



**BANVİT BANDIRMA VİTAMİNLİ YEM SANAYİ ANONİM ŞİRKETİ**  
**01 JANUARY 2025 – 31 MARCH 2025 PERIOD**  
**INTERIM ACTIVITY REPORT**

**30.04.2025**

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## A. General Information

### 1) Reporting Period

01.01.2025 – 31.03.2025

### 2) Information on the Company

<b>Commercial Title</b>	Banvit Bandırma Vitaminli Yem Sanayi A.Ş.
<b>Trade Registry No</b>	4153
<b>Tax Office</b>	Bandırma
<b>Tax Number</b>	1400036590
<b>Address of the Headquarter</b>	Ömerli Mah. Ömerli Sok. No: 2/8 A Bandırma-Balıkesir
<b>Phone &amp; Fax of the Headquarter</b>	Phone: (0266) 733 86 00   Fax: (0850) 2001052
<b>Website</b>	<a href="http://www.banvit.com">www.banvit.com</a>
<b>Upper Limit of the Registered Capital</b>	TRY 8.000.000.000
<b>Paid In/Issued Capital</b>	TRY 100.023.579

### 3) Shareholding Structure and Capital Structure

Shareholders	Number of Shares	Share in Capital (%)
TBQ Foods GMBH	91.727.012	91,71
Other (Publicly Held)	8.296.567	8,29
Total	100.023.579	100,00

There has been no change in the direct shareholding and capital structure within the period.

Our company continues its activities within the group of companies under the indirect controlling shareholding of BRF S.A.

### 4) Explanations Related to Privileged Shares and Voting Rights of the Shares

There is no privileged shares in the capital and each shareholder has one (1) voting right.

## 5) Information on the Board of Directors, Key Managers and Number of Personnel

In accordance with the Turkish Commercial Code ("TCC") and the related legislation, the election of the Board of Directors is executed by the General Assembly within the framework of the articles of association. Should there be a vacancy in the membership of the Board of Directors within the respective period, an election for the available positions is made according to the provisions of TCC and the company's articles of association and the results are submitted to the upcoming Ordinary General Assembly to be approved.

The Members of the Board of Directors on duty as of 31.03.2025:

Board of Directors	Position	Duty Period
Igor Fonseca Marti	Chairman	09.05.2023-09.05.2026
Bruno Machado Ferla*	Deputy Chairman	25.10.2024-09.05.2026
Fabio Luis Mendes Mariano	Member	09.05.2023-09.05.2026
Davide Luigi Vimercati	Member	09.05.2023-09.05.2026
Feras Abdulaziz M H Al-Naama	Member	09.05.2023-09.05.2026
Selim Taşo	Independent Member	09.05.2023-09.05.2026
Ali Ferda Elerman	Independent Member	09.05.2023-09.05.2026
Meral Kurdaş	Independent Member	09.05.2023-09.05.2026

\* Pursuant to the resolution of our Company's Board of Directors dated 25.10.2024, it has been resolved that Bruno Machado Ferla shall be appointed as a Member of the Board of Directors, in accordance with Article 363 of the Turkish Commercial Code, to complete the remaining term of office following the resignation of Fadi Felfeli from the Board of Directors. This appointment shall be submitted for approval at the first General Assembly Meeting.

Additionally, it has been decided that Igor Fonseca Marti shall serve as the Chairman of the Board of Directors and Bruno Machado Ferla as the Vice Chairman of the Board of Directors until the end of their respective terms, specifically until 09.05.2026.

(<https://www.kap.org.tr/tr/Bildirim/1351086> )

### ***Powers and Duties of the Members of the Board of Directors***

The Board of Directors carries out and executes the duties assigned to them by the resolutions held by the General Assembly meeting in matters specified in the TCC, the

Capital Markets Law and other relevant legislation and the article 9 of the company's articles of association.

Executive Management as of 31.03.2025 date:

Name Surname	Duty	Commencement Date
Tolga Gündüz	General Manager	16.10.2019
Levent Aytimur	Finance Director	09.01.2023
Nerdin Alp	Sales Director	06.04.2001
Atakan Sakin	Logistics Director	01.06.2022
Gökçen Aslan Özşar	Human Resources Director	27.09.2021
Miray Ilıksoy Baran	Legal and Corporate Affairs Director	23.09.2021
Erdal Elmas	Operations Director	01.02.1995
Özlem Kutluk	Business Planning and Development Director	12.01.2003
Jorge Luiz Biffi	AGRO Director	18.09.2020

## **6) Staff and Employee Movements and Collective Bargaining Practices and Rights and Benefits Provided to Staff and Employees**

Wages and side benefits of our blue-collar employees are subject to collective bargaining agreements. Our white-collar employees are not subject to any collective labor agreement.

In addition to their base salary, employees receive bonuses, risk premiums, marriage and birth allowances, health insurance, annual profit-sharing payments from the company, meal allowances, and transportation assistance based on their employment status.

Permissions are annual paid leave, excuse leave, unpaid leave and marriage leave, death leave, working limit (pregnancy) leave, maternity leave, breastfeeding leave.

The union registration process for employees working in our hatchery facility among the blue-collar staff is ongoing.

