

Eczacıbaşı Pharmaceutical and
Industrial Investment Co.
Integrated Sustainability Report
2023

Hear nature & heal nature

Facts about Our Actions

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About the Report

Purpose of our Integrated Sustainability Report

Here at the Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are dedicated to promoting a sustainable future through all our activities. Through our approach that focuses on human value and human health, we reach all corners of the world and offer responsible products and services that reach lives and improve the quality of life. We remain committed to providing support to the healthcare ecosystem for the communities we serve, with the objective of enhancing the lives of more people by offering integrated healthcare solutions. We are delighted to announce that our endeavors in this regard have continued in 2023. As part of our efforts to achieve greater sustainability in every aspect of our operations as we continue our journey towards a sustainable future, we are delighted to publish our first Integrated Sustainability Report, and our first stand-alone sustainability report.

This year, we have prepared two comprehensive reports revealing our sustainability strategy, performance, goals, and progress toward achieving them.

- The **Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report 2023: Story of Our Ambition Report** provides a detailed overview of our key sustainability initiatives and activities accompanied by case studies highlighting our achievements and impact.
- The **Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report 2023: Facts about Our Actions Report** presents a data driven approach to analyze our sustainability performance and provides detailed insights into our sustainability practices.

Scope of our Report

This report covers our operations and contains financial* and non-financial data for Eczacıbaşı Pharmaceutical and Industrial Investment Co., Gensenta and Eczacıbaşı Pharmaceuticals Marketing for the full calendar year 2023 or reflects status on December 31, 2023. The demographic data of employees presented in the report pertains specifically to the operations conducted in Türkiye unless otherwise stated.

* The financial data presented herein is consolidated financial data including Eczacıbaşı Pharmaceuticals Marketing and Gensenta, subsidiaries of Eczacıbaşı Pharmaceutical and Industrial Investment Co.

Principles and Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards. The report also takes into account the 'Stakeholder Capitalism Sustainable Value Creation Reporting Criteria' set forth by the World Economic Forum (WEF) and indicates our contribution to the UN Sustainable Development Goals (SDGs). In addition, we sought to align our reporting with the International Integrated Reporting Report Framework published by the International Integrated Reporting Council (IIRC).

Assurance

We have obtained independent assurance for the data covering energy, water, waste, employee demographics and gender equality, occupational health, and safety, as well as production key performance indicators (KPIs) presented in this report. The assurance, conducted in accordance with ISAE 3000 (Revised) by Deloitte (DRT Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik A.Ş.), provides limited assurance on the accuracy and reliability of the information. Our Reporting Guidance for non-financial KPIs document provides details and definitions of these selected KPIs and the Limited Assurance Report can be reached at [Annexes](#). The selected KPIs that have been subject to limited assurance by DRT Bağımsız Denetim ve SMMM A.Ş. ("Deloitte") are denoted by the check symbol as displayed here: ✓

Navigation Icons



Financial



Natural



Social



Human



Intellectual



Manufacturer



PDF version of the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Story of Our Ambition, Facts about Our Actions reports can be accessed on the [corporate website](#).

Message from the General Manager

The 100th anniversary of the Republic in 2023 was marked by a significant celebration. However, the same year also presented significant challenges due to the earthquake disaster that affected the entire country. On February 6, 2023, I respectfully remember our citizens who lost their lives in the great earthquake that affected Türkiye and neighboring countries, and I extend my condolences and get well soon wishes to their families and relatives. In the wake of the earthquake, the Eczacıbaşı Group swiftly mobilized resources to address the urgent and immediate needs of the region, with a particular focus on health, hygiene, and education. In cooperation with the Ministry of Health, Pharmaceuticals and Medical Devices Agency of Türkiye and the Türkiye Pharmacists Association (TPA), we delivered pharmaceuticals, food supplements and hygiene supplies to the region.



Furthermore, we provided essential amenities such as mobile toilets, washing stations, and containers to meet fundamental needs. We have maintained our commitment to supporting children's education, maternal and infant health, and particularly women's involvement in the economy throughout the year. In this challenging period, the crucial role of social solidarity and social responsibility was underscored.

The year 2023 presented a number of challenges due to global economic uncertainties and high inflation. As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we proactively addressed the challenges posed by the crises, implementing robust strategies to mitigate their impact on our business processes.

In collaboration with our international business partners, we have implemented strategies to mitigate the impact of rising production costs. These measures include cost control, efficiency-enhancing initiatives, and the exploration of alternative supply sources. With our robust management approach, we are able to transform these challenges into opportunities.

At the end of 2022, Gensenta joining Eczacıbaşı Pharmaceutical and Industrial Investment Co. contributed to the acceleration of our exports. By the beginning of 2023, we completed the integration processes and increased our exports to TL 1,386 million. Our revenues increased by 87% to TL 6,479 million, profits reached TL 2,739 million and gross profit increased by 103% compared to last year to TL 2,187 million.

In addition, 2023 was a year of notable transformation within the pharmaceutical sector. At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we remained committed to investing in R&D to respond to the increasing demand for healthcare services and to provide innovative treatment solutions. To preserve our position as market leader, we have consistently enhanced our quality standards in response to legislative developments.

Emin Fadilloğlu General Manager
Eczacıbaşı Pharmaceutical and Industrial Investment Co.

On the other hand, it was also a year in which we took important steps in line with our sustainability targets. We have made significant progress in combating climate change by making improvements in energy consumption, waste management and the use of water resources. We have optimized our processes in areas such as energy efficiency and renewable energy use in line with the European Union's carbon neutrality targets, which include comprehensive regulations in areas such as energy efficiency, renewable energy use, circular economy and strengthening environmental standards. In this regard, we transitioned to 100% renewable energy sources and improved our waste management, recycling 87% of our total waste.

Furthermore, we remain dedicated to fostering an inclusive environment where all individuals, regardless of gender, religion, language, race, ethnicity, physical characteristics, political affiliation, or any other distinguishing factor, have equal access to opportunities. We recognize that achieving sustainability requires not only environmental but also social progress. We are pleased to announce that we have taken significant steps to promote gender equality and women's employment. As Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye operations, we have reached a 39.7% female employee, 51.3% new hire ratio, and 41.2% female management representation. By integrating our culture of equality into our remuneration processes, we implement a policy of equal pay for equal work between male and female employees.

Moreover, we continue to act with the awareness that employee engagement plays a key role in ensuring sustainability. Each year, we assess the needs of our employees in the employee engagement surveys that we organize, and we implement new initiatives with the group ambassadors formed among employees. Eczacıbaşı Pharmaceuticals Marketing was awarded the "Great Place to Work" certificate for the third time in the annual "Best Employers" survey. In 2023, Gensenta was the only Turkish pharmaceutical company to be presented with an award for its exemplary occupational health and safety practices at the international occupational safety awards.

In alignment with our sustainability vision, we also implement initiatives to enhance the sustainability competencies of our employees. We provided sustainability trainings such as ISO 50001 and ISO 46001. Throughout the year, we continued our efforts to develop environmentally friendly production processes.

In the forthcoming period, within the scope of the Low Carbon Roadmap Project initiated across the Eczacıbaşı Group, we aim to create and implement a climate strategy in line with European Union regulations. Within the framework of this study, we determine the risk and opportunity scenarios that climate change brings to our company and our emission reduction target. Also, we will present our sustainability strategy, which we will update according to the outputs of the Double Materiality assesment we initiated in 2024, to our valuable stakeholders in the 2024 report.

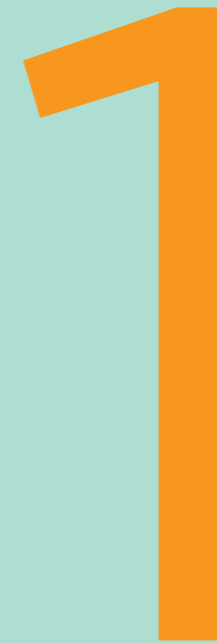
We are pleased to introduce our first 2023 Integrated Sustainability Report aligned with Global Reporting Initiative (GRI) Sustainability Reporting Standards, World Economic Forum Stakeholder Capitalism Sustainable Value Creation Reporting Criteria, and the International Integrated Reporting Council (IIRC) International Integrated Reporting Framework.

The Story of Our Ambition Report sheds light on our key sustainability initiatives and activities in the light of good practice projects that highlight our achievements and impact. The Facts About Our Actions report provides detailed insights of our sustainability performance based on a data-driven approach. We hope you enjoy reading the entire 2023 Integrated Sustainability Report, which is a combination of these two reports, and we look forward to receiving your comments and feedback.

These achievements were made possible with the contributions of all our stakeholders. I would like to thank all our colleagues, shareholders and business partners for supporting us in creating sustainable value in the 100th anniversary of our Republic.

Eczacıbaşı Pharmaceutical and Industrial Investment Co. continues to grow with more than 80 years of experience by developing innovative products and services, establishing strategic collaborations, and investing in new projects under the Gensenta and Eczacıbaşı Pharmaceuticals Marketing brands.

Eczacıbaşı Pharmaceutical and Industrial Investment Co. stands out as a company committed to respecting people, encouraging innovation and contributing to society, culture, education, science and sports while maintaining the highest quality in its products and services.



Eczacıbaşı Pharmaceutical and Industrial Investment Co. at a Glance

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Overview of Eczacıbaşı Pharmaceutical and Industrial Investment Co.

Eczacıbaşı Pharmaceutical and Industrial Investment Co. is a holding company that owns and controls subsidiaries, business partnerships, and affiliates since 1951.

In November 2022, it acquired Gensenta, making Eczacıbaşı Pharmaceuticals Marketing responsible for the distribution and sales of Gensenta licensed products in Türkiye. With approximately 1,400* employees and a turnover of TL 6.5 billion, the company maintains its leadership in the pharmaceutical sector through innovation and excellence. 18.76% of Eczacıbaşı Pharmaceutical and Industrial Investment Co. shares are publicly traded. The main shareholders of Eczacıbaşı Pharmaceuticals and Industry Investment Co. are Eczacıbaşı Holding Co. and Eczacıbaşı Investment Holding Co.

For additional details regarding the history of our organization, please refer to [our website](#).

Overview of The Eczacıbaşı Group

Eczacıbaşı Group, the leader of a modern, quality, and healthy lifestyle for more than eighty years, was founded in 1942 and has been one of Türkiye's leading companies since then, with a total of 47 companies, 47 product plants, more than 13,250 employees, and a cumulative net profit of EUR 2 billion in 2023. Eczacıbaşı's core sectors are centred around building products, consumer products and healthcare, further complemented by additional ventures in information technology, natural resources, and property development. In Türkiye, the Group occupies a preeminent position in most of its sectors, leveraging its highly efficient distribution networks for building products, pharmaceuticals, and fast-moving consumer goods. On a global scale, Eczacıbaşı has positioned itself as a premier supplier of bathroom and tiling solutions, catering to the needs of both residential and commercial spaces. The Group is also a major exporter of a diverse range of products, including tissue paper, and industrial raw materials such as clay and feldspar.

Group Mission

The Eczacıbaşı Group's mission is to be a pioneer of modern, high quality and healthy lifestyles. Accordingly, the Group encourages each of its companies to surpass established standards and raise consumer benchmarks of product and service quality. Through sponsorship and responsible corporate practices, it also promotes social and economic development that nurtures cultural and scientific activity, protects the environment, and preserves scarce natural resources.



Group Values

As members of the Eczacıbaşı Group:

- We hold our dignity and self-respect above all else. Ethical business principles underpin our business activities.
- Our management style respects the individual. We believe that each of us has the right to learn about issues that affect us and to voice our opinions on these. We regard it our duty, as well as our right, to challenge our personal limits and develop our abilities.
- We believe that quality is a way of life. In all that we do, in every product and service we provide, we aim for the highest level of quality. Our customer is the focal point of this pursuit of quality.
- We are open to the world and to change; by nature, we are pioneering and entrepreneurial. The search to innovate in every area of activity is a fundamental aspect of our corporate tradition.
- We uphold the tradition of serving our community because we esteem our society and respect our environment.
- We recognize that participatory management gives each of us the responsibility of working forcefully towards the objectives and goals of our institution. We are careful to observe the rules of our work environment as we understand that this reflects our respect for our colleagues.

* Data presented here in Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations.

Products and Services of Our Healthcare Affiliates

Eczacıbaşı Pharmaceutical and Industrial Investment Co. specializes in the production and distribution of pharmaceuticals and pharmaceutical raw materials. Eczacıbaşı Pharmaceuticals Marketing markets, promotes and sells imported and contracted pharmaceuticals and health-based personal care products. Its portfolio includes innovative and generic pharmaceuticals, food supplements and products with marketing authorization. Eczacıbaşı Pharmaceuticals Marketing has 83 products in 221 different forms, while Gensenta has 16 products in 29 different forms.

Eczacıbaşı Pharmaceuticals Marketing has license agreements with many leading pharmaceutical companies and is structured around the Consumer Health, Special Care and Primary Care business units. With the acquisition of Gensenta in 2022, it has gained a strong position in areas such as the central nervous system and oncology. Gensenta manufactures active pharmaceutical ingredients (APIs) and finished dosage forms in its facilities in Gebze, Kocaeli and Yenibosna, Istanbul. The API campus houses the Penicillin API, Non-Penicillin API, Oncolytics and Small-Scale API manufacturing units. The Yenibosna Campus houses the general manufacturing and oncolytic units. Gensenta exports to 28 countries across three continents by establishing strategic partnerships for customers in MENA and Europe. The company has strengthened its global presence with international collaborations and has registered more than 100 products. It became the export champion of the Türkiye's pharmaceutical industry in 2014 and 2015.

