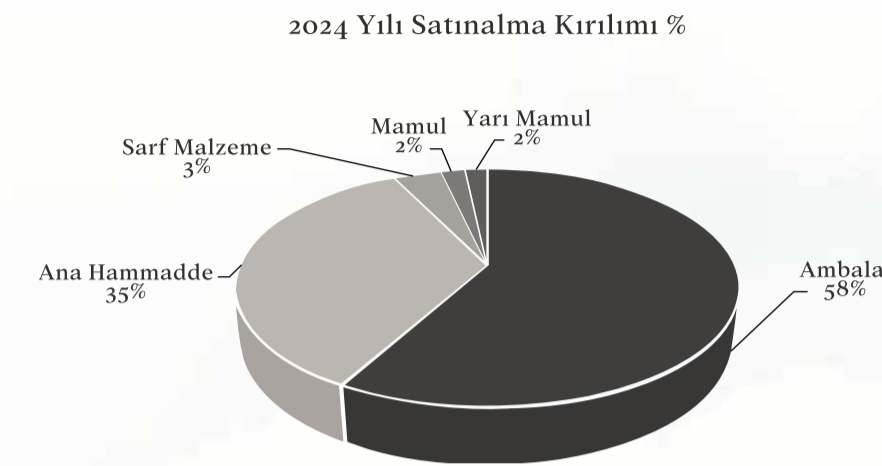


Sustainable Supply Chain Management

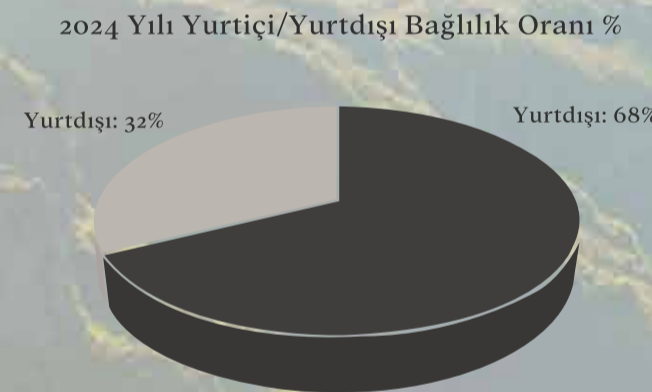
As Rebul Cosmetics, we are aware of our responsibility towards nature and communities. In line with our sustainability principles, we aim to continue our operations by minimizing environmental impacts and creating value for communities. This report aims to ensure the efficient use of resources and an ethical supply chain by considering environmental, social, and economic factors in sustainable supply chain management as of 2024.

The corporate procurement department, managed through our headquarters, is responsible for completing the Supply Chain process for CAPEX and OPEX purchases in line with the 5D Rule (Right Product, Right Place, Right Time, Right Price, Right Quantity). The Procurement Department is responsible for managing the commercial terms and operational order processes of our ongoing projects. In our new projects, the Sourcing Department is responsible for the commercial terms related to packaging, while the Procurement Department manages the operational processes of these projects.

Out of the total procurement volume from approximately 410 suppliers across all procurement groups, the most crucial product groups include primary raw materials and packaging. When classified as 'Direct Materials' procurement, this group accounts for 93% of our total procurement volume, with 300 of our solution partners (i.e., suppliers) included in this segment alone.



In 2024, 68% of our procurements were sourced domestically to shorten lead times and ensure sustainability within the scope of localization. This rate was 66% in 2023, and increasing domestic procurements has been one of our focus areas.



Supplier Onboarding, Evaluation, and Procurement Performance Report

Highly qualified and consistently reliable procurement is vital to maintaining our business continuity. This is because having a qualified supplier portfolio is a prerequisite for creating a strong value chain throughout the product life cycle. The key quality we expect from our suppliers, beyond delivering superior products and services, is that they approach social, environmental, economic, and ethical aspects from the same perspective as we do in conducting their operations.