The number of employees of Banvit Bandırma Vitaminli Yem Sanayi A.Ş. as of dates between 31 December 2024- 31 March 2025 :

	31.03.2025	31.12.2024
White Collar	685	670
Blue Collar	4384	4464
Total	5069	5134

## 7) Corporate Governance Principles Compliance Report

In accordance with the Capital Markets Board's decision dated 10.01.2019 and numbered 2/49; the “Corporate Governance Compliance Report (URF)” which shows compliance with the principles that are voluntary and mandatory to be implemented by our company's Corporate Governance Principles and “Corporate Governance Information Form (KYBF)”, which provides information about our current corporate governance practices, have been published on the Public Disclosure Platform (“KAP”) using the relevant templates and are made available to the public at <https://www.kap.org.tr/tr/Bildirim/1396391> and <https://www.kap.org.tr/tr/Bildirim/1396389> . Information on Corporate Governance can be accessed at <https://www.kap.org.tr/tr/cgif/4028e4a1415f4d990141601902e33250>.

## 8) Changes to the Articles of Association

No changes was made to the articles of association during the period.

## B. Financial Rights Given to Board Members and Executive Management

### 1) Total Amount of Financial Rights like Attendance Fee, Wages, Bonus, Premium and Dividend Payments

At the Ordinary General Assembly meeting of the company on May 14, 2024, it has been resolved that the members of the Board of Directors are not paid and, starting from the month following the General Assembly, until the next Ordinary General Assembly, a monthly gross salary/honorarium of TRY 83.500,00 per month to each Independent Board Members.

Salaries of the company's senior executives are determined by the Company's Board of Directors. All senior executives have private health insurance.

In the fiscal period ending on 31 March 2025, all benefits provided to senior executives are short-term benefits and include wages, premiums and other payments.

Performance-based additional payments are made to out-of-scope personnel, including senior managers, within the company.

Between 1 January 2025 and 31 March 2025; A total of TRY 14.218.690,00 was paid for senior executives and TRY 1.137.101,99 SSI-employer deduction was made. In addition, in the term of 01.01.2025 – 31.03.2025, a total of TRY 769.659,34 TL was paid for three independent members as attendance fee.

No payables were given, no loans were issued directly or through a third party and no indemnity such as sureties was given to Board Members or executive management during the period.

The total of fees paid to board of directors and executive managers for the period between 01.01.2025 – 31.03.2025 is indicated in the table below.

(TRY)	31.03.2025	31.03.2024
<b>Board of Directors</b>	769.659,34	621.467,23
<b>Executive Managers</b>	15.355.791,99	28.830.631,39
<b>Total</b>	16.125.451,33	29.452.098,63

## **2) Information on Allowance Granted, Travel, Accommodation and Representation Expenses and Total Amount of Facilities in Cash and Kind, Insurances and Similar Guarantees**

The total amount of allowance, travel, accommodation and representation expenses as well as in cash and kind facilities and insurances given to the members of the board of directors and senior executives during the period is TRY 2.989.105,23.

## **C. Research and Development Studies**

In order to meet the demands and needs of our consumers, customers and suppliers in a creative, high quality, practical and delicious way, our Company carries out R&D activities on product development and the production of new products. In addition, other areas within the scope of our Company's R&D activities include researching and determining the most suitable packaging and recyclable packaging for the products produced and contributing to sustainability efforts by performing waste management effectively.

In this context, 5 new products and 18 new packages were developed between 01.01.2025 - 31.03.2025. Our Company aims to increase the rate of use of packaging made from recyclable materials in packaging diversity. In the 01.01.2025 - 31.03.2025



period, the utilization rate of packaging produced from recyclable materials was realized as 92.2% with the effect of newly added and unlisted products in the product portfolio.

## **D. Activities and Significant Developments Regarding the Activities**

### **1) Investment Activities**

As of 31 March 2025, the total investment expenditure of Banvit Bandırma Vitaminli Yem Sanayi A.Ş. is TRY 247.090.002 (31 March 2024: TRY 1.056.849.156).

### **2) Internal Control System and Internal Auditing Activities**

The Internal Audit unit provides independent and impartial assurance and consultancy activities to the board of directors regarding corporate governance processes. Internal Audit activities aim to provide a reasonable assurance to the stakeholders of the company, especially shareholders, on the establishment of managerial accountability, efficiency and effectiveness of business processes, reliability of the financial reporting system, compliance of company activities with laws and regulations. Internal Audit activities are carried out according to the “International Internal Auditing Standards” established by the International Institute of Internal Auditors (IIA). The internal audit unit works in compliance with the “Banvit Internal Audit Regulation” and monitors the audit findings until the risk disappears.

The Internal Control unit carries out the activities of early detection, evaluation, calculation of the effects and probabilities of risks that may affect the company, managing and reporting these risks in accordance with the corporate risk appetite of the company, taking necessary measures to reduce the effects and probabilities of the identified risks and establishing effective internal control systems in this direction. Internal Control unit aims to provide reliable financial reporting and effective management of risks according to the basic internal control components consisting of “control environment, risk assessment, control activities, information and communication and monitoring”.