Eczacıbaşı Pharmaceuticals Marketing

+450

Overall Employment



15

Partnerships



+10

Treatment Areas



+80

Years of Experience



Gensenta

+600

Overall Employment



2

Production Facility



+20

Exported to countries



+100

Years of Experience



Sector / Market in which it Operates / Company Title

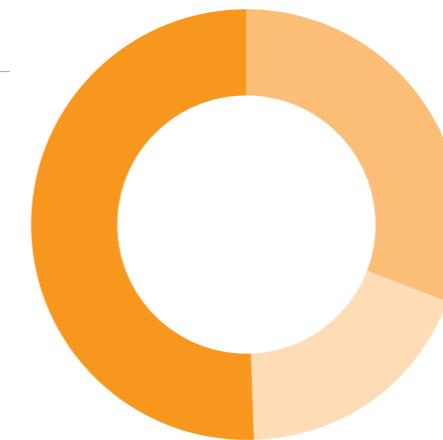
Eczacıbaşı Pharmaceutical and Industrial Investment Co.		
Healthcare Industry	Reference and Generic Medicinal Products Market	<ul style="list-style-type: none"> Gensenta İlaç Sanayi ve Ticaret A.Ş. Eczacıbaşı İlaç Pazarlama A.Ş. Eczacıbaşı İlaç Ticaret A.Ş.
	Nuclear Medicine Sector	<ul style="list-style-type: none"> Eczacıbaşı-Monrol Nükleer Ürünler Sanayi ve Ticaret A.Ş. Monrol Europe SRL Monrol Egypt for Manufacturing LLC Radiopharma Egypt (S.A.E) Monrol Bulgaria LTD Eczacıbaşı-Monrol Nuclear Products Industry & Trade Co. - Jordan Monrol MENA LTD Monrol Gulf DMCC HSM Consulting LTD Monrol GMBH Mohd & Obaid Al Mulla LLC
Real Estate Activities	Real Estate Development	<ul style="list-style-type: none"> Kanyon* Eczacıbaşı Gayrimenkul Geliştirme ve Yatırım A.Ş.
Other	Ceramic Tiles Market	<ul style="list-style-type: none"> VitrA Karo Sanayi ve Ticaret A.Ş.**
	Export Services	<ul style="list-style-type: none"> Ekom Eczacıbaşı Dış Ticaret A.Ş.

Capital and Shareholding Structure

31 December 2023		
Shareholder	Share Ratio (%)	Share Amount (TRY)
Eczacıbaşı Holding A.Ş.	50.62	346,845,461
Eczacıbaşı Yatırım Holding Ortaklığı A.Ş.	30.62	209,803,928
Other (Publicly Traded)***	18.76	128,610,611
Total	100	685,260,000

50.62%

Eczacıbaşı Holding A.Ş.



18.76%

Other (Publicly Traded)*

30.62%

Eczacıbaşı Yatırım Holding Ortaklığı A.Ş.

685,260,000 TL

Paid in Capital

* Please be advised that all sustainability data pertaining to Kanyon is included in the Eczacıbaşı Holding 2023 Integrated Sustainability Report 2023: Story of Our Ambition Report and Facts about Our Actions Report.

** Please be advised that all sustainability data pertaining to Eczacıbaşı Building Products - Tiles is included in the Eczacıbaşı Building Products - Tiles Integrated Sustainability Report 2023: Story of Our Ambition Report and Facts about Our Actions Report.

*** According to the date published by the Central Securities Depository (MKK) as of December 31, 2023, the free-floating ratio of the company's shares in circulation is 18.74%. (As of December 31, 2022: 18.76%).



Affiliates and Subsidiaries

Eczacıbaşı Pharmaceutical and Industrial Investment Co.

Gensenta İlaç Sanayi ve Ticaret A.Ş.

Eczacıbaşı İlaç Pazarlama A.Ş.

Eczacıbaşı Gayrimenkul Geliştirme ve Yatırım A.Ş.

Eczacıbaşı İlaç Ticaret A.Ş.

Partnerships & Affiliates

Eczacıbaşı - Monrol Nükleer Ürünler San. ve Tic. A.Ş.*

Ekom Eczacıbaşı Dış Ticaret A.Ş.

Vitra Karo San. ve Tic. A.Ş.

Financial Investments

Eczacıbaşı Holding

Eczacıbaşı Bilişim San. ve Tic. A.Ş.

You can find detailed information about subsidiaries and affiliates in the [Eczacıbaşı Pharmaceutical and Industrial Investment Co. 2023 Annual Report](#).

* As stated in Public Disclosure Platform (KAP) announcement dated 5 April 2024; an agreement was signed for the sale of shares corresponding to 50% of Eczacıbaşı-Monrol's capital. To access the Public Disclosure Platform (KAP) announcement on the related matter, please visit <https://www.kap.org.tr/Bildirim/1322500>.

Milestones

1942

The foundations of Eczacıbaşı Health were laid by Dr. Nejat F. Eczacıbaşı.

1952

Türkiye's first modern pharmaceutical factory was established.

2007

In 2007, Eczacıbaşı Pharmaceutical and Industrial Investment Co. transferred 75% of its partnership shares in its subsidiaries, Eczacıbaşı Sağlık Ürünleri and Eczacıbaşı Özgün Kimya, to Zentiva N.V., one of Europe's leading companies in the field of generic pharmaceuticals.

2008

The title of "Eczacıbaşı İlaç Sanayi ve Ticaret A.Ş." was changed to "Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş.".

Eczacıbaşı signed a 50% partnership with Monrol.

2009

The transfer of all shares in Eczacıbaşı-Zentiva Sağlık Ürünleri and Eczacıbaşı-Zentiva Kimyasal Ürünleri to Zentiva N.V. has been completed.

2020

The first local Lutetium production was made by Eczacıbaşı-Monrol.

2022

Eczacıbaşı Pharmaceutical and Industrial Investment Co. acquired Gensenta.



Our Brands



Eczacıbaşı-Monrol is one of the world's largest nuclear medicine companies, leading innovation for the development and manufacturing of GMP grade radioisotopes and radiopharmaceuticals having headquarters in Istanbul.

Eczacıbaşı-Monrol distributes its world-class radiopharmaceutical products portfolio with excellence in global markets.



Gensenta is a leading Turkish manufacturer of finished medicines and pharmaceutical raw materials, employing over 600 highly qualified professionals in state-of-the-art facilities and offering 165 products.



The foundation of the Eczacıbaşı Healthcare Division dates back to 1942, when Dr. Nejat F. Eczacıbaşı began to produce D-Vital, a vitamin compound he developed in his own laboratory, and 1952, when he inaugurated Türkiye's first modern pharmaceutical plant.

Eczacıbaşı Pharmaceuticals Marketing carries out the marketing, promotion, sales and distribution of imported and contract manufactured pharmaceuticals for mass and niche markets and health-based personal care products. Its growing portfolio currently comprises both innovative and generic products licensed by Almirall, Biogaia, Chugai, Galderma, Procter&Gamble, Sanofi and Tillotts Pharma, as well as its own brand of nutritional supplements.



The portfolio of Eczacıbaşı Pharmaceuticals Marketing's new healthy life brand Selfit family, which is offered to consumers to meet their changing life expectations and healthy living, nutrition and fitness needs quickly and easily through online sales channels, includes basic food supplements.



Dynavit offers a comprehensive range of products that address the needs of individuals of all age groups.



Eczacıbaşı Imutor is a food supplement formulated to support the immune system.

The ingredients it contains help strengthen the body's defense mechanisms.



Eczacıbaşı BiGaia is a brand in Eczacıbaşı Pharmaceuticals Marketing's probiotic portfolio.

BiGaia products are formulated specifically to support digestive system health. Offered in various forms such as strawberry flavored chewable tablets and probiotic drops with vitamin D, these products help balance intestinal flora and strengthen the immune system.

BiGaia is suitable for both children and adults and is known for its digestive health-supporting effects in daily use.



Eczacıbaşı Proxceed Plus is a food supplement that helps increase sperm count and motility in men.

It contains important components such as L-carnitine, vitamin C, Coenzyme Q10, zinc, vitamin B9 (folic acid), vitamin B12 and selenium. These components support sperm quality and general reproductive health. L-carnitine and Coenzyme Q10 improve sperm motility by increasing energy production. Vitamin C and zinc support the immune system, while folic acid and vitamin B12 support cell division and DNA synthesis.

About Eczacıbaşı Pharmaceuticals Marketing & Gensenta

Eczacıbaşı Pharmaceuticals Marketing

Eczacıbaşı Pharmaceuticals Marketing was established in 1989 in Istanbul. It carries out promotion, marketing, sales and distribution activities for the reference/equivalent medicinal products and over-the-counter products that it imports, outsources and adds to its portfolio through sales and marketing agreements as part of its collaborations with international and domestic companies in the pharmaceutical industry.

Eczacıbaşı Pharmaceuticals Marketing performs these services through two main business units: "Prescription Products" and "Consumer Health Products". The Company is working on adding freely priced food supplements to its product range, in addition to the reference and generic medicinal products portfolio.

For this purpose, it is continuing to diversify the locally produced portfolio of Dynavit, which is the company's own brand in the field of food supplements. Selfit branded products, a private healthy lifestyle brand, are sold through digital sales channels.

Eczacıbaşı Pharmaceuticals Marketing is one of the pioneering organizations in the industry, deriving its strength from Eczacıbaşı's brand strength and its steady growth with ever-increasing investments, highly competent field staff that are committed and experienced in different treatment fields, widespread doctor/pharmacy access, ability to quickly adapt to various business models, and prioritization of digital transformation investments.

Eczacıbaşı Pharmaceuticals Marketing leverages the expertise of its globally leading R&D partners to enhance its production, marketing, and sales processes. With over 450 employees and 15 business partners, Eczacıbaşı Pharmaceuticals Marketing continues to advancements in the healthcare sector. Eczacıbaşı Pharmaceuticals Marketing operates in the markets for Urology, Dermatology, Oncology, Gastroenterology, Pain Management, Central Nervous System, Anti-Infectives, and Hematology.

Gensenta

Gensenta, has improved patients' access to medication through its efforts to offer new and comprehensive solutions to more patients across a wider geography. Since November 2022, it has continued its operations as part of the Eczacıbaşı Group.

Gensenta is one of the leading companies in the healthcare industry with a dynamic R&D team, over 100 years of experience in quality and manufacturing processes in sterile production, and strategic partnerships and technical knowhow transfers with global giants specialized in their respective fields, and it is the first producer of biosimilars in Türkiye with filling and replenishment capabilities.

With its expert staff and modern facilities, Gensenta is one the prominent producers of finished medicinal products and pharmaceutical raw materials and has pharmaceutical production facilities located in Yenibosna, one of the main industrial areas of Istanbul.

In this area, there are two separate production units where finished medicinal products are produced. One of these production units is the Other Medicinal Products Production Unit, where those products in the other treatment groups, excluding antibiotics and cancer treatments, are produced. On the other hand, the Oncolytic Production Unit, where anticancer products in liquid and lyophilized vials dosage form are produced, also serves as the second production facility in the same area. All basic dosage forms are produced in accordance with world-class "Current Good Manufacturing Practices (cGMP)" rules. With its large-capacity injectable preparation units and lyophilization facilities, Gensenta is the most experienced company in the production of parenteral drugs in Türkiye.

As of 6 January 2023, the reorganisation activities carried out within the framework of the objectives of completing the integration of Gensenta with Eczacıbaşı and establishing strategies and a common culture have been concluded.



Gensenta's Production Facilities

Yenibosna Finished Product Production Factory

- Established in 1984
- Production of 62 molecules, 165 products
- Fully automated closed vial production
- Significant lyophilisation capacity in Türkiye
- Biotechnological/biosimilar vial filling and vial closing capacity

Solid Production

750 million
tablets/year

160 million
capsules/year

Sterile Production

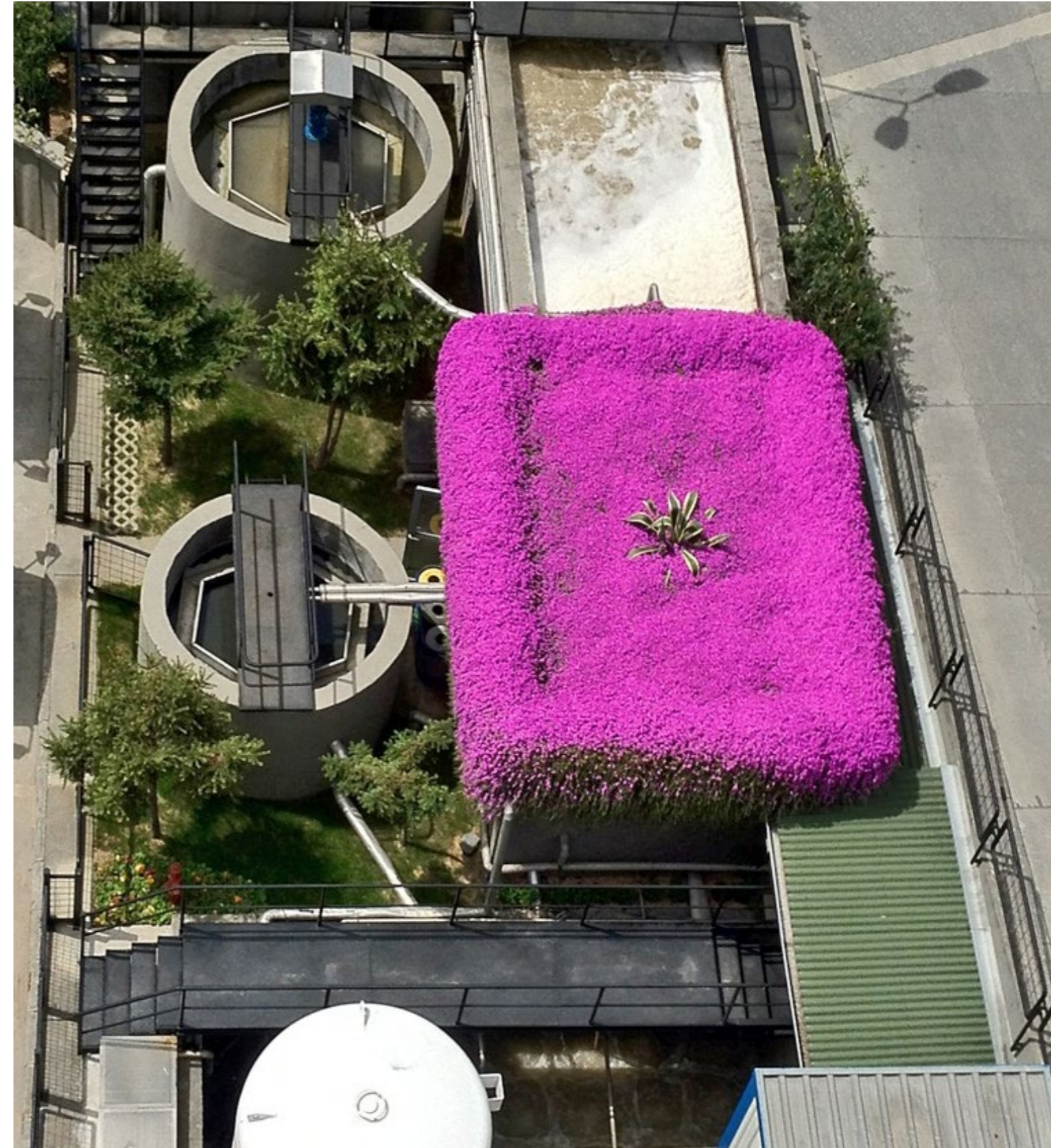
39K bottles/hour
3 Filling Lines

168 m² Capacity
6 Freeze Dryer


Free Capacity
10M Bottle


Şekerpınar Raw Material Factory


- Established in 1974
- 13 molecule production capacity
- Non-sterile chemical production
- Raw material production
- Dedicated production area for penicillin production