Rebul Cosmetics' sourcing and procurement activities within the scope of sustainability can be summarized as follows:

1- Initial Assessment (Prospective Supplier): Potential suppliers are evaluated by the Quality Assurance Management under the following sub-categories, considering their sustainability policies, quality certifications (compliance with sustainability standards such as ISO 14001, SEDEX, and BSCI), environmental management system, and ethical standards:

1- Initial Assessment (Prospective Supplier):

Potential suppliers are evaluated by the Quality Assurance Management under the following sub-categories, considering their sustainability policies, quality certifications (compliance with sustainability standards such as ISO 14001, SEDEX, and BSCI), environmental management system, and ethical standards.

a. Environmental Performance Metrics:

* Energy and Resource Usage: Inspecting investments aimed at improving energy efficiency in production facilities and evaluating related efficiency initiatives;

* Waste Management and Recycling:

Monitoring the minimization of waste generated in manufacturing processes, the increase in recycling rates, and the preference for eco-friendly materials in packaging;

* Carbon Footprint: Monitoring initiatives aimed at reducing CO2 emissions and environmentally conscious logistics practices within the supply chain; and

b. Social Responsibility Criteria:

Monitoring suppliers' performance in human rights, employee satisfaction, and transparent reporting.

Sustainable Supply Chain Management

* **Employee Rights and Training:** Strengthening occupational health and safety practices and investing in employee training programs.

* **Social Contributions:** Collaboration with local communities, social responsibility projects, and environmental awareness initiatives

* **Ethical Supply Chain:** Suppliers are required to conduct their operations in compliance with the Supplier Code of Conduct, which is developed based on the Rebul Code of Business Conduct. The Supplier Code of Conduct ensures compliance with requirements regarding forced labor, child labor, harassment, compensation and remuneration, working hours, fair treatment among employees, occupational health and safety, and applicable environmental laws, regulations, and standards. In 2024, 87% of the Supplier Code of Conduct shared with our local suppliers was signed, and suppliers are required to comply with its provisions.

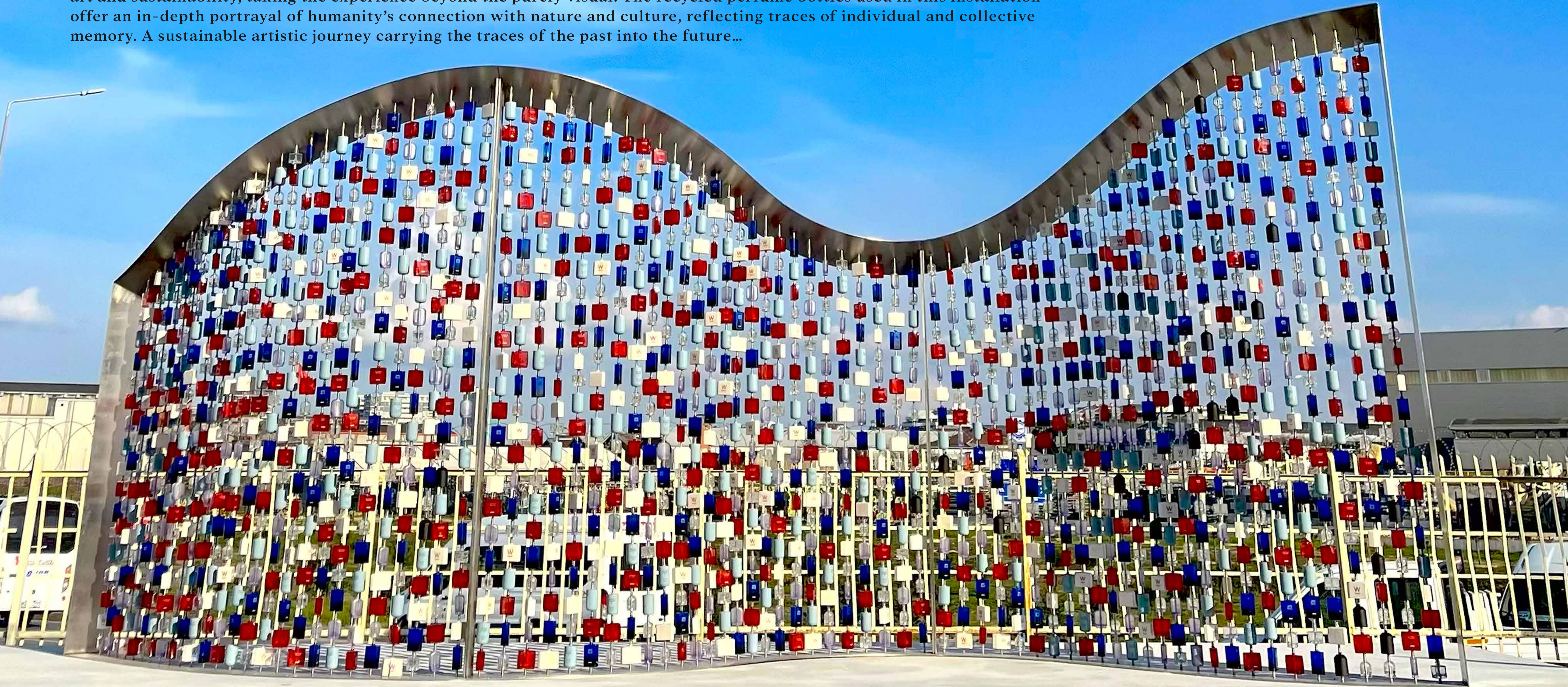
Following the completion of the inspection by Quality Assurance Management, the Sourcing department conducts a risk-based assessment of the prospective supplier, considering factors such as the ability to manufacture the required materials/components, technical competence, and financial infrastructure. Suppliers positively evaluated at the end of the inspection are onboarded. Suppliers deemed qualified but with identified nonconformities remain on the watchlist and are not onboarded until the necessary corrective actions are completed.