### **3) Direct and Indirect Subsidiaries**

Banvit Bandırma Vitaminli Yem Sanayi A.Ş. has no direct and indirect subsidiaries as of 31 March 2025.

## E. Financial Status

### 1) Summary of Financial Statements

The financial statements are prepared in accordance with the financial reporting standards published by the Capital Markets Board. In accordance with the Board of Directors' resolution numbered 2021/22 and dated 06.10.2021, the Company's 1st and 3rd quarter interim financial statements will not be subject to independent audit. On 07.10.2021, a material event disclosure was published on the Public Disclosure Platform regarding this matter.

#### Summary of Balance Sheet

	(Not Audited)	(Audited)
(TRY)	1 January - 31 March 2025	1 January - 31 December 2024
<b>Current Assets</b>	14.199.296.774	13.920.486.576
<b>Non-Current Assets</b>	6.611.210.931	6.781.779.063
<b>Total Assets</b>	20.810.507.705	20.702.265.639
<b>Short Term Liabilities</b>	8.879.864.938	8.548.132.750
<b>Long Term Liabilities</b>	933.971.499	1.143.303.558
<b>Capital</b>	10.996.671.268	11.010.829.331
<b>Total Resources</b>	<b>20.810.507.705</b>	<b>20.702.265.639</b>

## Summary of Income Statement

	(Not Audited)	(Not Audited)
(TRY)	1 January - 31 March 2025	1 January - 31 March 2024
Net Sales	7.671.433.039	8.715.788.421
Gross Profit	902.991.129	1.808.207.498
EBIT	162.334.592	1.062.769.924
EBITDA	593.169.400	1.543.428.217
Net Profit/Loss	<b>(14.158.063)</b>	<b>920.459.149</b>

The company prepares its budgets within the frame of its strategic goals that is approved by the Board of Directors.

In its regular meetings, the Board of Directors is reviewing the current position of the company and activities are compared with the previous period and budget targets.

## 2) Key Ratios

(%)	1 January - 31 March 2025	1 January - 31 March 2024
Gross Profit Margin	12.00%	21.00%
EBIT Margin	2.00%	12.00%
EBITDA Margin	7.73%	18.00%
Net Profit Margin	0.00%	11.00%
Profit Per Share	(0.14)	9.20

## 3) The Development of Financial Sources and The Policies Applied in the Framework this Development

New funding alternatives according to changing market conditions are continuously analyzed and offers are evaluated. The debt policy of company is developed based on the capability of cash generation and the strong equity structure. Hedging methods and amounts used against financial risks are developed based on a frame of determined models.

## 4) The Nature and Amount of Issued Capital Market Instruments

There is no capital market instrument issued in the period.

## 5) General Assembly

With the resolution of our Company's Board of Directors dated 21 April 2025, it was decided to hold the Ordinary General Assembly Meeting for 2024 on Tuesday, 22 May 2025 at 11:00, at Banvit facilities at the address of Ömerli Mah. Ömerli Sok. No: 2/8 A Bandırma/Balıkesir. Our announcement regarding the Ordinary General Assembly meeting was published on the Public Disclosure Platform and on our Company's website on 22.04.2025 (<https://www.kap.org.tr/tr/Bildirim/1428864>).

At the 2024 Ordinary General Assembly Meeting held on 22.05.2025, the following agenda items will be discussed and resolved.

### Banvit Bandırma Vitaminli Yem San. A.Ş. Ordinary Shareholders' Meeting Agenda

1. Commencement and the election of the Meeting Chairmanship.
2. Reading and discussing the Activity Report of Board of Directors for the fiscal year 2024.
3. Reading the summary of the Independent Audit Report for the fiscal year 2024.
4. Reading, discussing and approving the Financial Statements for the fiscal year 2024.
5. Release of each member of the Board of Directors in relation to the activities of the Company's in 2024.
6. Discussing and resolving on the offer of the Board of Directors regarding the manner of use and distribution of the profits of 2024 in accordance with the Company's profit distribution policy.
7. Informing the shareholders on (i) "Remuneration Policy for the members of the Board of Directors and the Senior Executives" and (ii) the total sum of benefit provided to the members of the Board of Directors and the executive management in 2024.
8. Determining the annual and/or monthly salaries of the Members of the Board of Directors.
9. Presenting the member of the Board of Directors elected as per Article 363 of Turkish Commercial Code due to the vacancy in the Board of Directors to the approval of the General Assembly.
10. Discussing and resolving on the proposal of the Board of Directors regarding the election of independent audit institution.
11. Informing the shareholders about the donations made by the Company in 2024 financial year and discussion and determining an upper limit for donations to be made in 2025 financial year.

12. Informing the shareholders about the collaterals, pledges, mortgages and surety granted in favor of third parties and the income or benefits obtained in 2024 by the Company and subsidiaries.
13. Informing the shareholders about the transactions conducted with the related parties in 2024.
14. Informing the shareholders on the transactions carried out in the year 2024 by the shareholders that have management control, the members of the Board of Directors, the senior executives and their spouses and relatives related by blood or affinity up to the second degree.
15. Authorizing the Members of the Board of Directors as per the provisions of the Articles 395/1 and 396 of the Turkish Commercial Code.
16. Wishes and opinions.
17. Closing.