Our Operating Environment


<p>Global Trends</p>	<p>Climate and Nature Crisis</p> <p>As the planet’s temperature continues to rise, the effects of the climate crisis are becoming increasingly evident through prolonged periods of extreme heat and cold, with far-reaching consequences for people, economies and nature. Economic and population growth are leaving an indelible mark on the environment, including deforestation, biodiversity loss, water insecurity and pollution, among other environmental degradation. This situation is putting companies under increasing pressure as investors, markets and civil society demand a faster transition to a sustainable economic model. Despite the urgency, reports and statements from various organisations dealing with the climate crisis, in particular the IPCC, suggest that current efforts fall short of what is needed to limit the global temperature increase to the 1.5°C threshold, increasing the risk of climate change failure.</p>
<p>Impact on the Industry</p>	<ul style="list-style-type: none"> • In situations where hygiene can no longer be maintained due to water scarcity, the risk of epidemics increases. Furthermore, water stress and drought can further impact this issue. In such circumstances, it is critical to ensure the production, diversity, and supply of medicines. • Contamination and depletion of water resources can hinder the availability of clean water essential for pharmaceutical production. It is essential that water is used in the formulation of medicines and the sterilization of pharmaceutical equipment. • The impact of climate change on the supply chain can be considered to have twofold consequences: firstly, it affects the delivery of finished products and raw materials, and secondly, it affects the environment in which they are produced. In the event of a shortage of natural resources, it is not feasible to produce raw materials and additional substances from production facilities, which in turn impacts the ability to manufacture drugs. Similarly, the inability to access the natural resources required for logistics will result in the inability to distribute medicines to the locations where they are needed. • There is an opportunity to differentiate products with reduced negative environmental impacts in the market. • It is essential to follow strict guidelines regarding the environmental impact of products throughout their entire life cycle, including material selection and packaging. The use or production of high-carbon materials poses a significant risk in this context. While there is currently no legislation that we are required to comply with, it is possible that countries to which we export may include the pharmaceutical sector in their regulations in the coming years.
<p>Our Response</p>	<p>As an Eczacıbaşı Pharmaceutical and Industrial Investment Co., we recognise the impact of our natural resources on climate change and the significance of these resources for our operations. We are committed to minimising our impact on the environment in all our operations. We have set aside funds for projects aimed at reducing energy and water consumption in our production facilities, with a view to their implementation in the planned year. To minimise the amount of waste generated as a result of our activities, we implement measures to prevent waste at the source across all departments. We dispose of our waste in a way that minimises its contribution to the environment and ensures compliance with all relevant legislation. As part of the Low Carbon Road Map project, we calculate our greenhouse gas emissions and implement projects to reduce them. Starting from 2023, all our production activities will be carried out in our own facilities with renewable energy.</p>
<p>Capitals Impacted</p>	

<p>Global Trends</p>	<p>Technological Progress and Digital Age</p> <p>The accelerated pace of technological advancement in recent years has precipitated a transformative and revolutionary shift across a range of industries. It is anticipated that emerging technologies, including artificial intelligence (AI), machine learning, robotics and 3D printing, will spearhead the drive for increased automation across a range of sectors. This will enable companies to enhance their research and development (R&D) activities, stimulate product innovation and ultimately improve efficiency and productivity. Artificial intelligence (AI) and machine learning are vital tools for predicting equipment failures before they occur. This reduces downtime and maintenance costs, optimises supply chains and enhances quality control. These technologies are continuing to reshape the industry by driving innovation, enhancing efficiency and transforming business models. Furthermore, as these technologies continue to gain prominence, data analysis will become an essential aspect of business operations for firms, financial institutions and governments alike. In light of these developments, it is vital for organisations to maintain flexibility and keep up with technological advances in order to remain competitive in the digital age.</p>
<p>Impact on the Industry</p>	<ul style="list-style-type: none"> • Optimising supply chain management will reduce costs, ensure on-time delivery and improve inventory control. • Supply chain optimisation identifies the most efficient logistics routes. • Implemented automation addresses the need for greater production efficiency amidst rising energy and raw material costs. • Technological advancements are leveraged to combat cybersecurity threats and address data privacy concerns. • Systems powered by AI can predict and resolve issues such as spare parts availability, equipment failures and raw material requirements in advance.
<p>Our Response</p>	<p>The Technology Ambassadors project was initiated with the objective of enhancing technology, data and artificial intelligence (AI) literacy across our company’s business units. This initiative is focused on expanding the implementation of AI solutions across a range of operational areas. It is our priority to ensure that our products are innovative, high-quality and contemporary, and that they comply with the current economic situation, sustainability and legal conditions. We facilitate access to medicines for people in our country by developing products that do not have generics in Türkiye and seeking reimbursement through the SSI. As evidence of our commitment to innovation, we have filed 11 patents in 2023. As part of the NextGen project, we have transitioned to SAP4HANA, which has streamlined our processes and brought greater cohesion to our operations.</p>
<p>Capitals Impacted</p>	

Global Trends	<p>Global Inflation</p> <p>The global inflationary environment is marked by a persistent rise in the prices of raw materials and services across the world. This trend is driven by multiple factors, including supply chain disruptions, increasing energy and raw material costs, monetary policies, and rising labor expenses. These changes greatly affect companies' cost management, pricing strategies, profitability, supply chain operations, investment and growth plans, as well as customer relationships. To navigate this landscape, businesses need to adopt flexible and proactive strategies, such as reassessing their cost structures to improve efficiency and bolstering their supply chains by exploring alternative sources of supply.</p>
Impact on the Industry	<ul style="list-style-type: none"> • The unpredictability of raw material, natural gas, and other energy price fluctuations constrains the profitability of products, thereby narrowing the scope for maneuverability of companies. • The deployment of greater efforts to utilize alternative and sustainable sources that are less sensitive to cost fluctuations will have an impact. The utilization of dynamic pricing techniques to account for cost increases also enables expeditious adaptation to change in the market. • In order to reduce long-term operating costs, it is necessary to invest in sustainable practices and energy-efficient technologies in order to counteract the effects of inflation. The search for more cost-effective substitutes for expensive procedures or materials is intensifying. To illustrate, the reduction of energy costs may be achieved through the acquisition of energy-saving appliances. • Geopolitical disputes make it difficult for businesses to attract and retain talent, leading to increased labor shortages. To reduce the impact of these issues, companies may need to diversify their supply chains and operations across multiple regions. It may be necessary for supply chains to consider alternative sources of raw materials and recycling techniques. Furthermore, it is advisable to collaborate with a number of suppliers in order to reduce the risk of overreliance on a single source. This entails the optimisation of stock levels in order to ensure preparedness for fluctuations in demand.
Our Response	<p>Recent fluctuations in the prices of raw materials, natural gas and other energy sources have constrained the profitability of our products, limiting our pricing flexibility. In order to address these challenges, we are increasing our efforts to utilise alternative and sustainable energy sources that are less sensitive to price fluctuations in cost items. Furthermore, we aim to adapt swiftly to market changes by utilising dynamic pricing techniques to account for cost increases. We invest in sustainable practices and energy-efficient technologies with the objective of reducing our long-term operating costs. We source alternative raw materials and employ recycling techniques, thereby enhancing our resilience to supply chain disruptions by working with multiple suppliers. Additionally, we optimise our inventory levels to respond rapidly to changes in demand. With these strategies, we aim to transform the challenges we face into opportunities and achieve sustainable growth.</p>
Capitals Impacted	

Global Trends	<p>Social Cohesion and Inequalities</p> <p>Globalization, rapid economic growth, and widespread improvements in living standards have not succeeded in bridging the significant divides both within and between countries. In fact, these factors have often worsened existing inequalities and undermined social cohesion. Additionally, recent trends of polarization have intensified these challenges. According to the WEF Global Risks Report 2024, increasing income inequality and social divides can lead to workforce issues, including heightened demands for fair wages and improved working conditions. The uneven pace of economic recovery worldwide has further deepened income disparities, fueling polarization. Growing social inequalities have made civil society more aware of and vocal about social injustices. As a result, there is now a heightened focus on the role businesses can play in addressing social inequality and advancing human rights. In response, regulations have been implemented to encourage companies to take meaningful steps toward safeguarding human rights and promoting social justice. To meet these objectives, businesses must enhance their commitment to diversity, equity, equality, and inclusion. Such initiatives not only benefit society as a whole but also strengthen the private sector's capacity to attract and retain talent.</p>
Impact on the Industry	<ul style="list-style-type: none"> • Companies are encouraged to implement diversity initiatives and social responsibility projects. By addressing concerns related to fairness and social equity, this can result in positive changes. • Other supply chain regulations, especially those in the EU, require compliance and due diligence. • Inequalities have the potential to have a demoralising and demotivating effect on workers. Overall performance and job satisfaction are significantly affected. • Inequity may result in increased employee turnover rates. This can result in labour shortages and costly recruitment processes. • A lack of equality in the workplace can lead to a negative impact on employee motivation and creativity. • Unfair treatment of employees can have a detrimental impact on a company's reputation and present a negative image to the outside world. This can have a negative impact on customer satisfaction and may also affect the ability to attract and retain talent.
Our Response	<p>In view of the widespread inequalities within the industry, we have introduced a series of diversity initiatives and social responsibility projects. By focusing attention on issues of justice and social equity, we are working to effect positive change in these areas. We are implementing measures to meet the increasing expectations of accountability and transparency throughout the supply chain. In response to consumer demand for greater accountability and transparency from companies, we are focusing on human rights and environmental impact. We recognise the potential for inequalities to demoralise and demotivate our employees. To address this, we adopt fair and equitable practices to improve overall performance and job satisfaction. Unfair treatment of employees can result in increased turnover, leading to labour shortages and the costs associated with recruitment. To avoid this, we ensure that our employees feel valued and encourage creativity and innovation. We are aware that unfair treatment can damage a company's reputation. To avoid this, we implement fair and transparent policies to present a positive image to the outside world. By implementing these strategies, we aim to establish ourselves as a reliable and attractive company for both our customers and potential employees.</p>
Capitals Impacted	

<p>Global Trends</p>	<p>Geopolitical Developments</p> <p>The ongoing surge in polarisation, populism and nationalism is continuing to have a significant impact on geopolitics. This trend is having a detrimental effect on multilateralism and international institutions, with populist leaders failing to recognise the complexities of the modern world and instead focusing on advancing their own agendas. The upheavals caused by social, environmental and economic shifts are contributing to a more polarised global landscape, with politics becoming increasingly radicalised. While the ongoing conflict between Russia and Ukraine remains a key topic of discussion in the context of geopolitical tensions with far-reaching implications for the global economy, other sources of potential instability are anticipated to emerge in the global arena. The current geopolitical climate is a significant risk factor for the global economy, with the potential for persistent inflation or stagnant growth even if current pressures subside. As the costs of adapting to different political and economic systems increase, multinationals may choose to align themselves with a particular system, accelerating the divergence between different market models. The reduction in supply chains, which is designed to mitigate the risks associated with geopolitical and economic disruptions, may result in increased exposure to geographically concentrated risks, such as labour shortages, civil unrest, pandemics and natural disasters.</p>
<p>Impact on the Industry</p>	<ul style="list-style-type: none"> • Türkiye's geopolitical position at the crossroads of Europe, Russia and the Middle East presents a challenge in attracting international investment due to the potential for economic uncertainty. This may have an impact on the labour market. For instance, there may be an increased willingness among skilled workers to relocate to countries with less economic and political uncertainty. • There is a risk of disruption to international supply chains for goods and services. International supply chains and collaboration are frequently vital for research and development initiatives in the pharmaceutical sector. Geopolitical disputes can make it more challenging to form these partnerships and affect R&D procedures. Consequently, the development and launch of new drugs may be delayed. • The production and supply of medicines requires the operation of production facilities on a global scale, as well as the availability of a diverse range of raw materials. The supply chains in question are vulnerable to disruption as a result of conflicts that can impact the production and delivery of medicines. This can result in price increases and shortages of medicines. • Regulatory and policy changes can also have an impact. Conflicts can impact the rules governing health and pharmaceuticals. Governments have the authority to establish new trade restrictions or regulate the import and export of pharmaceuticals. For the pharmaceutical sector, this can result in increased costs and greater operational challenges. Such developments could result in regional health crises and spikes in demand for medicines.
<p>Our Response</p>	<p>We recognize the challenges currently facing the global economy, including reduced investment, geopolitical risks, and supply chain disruptions. To address these issues, we offer our employees safe and flexible working conditions.</p> <p>In light of the current economic uncertainties, we are diversifying our investment strategies and enhancing our risk management practices. We are also developing alternative supply sources and flexible logistics solutions to mitigate potential disruptions to our supply chains. Furthermore, we take a proactive approach to regulatory changes and continuously review our operational processes.</p> <p>These strategies aim to minimize negative impacts on our industry and ensure sustainable growth.</p>
<p>Capitals Impacted</p>	