2- **Inspections (Current Suppliers):**

Following the prospective supplier stage, on-site inspections are conducted for our solution partners once they become current suppliers, and the continuous improvement process is maintained. Supplier risk maps are created to assess social, economic, and environmental risks. We conduct activities to assess and enhance the sustainability performance of our suppliers identified within the defined scope, taking into account risk analyses, Kraljic matrix studies, and annual expenditure evaluations. Our goal is to develop long-term partnerships with suppliers that comply with sustainable supply chain policies.

Rebul Cosmetics has defined strategic targets to make its supply chain sustainable and carries out its operations accordingly. The process is managed more effectively by increasing the number of supplier inspections along with concurrent training and awareness programs. At Rebul Cosmetics, we view sustainability not only as a responsibility but also as an opportunity. We continue our efforts to create a greener, cleaner, and more ethical legacy for future generations.

The Traces of Memory, a work by Onur Mansız, brings our brand's deep-rooted legacy and production expertise together with art and sustainability, taking the experience beyond the purely visual. The recycled perfume bottles used in this installation offer an in-depth portrayal of humanity's connection with nature and culture, reflecting traces of individual and collective memory. A sustainable artistic journey carrying the traces of the past into the future...



R&D and Innovation

At Rebul Cosmetics, we aim to minimize the environmental impact of our products by making sustainable material use central to our R&D processes. We prioritize natural, renewable, and recyclable ingredients when selecting raw materials. We promote efficient resource use by incorporating FSC®-certified paper, recycled plastics, and biodegradable packaging materials in our products. As part of our sustainable production strategies, we work to increase the proportion of recycled materials in our packaging and manufacturing processes. To reduce plastic use, we prioritize post-consumer recycled (PCR) materials and ensure our packaging is refillable and recyclable. At the same time, we develop innovative solutions to minimize raw material waste by improving our waste management processes. We employ advanced technologies in our manufacturing processes to improve material efficiency and reduce waste. In our formulations, we focus on maintaining the same level of quality with reduced material consumption by using high-performance ingredients with low environmental impact. Through processes that optimize resource use, we reduce water and energy consumption during manufacturing, contributing to our sustainability targets.

We develop sustainable solutions by preferring eco-friendly materials in our packaging designs. To reduce plastic use, we explore alternative biodegradable materials and promote the use of long-lasting, recyclable materials such as glass and aluminum. We develop lightweight and eco-friendly designs to reduce the carbon footprint of our product packaging.