## **6) Dividend Distribution Policy**

In article 23 titled “Profit Determination and Distribution” of the Company's articles of association, the determination and distribution of profit is explained as follows:

*“The method and time of distribution of the profit decided to be distributed is determined by the general assembly upon the proposal of the board of directors , provided that it complies with the provisions of the Capital Markets Law.*

*Dividends shall be distributed equally to all shares existing as of the date of distribution, regardless of their issue and acquisition dates.”*

No dividend distribution was made during the period.

According to our financial statements for the accounting period of 01.01.2024-31.12.2024 prepared by our company in accordance with the Turkish Accounting Standards in accordance with the Capital Markets Board's Communiqué Series II, No. 14.1 on the "Principles of Financial Reporting in the Capital Markets" and audited by Eren Bağımsız Denetim A.Ş a net profit of TRY 3.961.245.398 (01.01.2023-31.12.2023: 1.374.436.221 TL) was realized.

With the Board of Directors' decision dated 21.04.2025, no profit distribution shall be made, this amount shall be added to previous years' profits and these issues shall be submitted to the approval of the shareholders at the first shareholders' meeting of the Company. (<https://www.kap.org.tr/tr/Bildirim/1428866>)

## **7) Information About the Sector and the Position within the Sector**

Banvit, which started its journey as a feed producer in 1968, assumed a pioneering role in the sector by stepping into chicken meat production in 1984. Introducing cleaned and packaged fresh chicken to consumers for the first time in Türkiye, the Company expanded its product range with the commissioning of the Advanced Processing Facilities in 2001 and started to produce ready-to-eat products such as nugget, doner kebabs, kebabs, meatballs and delicatessen. In addition to its main campus in Bandırma, Banvit has production facilities in Izmir and Elazığ, reaching millions of consumers both domestically and in the countries to which it exports.

With 56 years of experience and expertise in the sector, Banvit is one of Türkiye's leading food companies serving its customers daily with a wide range of products including whole and piece chicken meat products, sauced products, pre-cooked products and delicatessen group. Acting with the vision of "Strengthening its position as Türkiye's leading chicken and chicken meat products company", Banvit has adopted the mission of "Meeting consumer and customer expectations in a creative, high quality and delicious way; contributing to consumers' access to reliable animal protein produced under hygienic conditions in accordance with their nutritional needs; being sensitive to the environment, animal welfare and employee happiness".

In addition to its main brand, Banvit also provides services with sub-brands for different customer types and needs.

## **8) Incentives**

These grants and incentives can be used by all companies, which meet the related legislative requirements and those grants have no sectoral differences:

- Investment incentive documents (Customs Duty exemption, VAT exemption, corporate tax advantages),
- Inward processing permission certificates,
- Social Security Institution incentives,
- Energy subsidies .

## **9) Development of the Business**

Our company's finished chicken meat production for the 3 months of 2025 increased by 6,2% compared to last year. The production of further processed products increased by 4,9% compared to last year.

About 6.8% of the total poultry and further processed products produced were exported. Domestic sales increased by 15,4% in 2025 compared to last year, while exports decreased by 46,6%.

General Turkish poultry production is updated via Turkish Statistical Institute ("TÜİK"). In the middle of each month, data closing information from 2 months ago is published.

According to TÜİK data, in the January-February 2025 period, the amount of chicken sent to the domestic market increased by 16,0% compared to the same period of the previous year, while the amount exported decreased by 10,7%.

January-February 2025 in total production increased by 11,5% compared to the same period of 2024. While the total chicken production in Turkey was 404.744 thousand tons in the relevant period of 2024, it reached 451.483 thousand tons in the same period of 2025.

## 10) Products

The main products of Company are as follows:

<b>Bandırma/İzmir/Elazığ (Poultry)</b>	<b>Bandırma (Further Processing Plant)</b>
Whole Chicken	Deli (Salam, Sausage, Sausage, Ham)
Tenderloin Chicken Breast	Ready Products (Crisps, Burgers, Meatballs, Kebabs, Special Products)
Chicken Breast	Raw Doner
Backless Chest	Cooked Doner
Baguette	
Bony Hip	
Boneless Hip	
Chicken Leg	
Thigh with back attached	
Wing	
Liver	
Solid (Chicken gizzard)	
Chicken Feet	
Other (Wing tip, Tail, mechanically stripped meat)	
Mix Piece (for Kebab, Soup)	

## 11) Developments on the Sales

Considering the change in the first quarter of 2024/2025 Domestically, there is a 31,1% increase in net turnover compared to the first quarter of 2024. The change on the net turnover per production type is as follows:

<b>Product</b>	<b>(%)</b>
Poultry	28,0%
FPP (Finished Products & Delicatessen)	39,3%
<b>Total</b>	<b>31,1%</b>

Domestically, there is no change in net turnover in the last quarter of 2024 - first quarter of 2025. Net Turnover distribution by production unit is as follows:

<b>Product</b>	<b>(%)</b>
Poultry	1,1%
FPP (Finished Products & Delicatessen)	-2,7%
<b>Total</b>	<b>0,02%</b>

Looking at the change in 2024/2025 abroad; there is a 42,2% decrease in net turnover in the sales of Finished Chicken-Turkey and Processed Products (Ready-to-Eat & Deli) compared to 2024 figures.