<p>Global Trends</p>	<p>Lifestyle and Behavioral Changes</p> <p>In developed economies, there is a discernible shift in consumer preferences, particularly among younger demographics, towards prioritising experiences and accessibility over material possessions. This phenomenon indicates a more intentional and mindful approach to living, resulting in a surge in the need for comprehensive wellbeing beyond the confines of physical health. The pursuit of personal growth has also emerged as a key objective for many individuals, with a particular emphasis on learning and self-development. The pursuit of an elevated standard of living has also led to a heightened global awareness of the finite resources of the planet, prompting individuals to assume responsibility for their environmental impact. Millennials and Gen Z are spearheading a sustainable and mindful lifestyle movement, driving a growing demand for ethical and sustainable products. Consumers are prepared to pay a premium for goods that reflect their environmental values, resulting in a significant shift in purchasing behaviour.</p>
<p>Impact on the Industry</p>	<ul style="list-style-type: none"> • The pharmaceutical industry may experience significant transformation as a result of evolving consumer expectations for sustainable and ethical products. The growing awareness of social and environmental responsibility issues among consumers could have a number of implications for the pharmaceutical industry, including: <ul style="list-style-type: none"> - There is a growing demand for environmentally friendly packaging and manufacturing practices. In the pharmaceutical industry, environmentally friendly manufacturing and packaging practices are becoming increasingly important to Generations Y and Z. To meet these needs, businesses may need to use biodegradable or recyclable packaging in addition to energy-saving techniques during production. - Improving the formulation of eco-friendly products is essential. Customers have the right to demand that the ingredients in medicines come from sustainable, natural sources that do not harm the environment. Pharmaceutical companies should therefore re-evaluate their product formulations and seek more environmentally friendly alternatives. • It is becoming increasingly important for pharmaceutical companies to demonstrate transparency and social responsibility in order to meet growing expectations regarding ethical business practices. This includes providing greater transparency regarding supply chains, production methods, and social responsibility initiatives, all of which are essential for building customer trust. Furthermore, there is an increasing demand for these companies to become involved in social responsibility activities and to demonstrate awareness of social issues. By contributing to social wellbeing and expanding access to healthcare, businesses can better align themselves with these expectations and strengthen their public image. • The pharmaceutical industry can be encouraged to adopt innovative technology in line with sustainability requirements. For example, research can be conducted on energy-efficient production techniques or technologies that produce less waste. These developments will have a positive impact on the sector. • Branding and certification can both benefit from this approach. As consumer awareness of sustainability grows, the importance of various certifications in the pharmaceutical industry is likely to increase. Features such as organic, environmentally friendly and ethical production can influence consumer tastes. Implementing sustainable and ethical procedures can also improve a pharmaceutical company's brand image. This can give the company an advantage in competition, especially with younger customers.
<p>Our Response</p>	<p>The demand from Generation Z and Y for sustainable and ethical products is driving significant changes in the pharmaceutical industry. In light of this awareness, we have adopted environmentally friendly packaging and production practices. We employ energy-saving techniques in our production processes and source 100% of our electricity from renewable energy sources. We adopt a more open and accountable approach to corporate transparency and social responsibility. We provide transparency regarding our supply chains, production methods, and social responsibility initiatives, and participate in projects aimed at improving social health and expanding access to healthcare. In the fields of innovation and R&D, we adopt cutting-edge technologies that align with sustainability standards. We conduct research into energy-efficient production techniques and technologies that result in reduced waste. Furthermore, we recognise the importance of certifications in the areas of sustainability and ethical production, and we take the necessary steps to strengthen our brand image in these areas. By implementing these strategies, we aim to gain a competitive advantage over our younger customers and achieve sustainable growth in the sector.</p>
<p>Capitals Impacted</p>	

Year in Review¹

Here are the key performances achieved by Eczacıbaşı Pharmaceutical and Industrial Investment Co. in 2023.

Economic and Financial Performance

TL 6.5 billion

Total net sales



21%

share of international sales



Investing in our Planet

100%

electricity use from renewable energy sources³ ✓



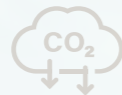
10%

decrease in energy intensity compared to base year (2021)²



60.5%

decrease in total carbon emission (Scope 1 + Scope 2) compared to base year (2021)⁵



23,600 m³

recycled wastewater²



87%

share of recycled waste²



99.40%

packaging waste recovery rate²



Investing in People

39.7%

total share of women in professionals⁶ ✓

51.3%

women among new recruits⁶ ✓



41.2%

share of women in management positions⁶ ✓

40.38%

women employees in STEM positions²

0.68

Lost Time Incident Rate (LTIR)³ ✓

31.89 hours

training per employee⁶ ✓

We won the **“Great Place to Work”** certificate for the 3rd time this year in the Best Employers of Türkiye Survey.⁴

0.7 hours

training per talent⁶ ✓



Investing in Future

33 R&D employees²

11 patents applications³

208

total number of licenses in Türkiye in 2023²

TL 86 million

investment on R&D in 2023²

33%

increase in number of R&D projects compared to 2022⁵

¹ The ✓ symbol represents verified data

² Data presented in Gensenta

³ Data presented here in Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations.

⁴ Data presented here in Eczacıbaşı Pharmaceuticals Marketing

⁵ Data presented here in Gensenta and Eczacıbaşı Pharmaceuticals Marketing

⁶ These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we adopt a sustainable approach to all aspects of our operations, with a view to achieving continuous improvement at every stage. We are also ensuring that every aspect of our operations meets the highest environmental standards by integrating the latest technology, innovation and digitalization. As part of our efforts, we are dedicated to developing innovative approaches and solutions to make a valuable contribution to environmental sustainability, to the benefit of our planet, society, and future generations. In this framework, we are taking steps to enhance our ESG performance in order to meet the demands of the healthcare sector.

2

Our Approach to Sustainability

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Our Value-Creating Business Model

Building a Healthier Future, Together


Our value creation approach provides a view into our approach to business operations, and outlines how we allocate our financial, human, natural, intellectual, and social capital resources to create long-term value for all our stakeholders.

Our six capitals

- 

... **Our financial capital** is allocated to investing in modern technology pharmaceutical production, marketing, sales, and distribution and to contribute to our sustainable growth and profitability.
- 

... **Our human capital** consists of a talented professional workforce, an inclusionary culture, and corporate expertise that drives the growth and success of our business.
- 

... **Our natural capital** includes valuable resources that are essential for the functioning of our operations. In this regard, we aim to ensure a habitable and healthy planet for both present and future generations and to use our planet's resources responsibly and efficiently in our operations, including waste, energy, water, emissions, and climate.
- 

... **Our intellectual capital** facilitates innovation, the development of innovative and economic viable products, new and comprehensive solutions, pharmaceutical research and development initiatives, and the transformation of our business processes with the vision of creating value.
- 

... **Our social capital** is based on our stakeholder relationships, built on the values of honesty, mutual respect, and trust. We generate value through our approach to stakeholder engagement, which fosters collaboration and partnership.
- 

... **Our manufacturer capital** is based on the resources and assets that our associations maintain to produce products. By effectively managing and utilizing these physical resources, we strive to optimize our production processes and to provide pharmaceuticals produced with modern technology to the service of human health, both abroad and domestically.

What we do

Our Group mission

“To be a pioneer of modern lifestyles that are healthy, high quality and sustainable.”

Our Value Chain

► Procurement and Supply

With our total of **2,314** suppliers for Eczacıbaşı Pharmaceuticals Marketing & Gensenta, we ensure that purchasing operations are carried out in a cost-effective, optimum quality and just-in-time manner.



► Sales & Marketing

At Eczacıbaşı Pharmaceuticals Marketing, we conduct the promotion, marketing, sales and distribution of reference/ generic medicines and non-prescription products that we import, contract manufacture, and add to our portfolio through sales and marketing agreements in cooperation with international and domestic companies in the pharmaceutical sector. We provide services for our various products through three core business areas: **“Specific Treatments,” “Basic Treatments”** and **“Consumer Healthcare Products.”**



How we do it

Through our approach that values people and focuses on human health, we extend our global reach to deliver innovative and responsible pharmaceutical products and services. With respect for people, we continue to create sustainable value in various aspects of healthcare and society.

► R&D

With our Gensenta R&D Center, we aim to develop effective, safe, innovative, and economical products that will enable patients to live a healthier and higher quality life, primarily in our country and all over the world, and we maintain our efforts in this regard. At Gensenta, we have implemented many **R&D projects** to offer high quality, reliable and cost-effective products. Moreover, at Eczacıbaşı Pharmaceuticals Marketing, we conduct studies on molecules in the Phase III stage within the framework of business development activities with the R&D services we outsource.



► Distribution

At Eczacıbaşı Pharmaceuticals Marketing & Gensenta, we have the competence to distribute **90 million** boxes of pharmaceuticals and food supplements annually with a total capacity of **10,000 pallets** of finished products. Considering our **“Green Logistics”** principle, we are striving to carry our service level to the highest point together with our business partner 3PL companies.



► Manufacturing

In our Gensenta production facilities, we offer new and comprehensive solutions to the service of human health in many countries abroad as well as in domestically with the medicines we produce with continuous training, knowledge, and modern technology in accordance with the **“Current Good Manufacturing Practices (cGMP)”** and **“Current Good Laboratory Practices (cGLP)”** rules at world standards.



► After-Sales Support / Customer Relationship

We support our customers at every stage of the business process, from the supply chain to production, quality assurance, and distribution. We guide them through each step and ensure that the process aligns with their needs. By maintaining consistent and transparent communication, we demonstrate our commitment to accessibility and responsiveness to their requests.



Our Inputs in six capitals



TL 6.5 billion
total net sales¹
TL 5.5 billion
EBITDA¹
8 brands⁴



1,000+
Overall Employment¹
More than 1,400
employees worldwide⁴
TL 15 million
Training and development
expenditures⁴
TL 346,545 OHS Investments³
5,193 hours OHS training³



40,947 MWh
Energy Consumption³ ✓
85,240 m³
Water Withdrawal³ ✓
4 energy efficiency projects³
TL 6 million
environmental - energy
related investment³



TL 86 million
Total R&D and Innovation
Investment amount³
33 R&D employees³
2025 hours
Digital Transformation training²



2314
Suppliers⁵
45
customers³



2 Production Plants³
**Yenibosna Finished Product
Production Factory**
- Production of 62 molecules,
165 products
Şekerpinar Raw Material Factory
- 13 molecule
production capacity

Our Key Outputs

87%
Combined Income Growth¹
TL 189 million
Total tax paid¹
TL 463 million
paid to capital providers¹

39.7% Share of women
in professionals⁶ ✓
51.3% Share of Women
in new recruitment⁶ ✓
41.2% Share of Women
in Management Positions⁶ ✓
40.38% Share of Women
in STEM position³
22.09% Share of Women
in value generated roles²
31.89 training hours
per employee⁶ ✓
0.7 training hours
per talent⁶ ✓
13.4% employee turnover rate⁵

48% share of renewable
energy consumed³ ✓
100% share of renewable
electricity consumed
(YEK-G certified)⁴ ✓
10% Energy intensity reduction
compared to 2021³
831,964 kWh energy saving³
5% decrease in total water
withdrawal compared to 2021³
23,600 m³ wastewater recycled³
87% share of recycled waste³
TL 2.1 million cost savings
as a result energy saving³
60.5% CO₂e emissions
reduction compared to 2021
(Scope 1+2)⁵

11
Registered industrial
property applications⁴
20
R&D Projects⁵

%76
Local suppliers as a percentage
of total suppliers⁵
16
students participating in
internship programs⁵

250.55 ton production³
Export to **+70** countries⁴

¹ It is the consolidated data for Eczacıbaşı Pharmaceutical and Industrial Investment Co.

² Data presented here in Eczacıbaşı Pharmaceutical Marketing

³ Data presented here in Gensenta

⁴ Data presented here in Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations

⁵ Data presented here in Eczacıbaşı Pharmaceutical Marketing & Gensenta

⁶ These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees

Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co.

In recognition of the significance of our environmental impact and the importance for the responsible utilization of resources, we endeavor to protect both human and environmental health. Our objective is to build a sustainable future by utilizing the latest technology available and to become a pioneer in the sector by continuing with this effort.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are fully aware that our future success in sustainability is linked to the decisions we make today, and we are rigorous in capturing and developing sustainability opportunities.

We are dedicated to “building a healthier future together” with our stakeholders. We will conduct regularly reviews and evaluations of our sustainability strategy to ensure its continued effectiveness in addressing emerging risks and opportunities and to align it with the Eczacıbaşı Group strategy. As part of our efforts, we represent healthcare institutions in a range of working groups, with a focus on circular economy, water management, energy management, sustainability communication, climate change policies and sustainability performance management.