As the Rebul Cosmetics R&D team, we continuously research sustainable raw materials and eco-friendly manufacturing methods. By developing bio-based materials and those derived from renewable resources, we aim to minimize the ecological impact of our products.

At Rebul Cosmetics, we will continue our efforts to increase the use of sustainable materials in accordance with GRI 301 standards and contribute to the circular economy.



Digitalization

By digitizing HR personnel management, employee leave, and recruitment processes, we have launched our HR digital transformation project.

As part of our CRM project, we consolidated customer data and analyzed customer behaviors to implement personalized campaigns.

By implementing the stock replenishment project in our stores, we prevented out-of-stock situations and eliminated the risk of sales loss.

By consolidating all banking integrations onto a single platform, banking records are automatically entered into the system.

As part of the Master Data project, we created a digital catalog on the Odoo platform to ensure traceability and authorization of stock cards and BOMs, and implemented an AI-based similar image search feature by uploading material images into the system.

By digitizing requests for BOM revisions and new BOMs, we made them manageable through the Odoo platform.

As part of management reporting, we developed data-driven reports using Power BI and MS Excel. By integrating Python-based machine learning models into our reporting processes, we provided data-driven insights to support strategic decision-making.

We launched our Agile transformation journey by breaking our plans into iterations, defining our product backlogs, and aligning efforts toward common goals.

Our Goals for the Coming Period include: Digitizing various processes, such as expenditure forms, indirect procurement, and performance management, to enable end-to-end traceability, approval, and reporting; Expanding brand recognition globally through international store openings; Digitalizing the PLM process to manage the product lifecycle from concept design to customer delivery; and Increasing sales by implementing campaigns for loyal customers through the CRM Loyalty project.

Digital Transformation and Automation
By increasing our investments in digital transformation and automation, we embed innovative ways of working at the core of our daily operations. In this context, we aim to triple our investments in automation and digitalization, and enhance our current product portfolio with a sustainability-focused approach.

Through these investments, we aim to generate positive environmental and social impacts while preparing our business lines for the future. We aim to create long-term value by offering our customers goal-oriented business models and products, as well as sustainable alternatives.

Sustainability-Focused Digital Applications

At Rebul, we are taking significant steps in our journey to advance digital applications and automation. We develop innovative solutions that enhance productivity and energy efficiency to support a sustainable future.

We achieve energy efficiency and optimize resource management by integrating digitalization with traceability. While modernizing our infrastructure, we execute our projects using proper project planning methods, such as early equipment management. This enables us to conserve resources effectively and establish an environmentally friendly working model.

Investing in the Future Through Innovation and Technology
By integrating innovation and digital transformation into our company's core strategies, we apply next-generation technologies across every new domain. Our goal is not only to serve our company but also to contribute to building a sustainable future.

Through our future-oriented investments, we enhance both our business performance and environmental impact, and create value through solutions aligned with the demands of our time. We continuously advance our efforts toward an innovative and sustainable future.