Net Turnover change according to production type is as follows:

<b>Product</b>	<b>(%)</b>
Poultry	-54,2 %
FPP (Finished Products & Delicatessen)	-18,1 %
<b>Total</b>	<b>-42,2 %</b>

Considering the last quarter of 2024 and the first quarter of 2025 in Abroad; there is a 24,4 % decrease in net turnover. The change on the net turnover per production type is as follows:



<b>Product</b>	<b>(%)</b>
Poultry	-26,2 %
FPP (Finished Products & Delicatessen)	-22,2 %
<b>Total</b>	<b>-24,4 %</b>

All assessments above are based on nominal values.

## **F. Risks and Evaluation of the Board of Directors**

### **1) Corporate Risk Management**

The risk map and risk management policies have been published by the internal control unit with the purpose of ensuring systematic and comprehensive identification, evaluation, control, monitoring and establishing action plans to identify those responsible and reduce their impact of risks and opportunities that may affect company's assets, reputation, profitability.

The policies include guidance on support and positioning, risk identification, prioritization, improvement, reporting, monitoring/surveillance, and communication principles related to risks in order to manage company-wide risks to the highest standard.

In order to measure the risks incurred by the company and ensure conformity to the risk tolerance limits; risks are monitored and managed in accordance with regulations and guidelines developed for critical risks.

### **2) Early Risk Detection Committee**

The purpose of the Committee is to identify the risks that may threaten the existence, progress and continuation of the company operations within the scope of this regulation and legal legislation, to implement the necessary measures related to the risks identified and to manage those risks.

The meetings of the Committee are held once for every two-month period in order to ensure that the Committee can fulfill its duties effectively. After each meeting, a written report on the activities of the Committee is submitted to the Board of Directors with a summary of the minutes.

## **G. Other Information**

### **1) Organizational Structure**

Our company continues its activities through its main office located at Ömerli Mah. Ömerli Sok. No: 2/8 A Bandırma-Balıkesir and the following branches:

İstanbul Hadımköy Sales Branch  
İstanbul Kadıköy Sales Branch  
İstanbul Kartal Sales Branch  
Muğla Sales Branch  
Fethiye Sales Branch  
Bodrum Sales Branch  
Trakya Sales Branch  
Ankara Esenboğa Sales Branch  
Ankara Sales Branch  
Samsun Sales Branch  
Kayseri Sales Branch  
Kuşadası Sales Branch  
Bursa Sales Branch  
Kemerburgaz Sales Branch  
Adana Sales Branch  
Antalya Satış Şubesi  
İzmir Feed Factory Branch  
İzmir Armutlu Slaughterhouse Branch  
Elazığ Slaughterhouse Branch  
Elazığ Feed Factory Branch  
Elazığ Hatchery Branch  
Pamukçu Hatchery Branch  
Bandırma Hatchery Branch  
Doğruca Feed Factory Branch

### **2) Sustainability Principles**

Environmental, social and corporate management studies, which are within the scope of the Sustainability Principles Compliance Framework, are carried out by our company. The implementation of the sustainability principles is based on a voluntary basis, and the effects on environmental and social risk management are evaluated by our company. Details of sustainability studies has been summarized under Annex-1.

### 3) Important Developments

- As announced on KAP on 13th March 2025, due to the operational change to centralize activities previously carried out at the Izmir Feed Factory Branch, the Board of Directors of our company has decided to close the Izmir Feed Factory Branch.
- As announced on KAP on 26th February 2025, due to the liquidation of the last subsidiary subject to full consolidation, the obligation to prepare consolidated financial reports has ended. The financial statements for the fiscal year ending 31st December 2024 will be prepared on a solo (non-consolidated) basis, and going forward, the publishing timelines for solo (non-consolidated) financial statements will be adhered to.

### 4) Significant Developments After the Reporting Period

- **Determination of 2025 Independent Audit Company - 21.04.2025**

With the resolution dated 21.04.2025 of the Board of Directors of our Company, it has been resolved to appoint Eren Bağımsız Denetim A.Ş. (Grant Thornton) as the independent audit firm, in accordance with the principles set out in the Turkish Commercial Code No. 6102, the Capital Markets Law No. 6362 and the arrangements of the Public Oversight, Accounting and Auditing Standards Authority, in order to audit the financial reports of our Company for the fiscal year 2025 and to carry out other activities within the scope of the relevant regulations in these laws and to carry out the assurance audit of the sustainability reports for the fiscal years 2024 and 2025, upon the recommendations of the Audit Committee, and to submit the same to the approval of the shareholders at the first general assembly to be held.

- **Competition Related Matter - 19.01.2024**

On January 19, 2024, the Turkish Competition Authority initiated an official investigation regarding certain poultry producers, including Banvit, to determine whether they violated Article 4 of the Competition Protection Law. Banvit has been requested to submit a defense statement.

During the investigation process, it is not currently possible to foresee the decision to be made or the exact amount of any potential administrative fines or other financial obligations.