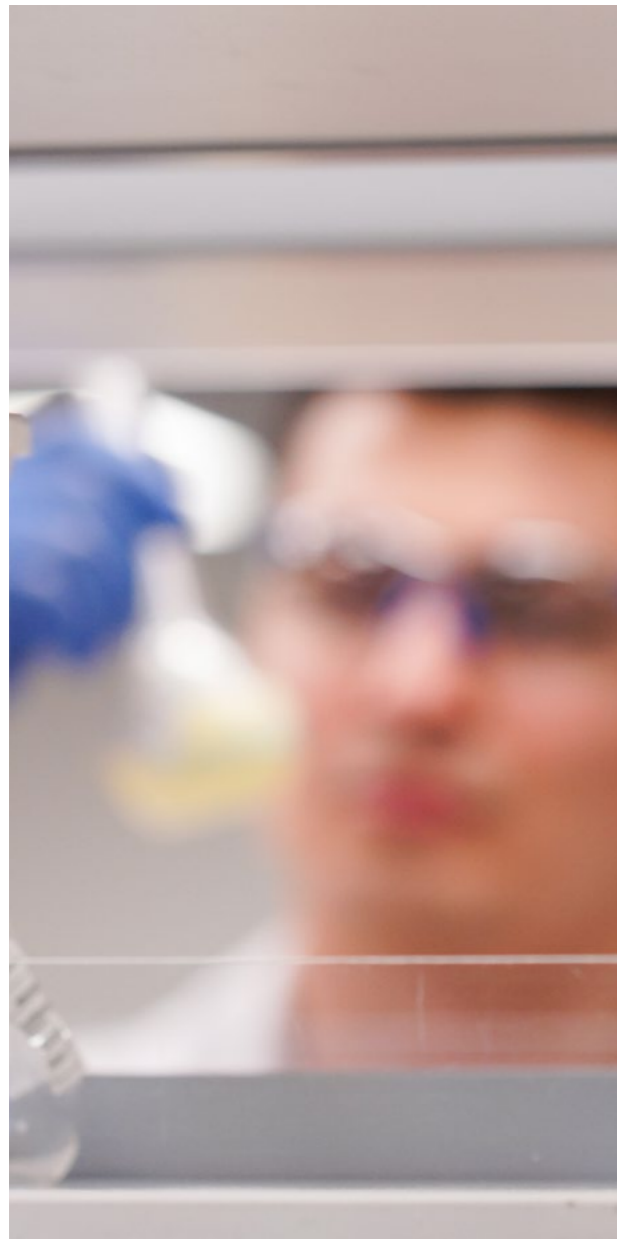
In light of the Low-Carbon Transition Roadmap project initiated by Holding, we will present a long-term climate strategy plan to our stakeholders in our 2024 Sustainability Report.

For more detail information, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).



Investing in Planet	Investing in People	Investing in Future	Corporate Governance
<p>Since climate and the environment affect all our business activities, we are committed to reducing our negative impact on the planet, while respecting the right of future generations to live on a healthy planet. At the heart of this effort are innovative sustainable solutions that reduce our environmental impact, including reducing carbon emissions and resource use while collaborating with stakeholders in our value chain.</p>	<p>Investing in our people is one of the most important steps in our sustainability success. Our greatest responsibility to our people is to provide the best opportunities for their development that prioritizes physical and mental wellbeing, and to create a motivating, safe, fair, inclusive, and diverse work environment. We create a strong workforce by continuously developing the skills and competencies of our people. We are in advanced cooperation with all our stakeholders against economic, environmental, and social risks. Our aim is to create a positive impact in the communities we interact with and to support economic growth and development opportunities.</p>	<p>While improving people’s lives and offering them a better future, we work to ensure rapid adaptation to changing world dynamics and technologies in all our processes, to quickly transform local and global opportunities encountered in the health sector into investments, to increase capacity, technological and digital competencies, to expand the contracted production business area with new collaborations, to increase R&D investments and to rapidly add new products to the product portfolio. As a data and technology-focused organization, we aim to offer unique and perfect experiences in order to increase the value of our stakeholders and to meet their needs more clearly and quickly.</p>	<p>We believe the foundation of our success to be upholding responsible, fair, accountable, and transparent business behavior. By making sure that our activities are guided by comprehensive approaches, policies, standards, and management systems that address both risks and opportunities to achieve long-term sustainable growth, we aim to manage risks in a timely and effective manner. Our focus is to go beyond economic success and achieve significant progress in our commitments by also encompassing environmental and social aspects.</p>

Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality



As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we adopt an integrated approach that encompasses external factors, the issues that are of significance to our stakeholders, and our objective of creating value.

The Eczacıbaşı Group conducted its materiality analysis studies in 2019, in line with global trends and the rapid transformation of sectors and reviewed its sustainability priorities in 2023. It is critical to conduct this assessment in order to maintain company continuity and enhance operational resilience.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we conducted a comprehensive review of reports published by international organizations that include a detailed external environmental analysis. Within this framework, we performed a benchmarking study using publicly available information from national and international peer companies and evaluated key topics. Our assessments revealed 15 material topics under 10 strategic focus areas, which provided us with a basis for identifying strategic opportunities to improve our performance.

In 2023, our key material issues are shaped by the Eczacıbaşı Group 2023 materiality assessment and our materiality assessment results, reaffirming our commitment to addressing the sustainability challenges that are most important to our stakeholders. Moreover, the Eczacıbaşı Group has initiated its first double materiality assessment, which involved over 1,000 stakeholders for the overall (Group). We will disclose our actions and performance in our upcoming report by leveraging insights from the forthcoming double materiality assessment.

Sustainability Pillars	Strategic Focus Areas	Material Topics	SDGs	Capitals
Investing in Planet	Climate and Environment	Energy Management and Carbon Emissions	 	
		Water Management	 	
	Circular Economy	Waste Management		
Investing in People	Equal Opportunity	Equal, Diverse and Inclusive Workplace	 	
		Attracting, Developing and Retaining Talent	 	
	Health and Wellbeing	Health, Safety and Wellbeing	 	
	Community and Social Vitality	Social Investment		
Investing in Future		Innovation		
	Innovation and Entrepreneurship	Entrepreneurship	 	
		Research and Development	 	
	Digital Transformation	Digital Transformation		
Corporate Governance		Product Responsibility		
	Ethics and Compliance	Business Ethics and Legal Compliance	 	
		Supply Chain Management		
	Economic Sustainability	Economic and Financial Performance		

Contributing to the UN 2030 Agenda

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we ensure that our operations are aligned with the UN Sustainable Development Goals by continuously monitoring and improving our activities. In this regard, we have given priority to the UN Sustainable Development Goals that are strategically significant for the Group and its stakeholders. Our focus is on creating value for our stakeholders, both internal and external, as we work towards achieving these prioritized SDGs.

For more information on our contribution to each SDG, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).



Stakeholder Relations

Our stakeholder ecosystem encompasses a diverse range of individuals and groups, including employees, customers, supply chain partners, the research and development community, R&D ecosystem, financial community, and civil society. We recognize the importance of maintaining effective communication with our stakeholders to make sustainable choices in pursuit of our goal of becoming a sustainable organization.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we endeavor to communicate regularly and directly with our stakeholders through a variety of communication channels. We engage with our stakeholders, gain insight into their expectations, and enhance our operations and services through innovative solutions, taking their valuable comments and feedback. By adopting this approach, we can effectively manage risks, enhance the quality of our products and services, and significantly increase our overall impact.

For more information, please refer to [Annexes](#).



As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we take a responsible, open, and ethical management stance. These principles serve as our compass and are fundamental to our organisational structure. Through proactive risk and opportunity management, we sustain our company's resilience and consistently deliver value to our stakeholders. We're determined to uphold these principles, particularly in our supply chain operations.

3

Corporate Governance

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Governance Approach

Establishing a robust management structure and delivering value to stakeholders are our top priorities as Eczacıbaşı Pharmaceutical and Industrial Investment Co. Through strategic planning, risk management, and efficient decision-making procedures, our Executive Committee and Board of Directors match corporate objectives with stakeholder expectations and market trends. By promoting a culture of accountability and transparency, we aim to secure long-term success and sustainable value. As part of the Eczacıbaşı Group, we are committed to harmoniously conducting our activities in line with the strategic objectives of the group.

Board of Directors

- Eczacıbaşı Pharmaceutical and Industrial Investment Co adopts an effective management approach; It is carried out by the Board of Directors, which is responsible for the implementation of strategic decisions, monitoring compliance with internal regulations and early detection of risks.
- The members of the Board of Directors are determined in a way that they can make efficient and rational decisions. The Board of Directors consists of 6 members under the leadership of Ferit Bülent Eczacıbaşı; 2 members are independent.
- The Chairman of the Board of Directors in our company and General Manager are not the same person.
- None of the Board members are executive members.

Board of Directors

Name	Position
Ferit Bülent Eczacıbaşı	Chairperson of the Board
Rahmi Faruk Eczacıbaşı	Vice Chairperson of the Board
Atalay Muharrem Gümrah	Board Member
İpek Güleç	Board Member
Erol Ulukutlu	Independent Board Member
İhsan Rifat Öktem	Independent Board Member

For CV information of our Board of Directors members, please refer to [our website](#).



Board Committees

Board Committees	Members	Responsibility
Audit Committee	Erol Ulukutlu (Committee Chairman) İhsan Rifat Öktem	<ul style="list-style-type: none"> The Committee disclose accounting system and financial data of the company to the public, conduct an independent audit and monitor operation and effectiveness of the internal control system and internal audit system. <p>For more information, please refer to our website.</p> <p>The Audit Committee held eight meetings regarding its activities in 2023.</p>
Corporate Governance Committee	Erol Ulukutlu (Committee Chairman) İpek Güleç, Tuğçe Fetvacı	<ul style="list-style-type: none"> The Committee determines whether the corporate governance principles are implemented at the Company; assesses the rationale for noncompliance, if any, and the conflicts of interest caused by such incompliance; makes suggestions to the Board of Directors to improve the implementation of corporate governance; and oversees the activities of the Investor Relations Department. Since a separate Nomination Committee and a Remuneration Committee could not be established due to the structure of the Board of Directors, that the Corporate Governance Committee would also fulfill the duties of these committees. The environmental, social and governance (ESG) Commission, which was established to develop and execute our Company's environmental, social and governance (ESG) policies, directly reports to the Corporate Governance Committee. <p>For more information, please refer to our website.</p> <p>The Corporate Governance Committee held six meetings regarding its 2023 activities.</p>
Early Detection of Risk Committee	İhsan Rifat Öktem (Committee Chairman) Atalay M. Gümrah	<ul style="list-style-type: none"> The Committee gives recommendations and advices to the Board of Directors on the following issues; early detection and assessment of strategic, operational, financial, regulatory and compliance, reputation, fraud and all kinds of internal and external risks, calculating the severity and likelihood to occur of these risks, managing and reporting these risks in accordance with the Company's corporate risk taking profile, implementing the necessary measures regarding the identified risks, taking them into account in decision mechanisms, and establishing and integrating effective internal control systems in this direction. <p>For more information, please refer to our website.</p> <p>The Early Detection of Risk Committee held seven meetings regarding its activities in 2023.</p>

Executive Management

- Our Executive Management team is committed to providing reliable, transparent and high-quality services.
- They provide strategic guidance and direction for the organization.
- They are dedicated to achieving sustainable excellence and leadership in line with the company's strategies and mission.
- They leverage their combined expertise to drive long-term growth and success.
- They foster a culture of innovation, collaboration and accountability.
- They play a vital role in managing business performance and shaping strategic priorities.
- They remain adaptable and responsive to the changing needs of stakeholders.

- They embrace the highest standards of corporate governance.
- They relentlessly pursue sustainable excellence in all aspects of their business.

Executive Management

- Our Executive Management consists of experienced business unit leaders.
- They aim to provide reliable, transparent and high-quality services to all stakeholders.
- They undertake the task of providing strategic guidance and direction.
- The Executive Management works with the goal of sustainable excellence and leadership in line with the company's strategies and mission.
- It consists of **15** people, **8** of whose members are **women**.

Name	Gender	Position
Emin Fadıllıoğlu	Man	Eczacıbaşı Pharmaceutical and Industrial Investment Co. General Manager
Başbuğ Öke	Man	Eczacıbaşı Pharmaceuticals Marketing General Manager
İrem Yenice	Woman	Gensenta Chief Operations Officer
Aydın Küçük	Man	Eczacıbaşı - Monrol General Manager
Cem Baydar	Man	Health Investment Director
Pelin Kırıcı	Woman	Chief Growth Officer
Begüm Bartık	Woman	Information Technology Director
Orkun Erkuş	Man	Public Relations and Market Access Director
Kader Karaca	Woman	Human Resource Director
Kerem Fidan	Man	Finance Director
Ece Özay Sefiloğlu	Woman	Legal and Compliance Director
Elif Gürsoy	Woman	Corporate Communication Director
Işıl Ünal	Woman	Quality Director
Ömer Can Önal	Man	Corporate Risk Management Executive
Selin Öztürk	Woman	Organizational Development Senior Manager

Sustainability Governance

Group-wide Sustainability Organization

Responsibility: Sustainability Oversight, Monitoring and Group-wide Execution of the Sustainability Strategy

Eczacıbaşı Holding Board of Directors

The Eczacıbaşı assumes responsibility for coordinating the primary business strategy and setting long-term goals for all Group companies. The Group's sustainability mechanism is overseen by the Holding Board of Directors, which plays a vital role in making strategic decisions related to sustainability management.