Content Index

GRI CONTENT INDEX				
Statement of Use: Rebul Holding has prepared this report in accordance with the GRI Standards for the period from January 1, 2024, to December 31, 2024. GRI 1 Used: GRI 1 Foundation 2021 Applicable GRI Sector Standard(s): There is no GRI sector standard applicable to the cosmetics sector.				
GRI STANDARD & METRICS	SOURCE	OM ISSION		
		Requirement(s) Omitted	Reason	Explanation
General Disclosures	1. The organization and its reporting practices			
	2.1 Organizational details			
	2.2 Entities included in the organization's sustainability reporting			
	2.3 Reporting period, frequency and contact point			
	2.4 Restatements of information			
	2.5 External assurance			
	2. Activities and workers			
	2.6 Activities, value chain and other business relationships			
	2.7 Employees			
	2.8 Workers who are not employees			
	3. Governance			
	2.9 Governance structure and composition			
	2.10 Nomination and selection of the highest governance body			
	2.11 Chair of the highest governance body			
	2.12 Role of the highest governance body in overseeing the management of impacts			
	2.13 Delegation of responsibility for managing impacts			
	2.14 Role of the highest governance body in sustainability reporting			
	2.15 Conflicts of interest			
	2.16 Communication of critical concerns			
	2.17 Collective knowledge of the highest governance body			
	2.18 Evaluation of the performance of the highest governance body			
	4. Strategy, policies and practices			
	2.19 Remuneration policies			
	2.20 Process to determine remuneration			
	2.21 Annual total compensation ratio			
	2.22 Statement on sustainable development strategy			
	2.23 Policy commitments			
	2.24 Embedding policy commitments			
	2.25 Processes to remediate negative impacts			
	2.26 Mechanisms for seeking advice and raising concerns			
	2.27 Compliance with laws and regulations			
	5. Stakeholder engagement			
	2.29 Approach to stakeholder engagement			
GRI 2: General Disclosures 2021				
GRI 3: Material Topics 2021	3.1 Process to determine material topics			
	3.2 List of material topics			
	3.3 Management of material topics			
GRI 3: Material Topics 2021				
GRI 416: Customer Health and Safety 2016	Product Quality and Product Safety			
	Customer Satisfaction			
	Consumer Health			
	R&D and Innovation			
GRI 417: Marketing and Labeling 2016	Product Quality and Product Safety			
	Customer Satisfaction			
	R&D and Innovation			
GRI 3: Material Topics 2021	Employee Rights and Employee Satisfaction & Engagement			
GRI 401: Employment 2016	Employment of Women			
GRI 405: Diversity and Equal Opportunity 2016	Human Rights and Ethics Compliance			
GRI 406: Non-discrimination 2016	Human Rights and Ethics Compliance			
GRI 407: Freedom of Association and Collective Bargaining 2016	Human Rights and Ethics Compliance			
GRI 408: Child Labor 2016	Human Rights and Ethics Compliance			
GRI 409: Forced or Compulsory Labor 2016	Human Rights and Ethics Compliance			
GRI 410: Security Practices 2016	Human Rights and Ethics Compliance			
GRI 412: Human Rights Assessment 2016	Human Rights and Ethics Compliance			
GRI 205: Anti-corruption 2016	Human Rights and Ethics Compliance			
GRI 403: Occupational Health and Safety 2016	Occupational Health and Safety Practices			
GRI 404: Training and Education 2016	Digital Transformation and Automation			
GRI 306: Effluents and Waste 2016	Employee Development			
	Environmental Performance Metrics - Waste Management			
	R&D and Innovation			
GRI 305: Emissions 2016	Environmental Performance Metrics - Emissions			
GRI 302: Energy 2016	Environmental Performance Metrics - Energy Management			
	Digital Transformation and Automation			
GRI 303: Water 2016	Environmental Performance Metrics - Water Management			
GRI 308: Supplier Environmental Assessment 2016	Sustainable Procurement and Supply Chain			
GRI 414: Supplier Social Assessment 2016	Sustainable Procurement and Supply Chain			
GRI 301: Materials 2016	R&D and Innovation			
GRI 304: Biodiversity 2016	R&D and Innovation			

Legal Disclaimer & External Assurance Engagement

Legal Disclaimer:

Rebul Holding A.Ş. Sustainability Report has been prepared in accordance with the GRI reporting standards, entirely on a voluntary basis and without giving rise to any legal obligation whatsoever.

The primary purpose of this report is to raise awareness of sustainability and to convey Rebul Holding's approach in this area to its stakeholders. The information contained in this report has been provided by the relevant departments of Rebul Holding, based on sources deemed accurate and reliable at the time of its preparation.

This report is provided for informational purposes only and does not constitute, in whole or in part, any offer, commitment, representation, or warranty of any kind.

If you wish to share your opinions, suggestions, or inquiries, you may contact us at info@rebul.com.

External Assurance:

No external assurance was conducted for the entirety of this report during the reporting period. However, independent third-party audits were conducted on specific aspects, as listed below:

- ISO 14001 & ISO 45001 & ISO 9001 & ISO 22716 & BRCGS CP & RSPO & FSC® Certification Audits
- HIGG FEM Verification Audit
- SMETA II PILLAR Unannounced Audits (SEDEX)

Legal Disclaimer & External Assurance Engagement

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