- **Closure of İzmir Feed Factory Branch – 13.03.2025**

Due to an operational change to centralize the activities carried out in the İzmir Feed Factory Branch, the Board of Directors resolved to close the İzmir Feed Factory Branch. As of the reporting date, the closure process has not yet been completed.

(<https://www.kap.org.tr/tr/Bildirim/1406446>)

## **ANNEX: SUSTAINABILITY REPORT**

“Banvit continues to operate all activities under BRF S.A group company..”

As Banvit , we not only produce products that add flavor and practicality to the lives of our consumers, but also carry out our activities by focusing on sustainability issues. In order to reduce the carbon footprint in nature, we carry out practices in different areas ranging from training activities to energy, from recyclable packaging to saving measures, from animal welfare to waste management. Within the our BRF S.A.'s sustainability platform and related policies, we reinforce our commitment to incorporate ESG (environmental, social and governance) principles into our Company's future vision.

According to the sustainability platform described in the strategy and targets section, the care of the way we work at all stages of the value chain and operations continues from the field to the table, by considering six strategic pillars, which are: Climate Change, Sustainable Supply, Animal Welfare, Social Impact, Natural Resources and Waste and Packaging. When it comes to sustainability, we redouble our attention to the environment.

Sustainable Development Goals that we are in the scope are;

SDG-2 (Zero Hunger)  
SDG-3 (Health and Quality of Life)  
SDG-6 (Clean Water and Sanitation for All)  
SDG-7 (Affordable and Clean Energy)  
SDG-8 (Decent Work and Economic Growth)  
SDG-9 (Industry, Innovation and Infrastructure)  
SDG-12 (Responsible Consumption and Production)  
SDG-13 (Climate Action)  
SKA-15 (Terrestrial Life)  
SDG-16 (Peace, Justice and Strong Institutions)

### **1. Strategy and Objectives**

#### **BRF's sustainability platform and its 6 pillars;**

Sustainability is part of the BRF group's culture, business strategy and day-to-day management of our activities.

The commitments of our Sustainability Platform translate into metrics, indicators and short, medium and long-term targets aligned with the material issues identified in the group's most recent materiality analysis.

Through the Sustainability Platform, BRF has concrete initiatives aimed at increasingly sustainable food production, including the efficient use of natural resources such as water and energy, better use of food and the reduction of greenhouse gases.

The BRF's Sustainability Platform is made up of six pillars:

- Climate Change
- Sustainable Supply
- Animal Welfare
- Social Impact
- Natural Resources and
- Waste and Packaging.

#### Member Associations and Working Groups

In today's business world, sectoral cooperation and coordination are becoming more important. In this context, associations and working groups have become important resources for companies.

First of all, by facilitating sectoral cooperation and coordination, they offer effective communication and cooperation between companies engaged in similar industrial or commercial activities. Through this cooperation, it is possible to follow developments in the sector and engage in joint projects.

We continue this initiative as an important opportunity to follow sectoral agenda issues, discuss sectoral problems and find solutions. With working groups, all member companies come together to carry out joint projects, technical feedback, and industrial collaborations more effectively. We see these platforms as important structures to overcome sectoral problems and find sustainable solutions.

#### **Associations**

- YASED-International Investors Association
- Sustainability Academy
- BESD-BIR
- TOBB
- GGD (Food Safety Association)
- TURKIYEM-BIR
- TUGIS
- DEİK
- TEİD

#### **Working Groups**

- Circularity and Food Waste Management (Sustainability Academy)
- Climate Change and Resource Management (Sustainability Academy)
- Transparency, Traceability and Responsible Consumption (Sustainability Academy)

- Sustainable Supply Chain and Agriculture (Sustainability Academy)
- Environment Working Group (BESD-BIR)

## **2. Sustainability Studies**

### **2.1 Animal Welfare**

Animals are the basis of our production chain and guaranteeing their welfare is fundamental for us. That is why we are always working to improve the quality of life of animals inside and outside BRF through an integrated approach. We have zero tolerance for animal abuse. The Animal Welfare program at BRF involves various areas at all levels of the company, including senior leadership.

In 2024, we achieved 100% certification for animal welfare in all poultry processing units, advancing our commitment to certify all units by 2025.

### **2.2 Environmental Management**

World Environment Day in June 2024 was celebrated by raising awareness of environmental aspects. There was an opportunity to engage with all employees through webinars, training and other events.

The “Environmental Route” program, which we implement in our production facilities, is a system we have implemented to reduce environmental impacts and strengthen the principle of sustainability. Within the scope of this program, the parameters identified in the checklists of our regional engineers are meticulously examined. These parameters include elements that directly affect environmental impacts such as waste management, management of chemical products, procedures and instructions. Based on the results of the checklists and the detailed examination and evaluation of these parameters, the necessary corrective and preventive actions are determined in our facilities. Monthly monitoring and evaluation processes are organized to ensure that these activities are carried out effectively and their results are monitored. In this way, a systematic approach is adopted to continuously improve environmental performance and minimize environmental impacts at our facilities.