Eczacıbaşı Holding ESG Committee

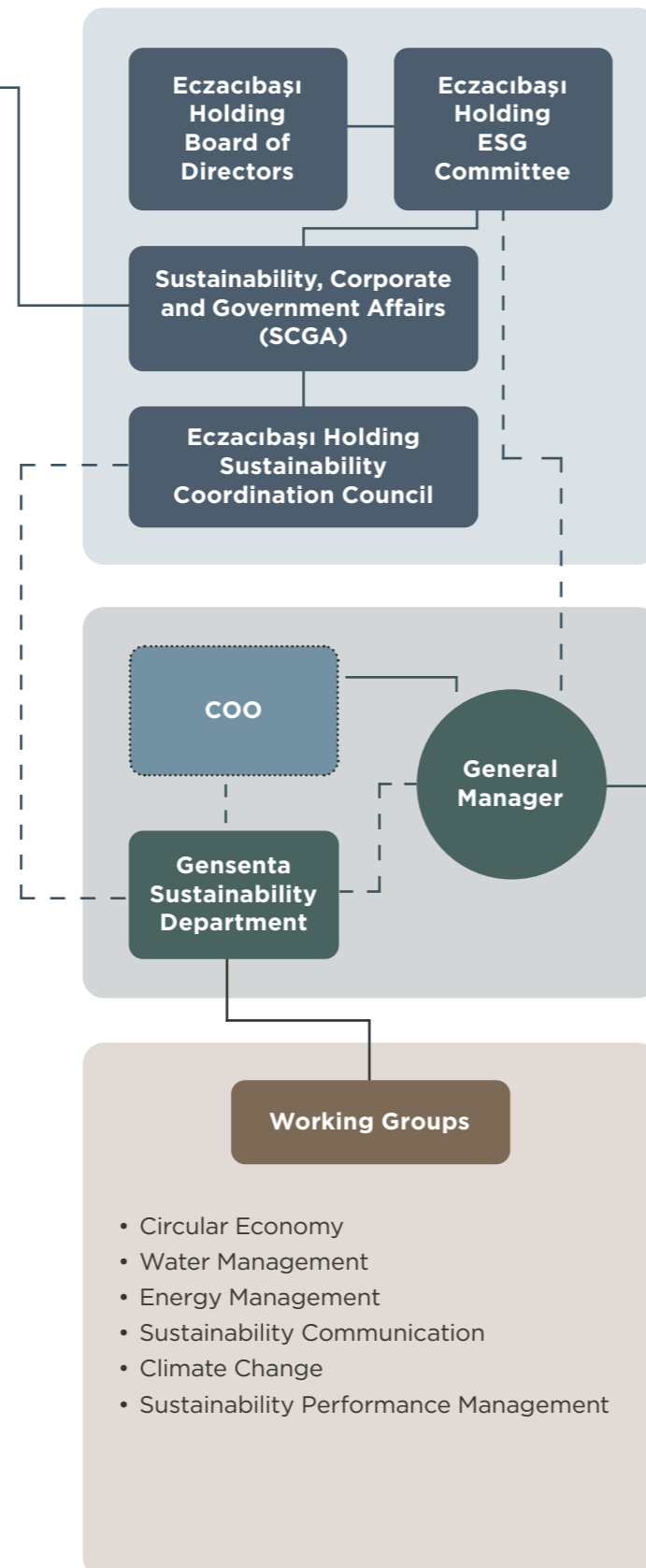
The Holding ESG Committee, which reports to the Holding Board of Directors, is responsible for ensuring the effectiveness of policies, strategies, governance bodies, and tools related to sustainability management across the Group. The committee evaluates strategic priorities, provides advice to the Board of Directors on ESG issues, and reviews the sustainability performance of the Group companies.

Sustainability, Corporate and Government Affairs (SCGA)

Sustainability management across the Group is overseen by the General Manager and performed by the Sustainability Directorate, which operates under the coordination of the Sustainability, Corporate, and Government Affairs Coordinator. The SCGA provides quarterly reports on the progress to the Holding ESG Committee.

Eczacıbaşı Holding Sustainability Coordination Council (SSC)

Sustainability management activities are led by the Group's Sustainability Coordination Council and implemented through sustainability working groups within the group companies.



ESG Governance at Eczacıbaşı Pharmaceutical and Industrial Investment Co.

Responsibility: Sustainability Oversight, Monitoring and Execution of the Sustainability Strategy

Our sustainability management is supervised by our General Manager. The Sustainability Manager, who is a member of the Gensenta Management Team, ensures the coordination of the sustainability activities of all healthcare institutions under the Eczacıbaşı Pharmaceutical and Industrial Investment Co. roof and reports to the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Management Team on a quarterly basis. Annually, Eczacıbaşı Pharmaceutical and Industrial Investment Co. companies provide information on sustainability activities at the Board of Directors and the strategy is reviewed.

At the same time, Gensenta Energy & Sustainability Governance meetings are held quarterly. Energy targets and projects of Gensenta production facilities, sustainability-focused studies are reported to the management team by the Maintenance Manager and Sustainability Manager at this meeting.

The focal points of these meetings are the reduction of consumption of natural resources, efficiency projects, the course of performance indicators and compliance with regulations. Gensenta Sustainability department members participate in coordination meetings and committees managed by the Holding.

Working Groups

Responsibility: Execution of Sustainability Action Plans

The Working Groups function as the operational arms of Eczacıbaşı Group's sustainability initiatives, tasked with converting the Group's ESG strategies and policies into concrete objectives and action plans. They monitor both global and local trends, propose recommendations to the Sustainability Department, and lead project implementations.

The sustainability subjects based working groups are being organized to develop sustainability strategy around associated topics. The regular meetings are organized to work on detailed roadmaps and follow up projects.



Internal Control, Internal Audit and Risk Management



Internal Control System and Internal Audit

- Internal Control ensures that processes and transactions are carried out in accordance with legislation and rules.
- It detects and prevents errors, fraud and irregularities.
- It ensures the integrity and reliability of the accounting and record system.
- It aims to obtain information in a timely and accurate manner.
- It provides assurance for the effectiveness, efficiency and reliability of the activities.
- It consists of standard definitions, duties and responsibilities, authorities, policies and procedures.
- It includes information systems and risk management.
- It is evaluated and reviewed within the scope of internal audit activities.
- The company operates in a transparent, accountable, fair and responsible manner.
- It acts proactively for the early detection and management of financial, commercial and operational risks.

Risk Management

- Corporate risk management is handled with a holistic perspective as part of the company's activities. Risk factors that may prevent the company from achieving its short, medium, and long-term goals are determined, evaluated, and monitored.
- Corporate Risk Management aims to adapt best practices, keep the structure up-to-date and sustainable, create meaningful indicators for decision makers, and present them to the top management.
- In Eczacıbaşı Group, the corporate risk management process is designed in accordance with international standards.
- Corporate Risk Management Department was established within the Eczacıbaşı Group Financial Affairs and Finance Group Presidency.
- The department's duties include determining the risk management policy, strategy, and approach; conducting analyses and workshops to identify, assess, manage, and review risks; and regularly reporting activity results.
- Our company hired a Risk Management and Internal Audit Manager in 2023. The Manager is responsible for the control activities of the processes of our company and our subsidiaries and works in coordination with the Corporate Risk Management Directorate within Eczacıbaşı Holding A.Ş.
- The Early Risk Detection Committee reviewed the activities by holding regular meetings every 2 months in 2023. Necessary measures are taken against foreseeable potential risks.
- Risks that may endanger the existence, development, and continuity of the company are monitored within the framework of the company's risk management practices and risk profile.

For more information, please refer to the Risk Management section at [2023 Annual Report](#).

The main risks that the Company may be exposed to are monitored under two main categories: financial risks and non-financial risks.

Financial Risks

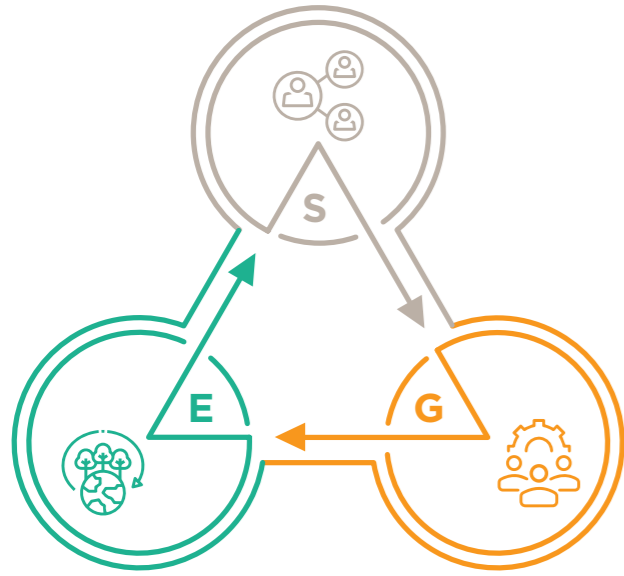
- We focus on minimising the impact of market volatility and adverse outcomes on financial performance.
- Financial risks include the impact of fluctuations in foreign exchange rates and interest rates on financial results and are divided into four categories: foreign exchange risk, interest rate risk, liquidity risk and credit risk.

Non-Financial Risks

- In addition to financial risks, non-financial risks such as strategic, operational, compliance and sustainability risks are monitored.

For more information, please refer to the Risk Management section at [2023 Annual Report](#).





Deeper Look at Management of Sustainability Risks

- The Company adopts the sustainability approach of the Eczacıbaşı Group.
- It develops economically, environmentally and socially sustainable plans.
- It manages risks such as natural disasters, climate change, biodiversity and efficient use of natural resources.
- It attaches importance to issues such as occupational health and safety, product responsibility, innovation and business ethics.
- The low-carbon transformation project was launched in 2024.
- An assessment is made using different climate scenarios to determine climate risks.
- A comprehensive report will be prepared to manage climate risks and inform stakeholders by complying with TCFD, IFRS S2² and TSRS S2³ standards.



² [International Financial Reporting Standards S2 Climate-related Disclosures](#)

³ [Turkish Sustainability Reporting Standards S2](#)

Strategic	Operational	Financial	Compliance	Sustainability
Economic / Macroeconomic	Disaster / Hazard / Security (Earthquake, fire, accident, theft, etc.)	Foreign Exchange / Parity	Legislation / Regulation	Natural Disasters / Extreme Weather
Political / Geopolitical / Country	Health and Safety & Environmental	Liquidity / Cash Flow / Debt Ratio	Ethics / Code of Conducts	Climate Change
Market / Competition	Supply Chain / Procurement (Quality, logistics, subcontractor, etc.)	Interest Rate	Fraud / Errors and Omissions	Resource Management (Energy, water, etc.)
Business Model / Value Chain	Productivity / Resource Usage	Counterparty / Credit	Contract Management	Biodiversity Ecosystem
Portfolio Management (Customer, channel, region, etc.)	Project Management	Collection / Collateral	Compliance with Standards (ISO, etc.)	Occupational Health and Safety
Investments (Expanding, mergers and acquisitions, etc.)	Asset Management	Capital / Fund Management	Corporate Governance Principles	Employee Rights & Equal Opportunity
Governance (Organizational structure, sources-capacity usage, strategic planning, etc.)	Infrastructure / System (Energy, water, natural gas, communication, etc.)	Financial Instruments	License / Permission / Intensives	Sustainability Communication (Industrial negative perception, response / reactions to projects, product quality, etc.)
Reputation / Image / Brand Value (Communication, social impact, etc.)	Human Resources / Employee	Commodity / Price	Legal Risks (taxation, customs, etc.)	Responsible Purchasing & Cooperations (Environmentally friendly, ethical and sustainability-oriented)
Stakeholder Relations (Shareholders, business partners, customers, suppliers, etc.)	Information Technologies / Information Securities	Financial & Official Reporting	Legal Compliance with Foreign	Sustainable Economic Growth (Failure of economic productivity, value-based innovation activities)
Innovation / Digitalization (Technological improvement, R&D, business, and product development, etc.)	Process Management	Managerial Reporting	Industrial Relations	Lack of contribution to the Stakeholder Economy

Ethics and Compliance



Our corporate values are based on business ethics and adherence to legal regulations. In line with the Eczacıbaşı Group, we have created a corporate culture that emphasises ethical standards and is based on respect for individuals and the environment. This culture aims to achieve continuous growth and make a positive contribution to society. The Group prioritises that all its members and subsidiaries understand and integrate these values into their daily practices.

Business Ethics and Legal Compliance

- We embrace the highest standards of business ethics and legal compliance.
- We conduct all our activities in line with our core values and principles.
- We maintain a comprehensive Code of Conduct that defines ethical and compliance expectations.
- The Code of Conduct is available on our website for all our stakeholders and employees.
- As a member of the Eczacıbaşı Group, we embrace business ethics and legal compliance standards.
- Ethical conduct, internal audit and legal compliance audit are carried out by the Audit Group, CHRO, Legal Department and Compliance Committee.
- We implement a zero-tolerance policy against discrimination, bribery and corruption.
- We prioritize creating a fair and equitable work environment.
- We strictly prohibit child labor and forced labor.
- We protect employee unionization rights and build constructive relationships with unions.
- The Group Human Resources Handbook offers detailed guidance on human rights, freedom of association, and adherence to our values and codes of conduct.
- We adopt the UN Global Compact.
- We implement a zero-tolerance policy against bribery and corruption.
- We expect employees and business partners to refrain from practices such as bribery and corruption.
- Suspected violations are reported to the Compliance Committee and investigated confidentially.

- Employees have multiple ways to report violations, including by email (eczacibasi@ speak-hub.com), phone (+90 212 800 01 05), or by filling out a form on **SpeakHub** (<https:// www.speak-hub.com/user>).

Total Hours of Training by Program (total hours of training given to employees in the program) 2023

Code of Conduct	107
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Anti-Corruption and Anti-Bribery	242
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Code of Conduct encompasses various fundamental aspects:

- Principles Regarding Working Relations
- Conflict of Interest Principles
- Third Party Relations
- Social Responsibility
- Environment and Sustainability
- Bribery and Anti-Corruption
- Eczacıbaşı Group Policy on Gifts and Invitations
- Properties And Assets of the Eczacıbaşı Group
- Occupational Health and Safety
- Media Relations – Representation of the Eczacıbaşı Group
- Code of Conduct Implementation Principles

As part of Eczacıbaşı Group, we are fully in line with the Group's corporate sustainability management system, formulated in accordance with global business standards, instill confidence in our stakeholders and align the quality of all Group undertakings.

Please find our Group's sustainability-related policies listed below which cover all Group's companies.

[ESG \(Environmental, Social, Governance\) Policy](#)

[Gender Equality Policy](#)

[Human Rights Policy](#)

[Environment and Climate Change Policy](#)

[OHS \(Occupational, Health and Safety\) Policy](#)

In addition to adhering to the Group's policies, Eczacıbaşı Pharmaceutical and Industrial Investment Co. as developed supplementary policies to further reinforce our commitment to various aspects of our operations. These policies serve as additional guidelines and standards within our organization to ensure compliance, efficiency, and responsible practices.

[Donation and Aid Policy](#)

[Remuneration Policy](#)

[Dividend Distribution Policy](#)

[Disclosure Policy](#)

[Gender Equality and Equal Opportunities Policy](#)

[Occupational Health and Safety Policy](#)

[Environment and Climate Change Policy](#)

[Environmental Social Governance Policy](#)

[Human Rights Policy](#)

Supply Chain Management

By leveraging its extensive resources and expertise, our company fosters positive change and advocates for sustainable and responsible manufacturing practices that extend beyond our own facilities. Our dedication to ensuring that every aspect of our supply chain aligns with global standards and complies with all applicable laws and regulations underscores our firm commitment to ethical and sustainable practices.

	2023
Total Suppliers	2,314
Local Suppliers	1,758

- Our company encourages sustainable and responsible production practices.
- It ensures that our supply chain complies with global standards and legal regulations.
- We aim to create a healthy world for future generations by adopting the principle of sustainability.
- We expect our suppliers to comply with sustainability standards.
- We evaluate the practices of our suppliers and conduct periodic audits.
- We implement the supply chain management policies of the Eczacıbaşı Group.
- We consider criteria such as capacity, quality, technology, cost, and environmental practices in supplier selection.
- We prefer suppliers that comply with ISO and TSE quality standards.
- Energy performance evaluation criteria and procedures of energy-using products, equipment, and services are audited.
- Supplier selection for purchases affecting energy performance is approved by the requesting units.
- Supplier selection is made in accordance with the life cycle criteria specified in our energy management system procedures.

Economic Sustainability

We believe that ethical business practices are the foundation of sustainable development. This principle is effective in every area from our investment strategies to our product offerings.

We aim for growth and lasting success by adopting a sustainability framework that includes economic, environmental and social dimensions. By incorporating sustainable practices into our operations, we aim to contribute to a better future for everyone.



Economic and Financial Performance

- We are determined to increase our competitive power and deliver sustainable value.
- At the end of 2022, Gensenta became a member of the Eczacıbaşı Pharmaceutical and Industrial Investment Co. family. Early in 2023, after all integration procedures were finished, our exports totalled €54 million.
- Inflation adjustments were made to our financial statements this year. Our total sales climbed by 87% to TL 6.5 billion as Eczacıbaşı Pharmaceutical and Industrial Investment Co., and we made TL 2.7 billion in net profit. Our gross profit reached TL 2.2 billion, a 103% increase.

For more information, please refer to our [2023 Annual Report](#).



To proactively prevent the potential negative impacts of climate change, it is crucial that we act quickly and decisively and take robust measures. At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we have taken significant steps to mitigate the negative environmental impact of our operations and are committed to developing and implementing cleaner, more sustainable solutions. To achieve this, we are placing a priority on enhancing increasing energy efficiency throughout our operational practices, embracing renewable energy sources to reduce our carbon footprint, pursuing of effective water and waste management initiatives. Moving away from dependence on high-carbon fossil fuels and embracing renewable energy sources is crucial for addressing climate change and transitioning to a low-carbon economy.

4

Investing in Planet

Goals	Key Performance Indicator	Achievement (2023)
By the end of 2024, our energy intensity per ton of product is targeted to be 157 MWh/ton*	Energy consumption per ton of product (MWh/ton)	163.43 ✓ 10% decrease compared to base year (2021)
By the end of 2024, our water consumption per ton of product is targeted to be 303 m ³ /ton*	Water consumption per ton of product (m ³ /ton)	340.21 ✓ 3% decrease compared to base year (2021)
By the end of 2028, we will reduce our total non-recyclable waste amount by 30% from base year (2021) levels*	Non-recyclable waste amount (kg)	183.52 21% compared to base year (2021)

* Represent Gensenta

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Energy Management and Carbon Emissions	64
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Climate and Environment

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are dedicated to meeting our responsibilities in the most efficient manner possible, with the objective of preventing the long-term effects of climate change on our planet through the continuous improvement of our practices.

Our dedicated to ongoing enhancements in sustainability initiatives at our facilities and the pursuit of a low carbon transition roadmap. In this respect, we integrate sustainability considerations into all our business strategies and processes, and we are taking steps to minimize our environmental footprint in our operations. Our energy and environmental management practices are aligned with globally recognized standards. Furthermore, we ensure compliance with sustainable standards and group policies in all our operations. Accordingly, we are pleased to share that **100%** of our Gensenta production facilities have **ISO 14001 Environmental Management System Certification**.

Energy Management and Carbon Emissions

Commitment

- We are dedicated to minimizing the direct and indirect effects of energy usage in our operations.
- To enhance our performance, we have implemented improvements to our operational processes. By doing so, we have also achieved increased energy efficiency and reduced operational costs.

- In activities conducted within our Gensenta Yenibosna facility, we continue to align our operations with the Emission Control Instruction and maintain our operations on issues such as identification of emission sources, control measures, necessary measurements, and compliance with legal requirements.

Performance

- At the end of 2023, we have initiated our endeavors on formulating the Low Carbon Transition Roadmap according to European Commission Low Economy By 2050 Road Map⁴.
- In line with our 2023 environmental performance, our total energy consumption was **40,947 MWh** ✓.
- We are pleased to have achieved a **10%** reduction in energy intensity compared to the base year (2021), resulting in an energy intensity level of **163.43 MWh/ton** ✓ of product⁵.
- The implementation of some improvement initiatives has enabled us to achieve annual cost savings of **TL 2.1 million*** in 2023.
- Our improvements have also enabled us to save **831,964 kWh** of energy annually. Of these, **443,726 kWh** represent the effect of projects initiated in 2022 on 2023.
- The reduction of our company's reliance on energy sources through the recovery of waste heat will make a valuable contribution to the reduction of our environmental impact and the minimization of our environmental footprint. As a result of our **waste heat recovery project** at our Gensenta Yenibosna pharmaceutical production facility in 2023, we achieved a saving of **9,794 m³** of natural gas.

For additional details regarding our initiatives on energy management, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).

⁴ https://climate.ec.europa.eu/system/files/2016-12/2050_roadmap_en.pdf

⁵ Energy-related data presented herein pertains exclusively to the operations of Gensenta Türkiye.

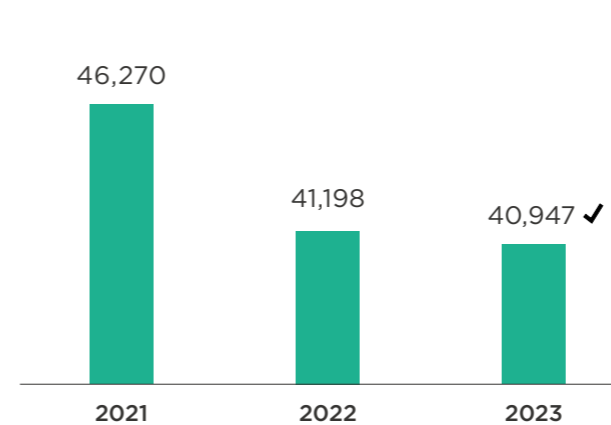
* It is not calculated in accordance with IFRS (International Financial Reporting Standard).

Energy Consumption (MWh)		2023
Non-renewables		21,185
Electricity		-
Natural Gas		20,779
Diesel		255.72
LPG/LNG*		150.05
Renewables		19,762
Purchased renewable electricity		19,762
Self-generated renewable electricity		-
Total Energy Consumption		40,947 ✓

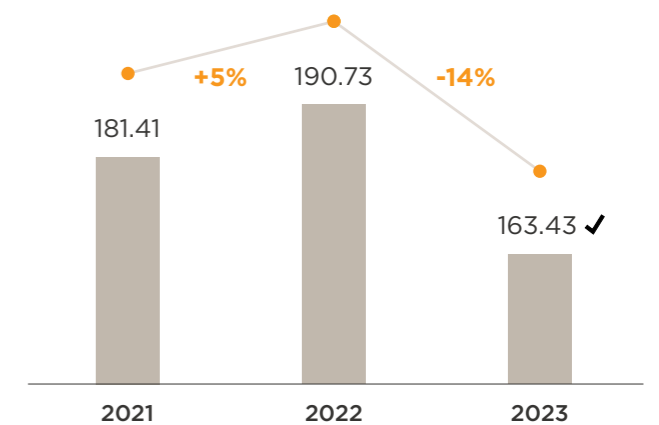
* The value represent only facility at Yenibosna.

Energy Consumption (MWh)	2021	2022	2023
Direct energy consumption	26,191	22,211	21,185
Indirect energy consumption	20,079	18,987	19,762
Total Energy Consumption	46,270	41,198	40,947 ✓

Total Energy Consumption (Mwh)



Energy Intensity (MWh/per ton product)



Renewable Energy

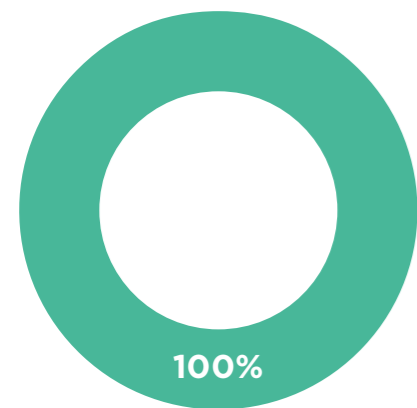
Commitment

- In line with our low-carbon transition roadmap, we maintain our dedication to the use of renewable energy sources by evaluating all potential pathways.
- In order to achieve a cleaner future by meeting electricity needs from renewable sources, we are delighted to announce that the installation of our **solar panel** will take place in the first quarter of 2025.

Performance

- Our energy consumption at Gensenta, with renewable sources providing approximately **48% ✓** of our total energy consumed.
- We have taken the initiative to purchase YEK-G certified green electricity in 2022 by effectively eliminating electricity-related carbon emissions to **zero** at Gensenta.
- We use **100%** renewable electricity in all our operations.

Electricity Usage



■ Purchased renewable electricity



Carbon Emissions

- As Gensenta and Eczacıbaşı Pharmaceuticals Marketing, our Scope 1 and Scope 2 emissions have been reduced by a total of 9,396 tons of CO₂eq, representing a **60.5%** decrease compared to base year (2021). This reduction contributed to a **59.8%** decrease in our carbon intensity, from **60.87 tons CO₂/ton** to **24.46 CO₂/ton**, compared to base year (2021).
 - Our Scope 2 emissions recorded “0” (zero) according to market-based methods through our company’s **renewable electricity procurement in 2023**.
 - We have achieved to reduce our Scope 1 emissions by **13.1%**, from **7,048 tons of CO₂** to **6,128 tons of CO₂eq**, compared to base year (2021).
- YEK-G**
- The Gensenta YEK-G has provided green electricity, and reduced electricity-related emissions to **zero**.
 - Gensenta’s the total emissions were recorded at **4,260 tons CO₂eq**, with carbon intensity at **17.00 tCO₂e/ton** of product.

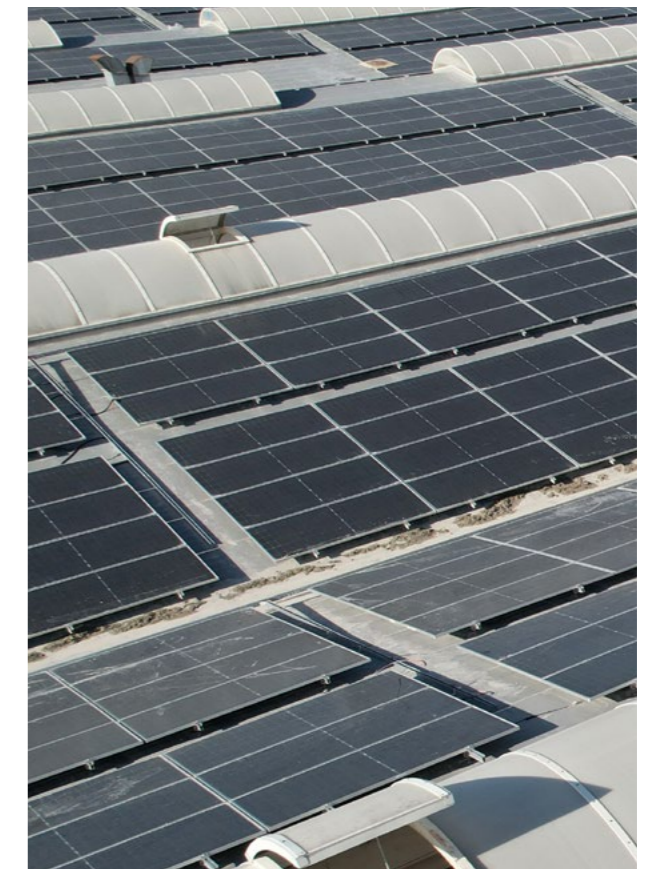
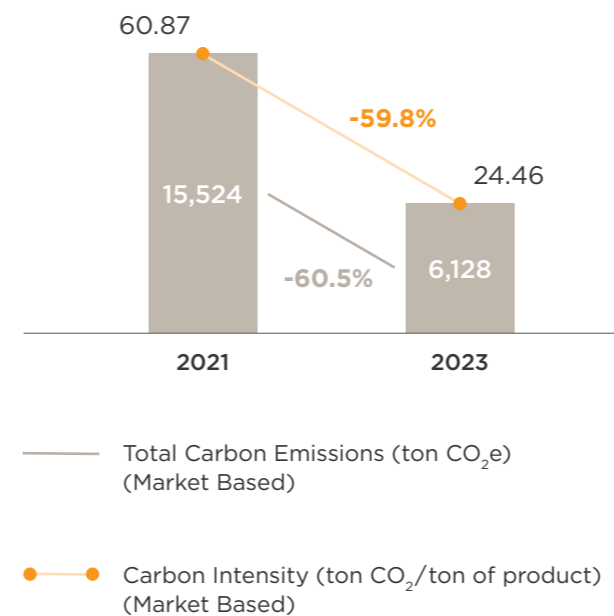
Carbon Emissions (ton CO ₂)	2021	2023
Direct GHG emissions (Scope 1)	7,048	6,128
Indirect GHG emissions (Scope 2) (Market Based)*	8,476	-
Indirect GHG emissions (Scope 2) (Location Based)**	8,509	8,371

* A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice)

** A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)

Total Carbon Emissions (ton CO ₂)	2021	2023
Total Carbon Emissions (Scope 1 + Scope 2) (Market Based)	15,524	6,128
Total Carbon Emissions (Scope 1 + Scope 2) (Location Based)	15,557	14,499

Total Carbon Emissions and Carbon Intensity*



* The carbon emission and carbon intensity values illustrated in the graph represent Gensenta and Eczacıbaşı Pharmaceuticals Marketing

Water Management

Commitment

- Our activities are conducted in accordance with the water management procedure, thereby ensuring that the water used and the wastewater generated as a consequence of our operations at Gensenta facilities are managed without causing environmental or human health damage.
- We are implementing water efficiency initiatives and taking significant steps to minimise our water use, recognising the critical role that water conservation plays in reducing our environmental impact.
- We are focused on effective water management and adhere to an efficient and responsible approach to wastewater generated after pharmaceutical production.
- We priorities water conservation and are dedicated to creating more responsible and careful water usage habits in water-stressed areas with a view to achieving our sustainability goals.