Another environmental management initiative is the “ISA”, which is the definition we give to a checklist where our environmental activities are monitored on a monthly basis. Within the “ISA” we can see a summary of the results of all tabs and the results for the month checked. “ISA” includes environmental licenses, artesian licenses, EIA, emission reports, environmental law and related legislation to which we are legally subject. Regarding wastewater, in accordance with the Water Pollution Control Regulation, our wastewater discharge analysis results are compared with the legal limit values specified in the regulation by the authorized laboratory on a monthly basis. The Emissions section includes our flue gas emission results within the scope of the Air Pollution Control Regulation. The last section is the waste management checklist, where our observations on waste sorting and temporary storage areas during our site visits are reported, and transportation and disposal are tracked. The total score obtained as a result of all these checks is compared with the monthly targeted score.

## **a. Natural Resources**

### Water

In 2025, we will use an average of 45% of the water we treat thanks to the “Wastewater Recovery Facility” on our Bandırma central campus. We have restored the quality of drinking water and thus continue to protect groundwater resources by recycling wastewater instead of using natural resources.

By 2025, we aim to reduce water use in all our facilities by 13% compared to the base year of 2020. As a result of our commitment to reduce water use, our annual water consumption reduction result is 16.3%. As Banvit, we are proud to announce this result one year ago.

### Afforestation Projects

First, in 2021, we implemented the “Banvit BRF Forests” project with 20 thousand trees in the afforestation area of Sahil Yenice neighborhood of Bandırma, where our main production campus is located, with the support of the General Directorate of Forestry.

In 2022, in cooperation with the Aegean Forest Foundation, we planted another 20 thousand saplings in Elazığ - Maden and Manisa - Yunt Mountain afforestation areas.

In addition, within the scope of the “Centennial Forests” project established by the Aegean Forest Foundation to commemorate the 100th anniversary of our Republic, in December 2023, we created a new forest of 10 thousand saplings in İzmit Taşköprü afforestation area.

In 2024, in cooperation with the Aegean Forest Foundation, we gave life to another 10,000 saplings in the afforestation area in Köşk district of Aydın province.

Thus, in its 4th year, our Banvit BRF Forests project has reached a total of 60 thousand trees in 5 different regions.

## **b. Reducing Food Waste, Waste and Packaging**

Banvit BRF conducts its operations with a strong focus on preventing food waste. Our production integration operates under a zero food loss model, and we have a rendering facility that processes and recycles all organic waste generated during the production process. Through this facility, we contribute to animal nutrition by selling the raw materials obtained from recycling.

In addition to these efforts, we launched one of our sustainability projects aimed at reducing food waste, the Akıllı Çocuk Sofrası (Smart Kids’ Table) initiative, in March 2022. We recognize the importance of conscious food consumption and food waste prevention for the future of our planet and future generations. As a food producer and a company committed to the sustainability goal of "preventing food waste," we initiated this project with a focus on households, where food waste occurs at a significant rate. We continue to provide valuable content prepared by expert consultants on conscious

food consumption and food waste for children and their parents through our project's official website, [akillicocuksofrasi.com](http://akillicocuksofrasi.com), and social media accounts.

In 2024, the Smart Kids' Table project was recognized in the "Most Innovative Food Literacy Initiative" category at the Food Plus Awards, organized as part of the 3rd Food Innovation Summit by the Food, Beverage, and Agricultural Policy Research Center.

Additionally, on November 21-22, 2024, we supported the 10th Sustainable Food Summit, organized in collaboration with TÜGİS (Turkish Food Industry Employers' Association) and the Sustainability Academy, as a sponsor. During the conference, we introduced our Smart Kids' Table project at our promotional stand, providing information to participants and answering their questions.

As a company, we continue our operations with "Zero Waste" certificates issued by the Ministry of Environment, Urbanization, and Climate Change at all our facilities, reinforcing our commitment to sustainability.

### **c. Emissions and Climate**

Our parent company, BRF, following the Science-Based Targets initiative (SBTi), approved its Net Zero Roadmap in 2024. By conducting an in-depth assessment of our processes and committing it to the 1,5oC target, BRF has set its Net Zero target for 2050.

It also has commitments to Reduce direct emissions from its operations by 51% (Scopes 1 and 2) and reduce emissions from the value chain by 35.7% (Scope 3) by 2032.

In line with our sustainability strategy and the potential impacts of climate challenges on our business, we have focused on enhancing efficiency in natural resource usage, renewable energy consumption, and emission control throughout our production chain.

#### **Energy**

At our cogeneration facility, we produce electricity and heat using natural gas, aiming to reduce CO2e emissions in the energy category. The heat generated from this facility supports the production of hot water and steam used in our processes.

In 2025 we consumed 15,659 MWh (megawatt-hours) of electricity across our production facilities in Turkey, sourced from renewable energy under the I-REC certification framework. This guarantee of origin certificate ensures the traceability of the hydroelectric energy supplied to us.

### **2.3 Digital Transformation**

In 2024, one of our focus areas was our customers. We completed our Complaint/Request Management Project with the B2B application. With this initiative, we standardized and unified our entire request management process globally in a



single solution. We also implemented the Online Payment solution with our service provider for the Sales operation. With this initiative, we optimized the number of devices we use in the field. We also simplified our collection operation.

## **2.4 Culture and Participation**

### **Gender Equality and Cultural Interaction**

As Banvit BRF Human Resources, we continuously work to ensure the ongoing development of our employees within the company. One of our key sustainability goals is to promote gender equality in the workplace. In this regard, Banvit BRF aims to increase the proportion of women in senior leadership roles to 30% by 2025. In the first quarter of 2025, the rate was increased to 31%.

As part of the initiatives implemented, the participation of female employees in the "Lead as a Woman" program, designed to support their professional growth and leadership development, has been actively encouraged. This program continues to foster career advancement for women within the organization.

To enhance employee engagement, collaboration, and team spirit, we have established the "Banvit BRF Volunteers Community", encouraging employees to participate in social responsibility projects.

Based on employee requests, we organize webinars and seminars with renowned experts on trending topics, ensuring that employees stay informed on personal and professional development.

To strengthen employee competencies, we conduct various training programs in line with the principles of agility, lean management, and efficiency, covering key areas such as time management, effective presentation techniques, impactful communication, and leadership development.

### **Employee Rights and Benefits**

Our Company adopts Corporate Human Rights and Employee Rights principles in line with the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation.

Employees are entitled to paid annual leave, marriage/birth/death benefits, military leave, supplementary health insurance, notice period and compensation. All employees are provided with social benefits such as meal and transportation allowances and incentives for seniority. Blue-collar and white-collar employees are provided with nursery assistance.

Training programs are planned to contribute to the realization of the company's strategic goals and the implementation of the basic principles of the Quality, OHS, Environment, Energy and Information Management Systems Policy. Various training methods suitable for adult education are used, and many learning opportunities such as on-the-job, classroom, domestic/overseas trainings and conferences are offered, and e-trainings are also considered within the company-wide scope.

Pursuant to Law No. 6331, employees continue to receive information and awareness-raising trainings on occupational health and safety issues related to their legal rights and responsibilities, the hazards and risks they face, and the measures to be taken.

#### Occupational Health and Safety

Ensuring the health and safety, well-being and integrity of our employees is a global priority for BRF. In this context, there are Health, Safety and Environmental Policies that include directives for the prevention and reduction of accidents, incidents and losses, and responsibilities for the management of risks related to the protection of human life and assets. Our employees are provided with legal "Occupational Health and Safety" trainings, "ISO 45001" and safety trainings specific to their jobs.

The way to deliver healthy and reliable flavors to our consumers is primarily through occupational health and safety in our production facilities. With this awareness, one of our primary goals as Banvit is to ensure Occupational Health and Safety (OHS) in our production facilities, to increase the level of awareness on this issue and to support the implementation of the necessary rules at the highest level.

Accordingly, we regularly celebrate Global Occupational Health and Safety Week in our company. This year, we organized various events at our Bandırma, Elazığ and İzmir campuses as part of the OHS Week.

During the week, we organized various activities at our campuses to emphasize the importance of Occupational Health and Safety and to create more awareness.

What did we do during the " UNITED IN SAFETY" themed OHS Week?

- 1- The Occupational Safety Week event was launched with the opening speeches made by our executives.
- 2- A webinar on "Safety Culture and Behavior-Oriented Occupational Safety" was held by expert speakers.
- 3- OHS games were organized to increase teamwork and safety awareness.
- 4- Training on the use of PPE was provided by supplier companies by setting up booths on campus.
- 5- HSE-themed theater plays were performed to increase the safety culture and raise awareness among employees, and the participation of employees was ensured.
- 6- Safety walks were organized in the working areas together with area managers.
- 7- Health trainings were organized by specialist doctors and dieticians.
- 8- Body mass index studies were conducted by expert dieticians in the work areas.
- 9- Ergonomics trainings were held and ergonomics field observations were made in the work areas.
- 10- Fire drills were conducted to increase emergency awareness in the facilities.

In Q1 25, a hand safety campaign was carried out in all regions to prevent accidents caused by hand and finger injuries. In this campaign, many activities were organized to emphasize the importance of personal protective equipment for employees and to prevent accidents caused by moving machinery equipment.

## **2.5 Monitoring and Tracking Sustainability Activities**

The Board of Directors is informed at least once a year by the senior executives responsible for the sustainability efforts of our Company and the efforts are monitored by the Board of Directors.

In addition, the development of sustainability commitments is monitored by the “Sustainability Committee” within the Company together with managers from all relevant departments and responsible unit representatives.

## **2.6 Reports and Announcements on Sustainability Studies**

Our Company's annual reports include information on the activities carried out within the scope of sustainability efforts, the targets set and the realization rates. In addition, our Company's renewed corporate website includes detailed information on Sustainability efforts.

In the event of any changes in Sustainability developments in the following periods, the relevant changes will be included in the interim activity reports.

## **2.7 Corporate Governance Principles**

Our Company shows utmost care and effort to comply with voluntary principles as well as mandatory principles within the scope of the Capital Markets Board Corporate Governance Communiqué.

Within the scope of Sustainability, our Company continues its efforts to increase interaction with stakeholders and shareholders.

In this context, efforts are carried out to raise awareness through social responsibility projects and various events.