Performance

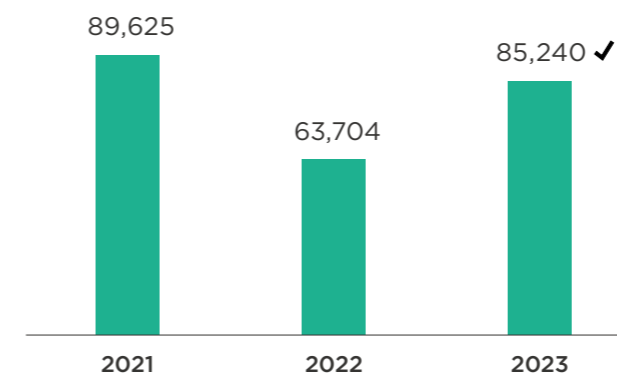
- On the basis of a comprehensive analysis assessment to measure the level of water stress in the areas where we extracted water, a total of **87%** water was extracted from extremely high-water stress locations and **13%** from high-water stress regions according to World Resource Institute⁶.
- As a reflection of our efforts throughout the year at Gensenta, our total volume of water withdrawal has reduced by **5%** in comparison with the figures recorded in 2021, amounting to a total volume of **85,240 m³ ✓**.

- The reduction of water consumption has yielded a notable decline in water intensity, with a **3%** decrease from **351 m³/ton** to **340.21 m³/ton ✓** in comparison to the figures recorded in 2021 at Gensenta.
- In 2023, the quantity of wastewater recycled was recorded at **23,600 m³**, marking a noteworthy increase of **43%** compared to the previous year.
- Through the collection of wastewater from hot water processes in a collection tank and its subsequent reuse in the steam system to be recovered as domestic water, we achieved a significant reduction of **5,000 m³** of water usage per year.
- Thanks to the projects implemented at the pharmaceutical production facility in Yenibosna, significant savings were achieved in both natural gas and electricity consumption, as well as a significant reduction in water usage, with a total saving of **5,156 m³**.

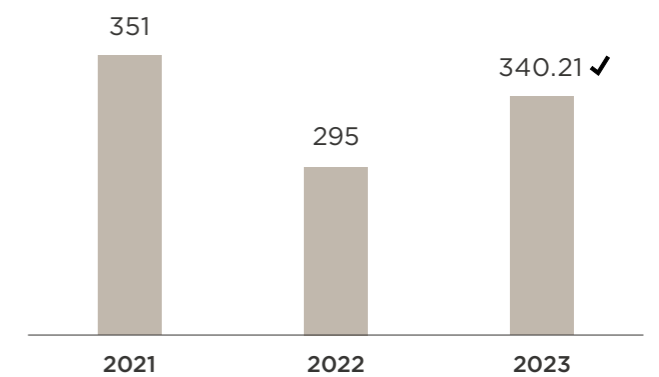
Water Withdrawal (m ³)*	2021	2022	2023
Municipal water	84,254	58,042	79,397
Ground water*	5,371	5,662	5,843
Total	89,625	63,704	85,240 ✓

* These values represent facility at Şekerpınar.

Water Withdrawal by Source (m³)



Water Intensity (m³/ton of product)



⁶ [Aqueduct Water Risk Atlas](#)

Circular Economy

We are adapting our business initiatives to develop sustainable solutions for reducing and managing waste in line with the principles of the circular economy. As part of our dedication to sustainable practices, we are focused on making a positive impact on the transition towards a more circular economy.

Commitment

- We are working closely with the Eczacıbaşı Group's "Circular Economy Working Group" to ensure the implementation of circular economy practices in an effective manner.

Performance

- In accordance with the principles of the circular economy, we ensure that waste generated as a result of our operations is recycled and minimized, and we take our responsibility with regard to this matter seriously.
- We are delighted to announce that in 2023, we achieved a substantial packaging waste recovery rate of **99.40%** as a result of our efforts at Gensenta. Furthermore, we recorded a significant achievement in our non-hazardous waste recovery rate, with an outcome of **80.62%**.



Waste Management

Commitment

- In light of our ongoing efforts to minimise the environmental impact of our operations at each respective stage, we undertake the required action to ensure the effective management of our wastes generated at Gensenta pharmaceutical production facility.
- In line with our dedication to sustainability, we have implemented a zero-waste management system which is firmly based on the principles of a circular economy strategy at our Gensenta facilities.
- We are striving to minimize the negative effects that waste generated by our facilities potentially has on human health and the environment. In this respect, we ensure that our waste management procedures are adhered to in our activities, and that all waste is managed effectively and appropriately.
- We are dedicated to ensuring that all hazardous contaminated packaging and fluorescent wastes are landfilled with appropriate waste treatment methods.

Performance

- In Gensenta and Eczacıbaşı-Monrol in Türkiye operations, a total of **1,492.75 tons** of waste were generated this year, with **91% recycled ✓** and **9% disposed**. In consequence of our efforts, we are proud to share that we achieved **1,357.66 tons ✓** of recycled waste and **135.09 tons ✓** of disposed waste in 2023.
- In Gensenta, a total of **1,461.20 tons** of waste were generated in 2023. Of this quantity, **87.44%** was successfully recycled, while the remaining **12.56%** was disposed. By implementing an efficient waste management approach, we were ensuring that successfully recycle a total of **1,277.7 tons** of waste in 2023. Within this framework, we are pleased to announce that we have achieved a **39%** increase in the amount of its recycled waste, compared to the previous year.
- In our technical operation sites in Gensenta, we achieved a **21%** reduction in the amount of non-recyclable waste per kg of product produced compared to the base year (2021) by implementing sustainability practices.
- As part of our **cafeteria waste composting project**, we ensured that our organic wastes are sent to the recycling-licensed disposal facility and composted in line with the relevant regulations in 2023.
- We have fulfilled our responsibilities with regard to the disposal of all hazardous and contaminated packaging and fluorescent wastes, sending them to a recycling-licensed disposal facility that complies with all relevant regulations and since 2021 for our contaminated packaging and since 2023 for our fluorescent wastes.

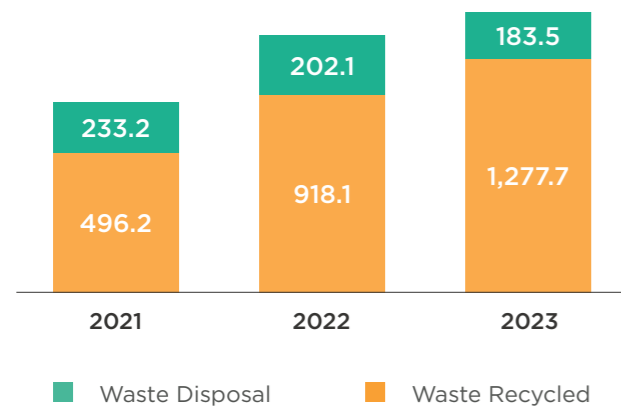
Waste Amount by Disposal Method*	2021	2022	2023
Total Amount of Hazardous Waste by Disposal Method (ton)	422.666	781.929	917.907
Recovery	283.033	682.828	839.682
Energy recovery	50.875	53.753	31.694
Interim Landfill (before recovery)	19.62	17.105	32.105
Disposal	139.633	99.101	78.225
Hazardous Waste Recovery Rate (%)	66.96%	87.33%	91.48%
Total Amount of Non-Hazardous Waste by Disposal Method (ton)	306.704	338.206	543.3
Total recovery	213.126	235.231	438
a. Routine recovery	213.126	235.231	266.6
b. Project-based recovery	0	0	171.4
Disposal	93.578	102.975	105.3
Non-Hazardous Waste Recovery Rate (%)	69.49%	69.55%	80.62%
Ratio of Total Waste Reused/Recycled (%)	68.03%	81.96%	87.44%
Packaging Waste Recovery Rate (%)	99.97%	99.40%	99.40%

* These values represent the operations at Gensenta.

Waste Results (ton)*	2021	2022	2023
Waste recycled	496.2	918.1	1,277.7
Waste disposal	233.2	202.1	183.5
Total Waste Amount	729.4	1,120.1	1,461.2

* These values represent the operations at Gensenta.

Waste Results (ton)



Total Waste Amount by Disposal Method (ton)**	2023
Disposal	29.84
Recycle	1,260.60
Reuse	0
Energy Use	97.06
Landfill	105.25
Total	1,492.75
Total recycled waste	1,357.66 ✓
Total waste disposed	135.09 ✓
Share of recycled waste (%)	91% ✓
Share of disposed waste (%)	9%

** The waste values in this part represent the Gensenta and Eczacıbaşı-Monrol in Türkiye operations





In our sustainability journey, we adopt a human-centred approach that values human health, welfare and employees while continuing our work with the awareness that our most important resource is our own people. By investing in our people, we are committed to creating a working environment that creates opportunities to continuously add value to both their professional and personal development.

Providing a fair, equal and safe working environment for our employees is one of our primary responsibilities. Believing that diversity is a value that improves us, we strive to improve the lives of all ecosystem stakeholders we interact with and to create sustainable and meaningful change.

5

Investing in People

Goals	Key Performance Indicator	Achievement (2023)
By the end of 2028, we will increase the share of women among new recruits to 50%	Share of women among new recruits (%)	51.3%* ✓
By the end of 2028, we will increase the share of women in employment to 45%	Share of women in employment (%)	39.7%* ✓
By the end of 2028, we will increase the share of women in management positions to 40%	Share of women in management positions (%)	41.2%* ✓
By the end of 2024, we will reduce the loss time incident rate to 0.6	Loss Time Incident Rate (LTIR)	0.68** ✓

* These values represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees

** These values represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations

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Equal Opportunity

With a workforce exceeding 1,000 employees, including 467 in Eczacıbaşı Pharmaceuticals Marketing, and 607 in Gensenta, we recognize that our employees are fundamental to our enduring success. Embracing a people-centric philosophy, we foster a culture of diversity and inclusion. This approach not only supports the personal growth of our team members but also contributes to creating sustainable professional value for the company. We are dedicated to ensuring equal opportunities for everyone, irrespective of gender, physical attributes, political opinions, or religious beliefs.



We support the active participation of women in all areas

of life with projects that aim for a sustainable future of equal opportunities. "ALLforALL", which was launched in 2017 as part of our equal opportunity practices, is effective in the implementation and execution of our approach to equal opportunity processes and initiatives.

Our commitment to providing gender equality and equal opportunities has been further reinforced by the [Gender Equality and Equal Opportunities Policy](#), approved by our Board of Directors.

This policy sets out the general principles and commitments that the Group has adopted as an integral part of its corporate culture regarding equality and diversity and applies to every company in our organization from the top to the bottom.

We also ensure that our suppliers and business partners comply with the guidelines set out in this policy. We take our steps with the awareness that our sustainability and strategic success can only be achieved by combining innovative and creative thinking with the right goals, and by creating an environment where different ideas are expressed, openly discussed and implemented.

Equal, Diverse and Inclusive Workplace

Commitment

- We believe in the power of diversity and inclusion. We aim to create a culture in our organisation where every individual feels valued and respected. We believe that in an environment where equality, diversity and inclusion take root, we can more effectively overcome the challenges we face and better capitalise on new opportunities. These values will contribute to the success of both our employees and our organisation.
- We are aware that equal participation of women in all areas of life plays a critical role in achieving a sustainable future. Therefore, we have adopted equal opportunities for all individuals as a fundamental principle. In our organisation, we have implemented special programmes and initiatives to support women's professional development and career advancement. With these steps, we aim to create a more inclusive and fair work environment.

- Our aim is to create a peaceful, safe, transparent, equitable, honest, fair and honourable working environment. We encourage high participation of our employees and aim to provide equal opportunities for everyone. With this commitment, we aim to create a culture that supports both individual and corporate success.
- As Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations, our goal is to increase the rate of women in new recruitments to 50%, in employment to 45% and in the management team to 40% by 2028. We take our steps knowing that long-term success depends not only on increasing the total share of women in the organisation, but also on their active role in management processes.
- In line with our Group's values, we conduct a fair and inclusive recruitment process. Our human resources procedures ensure that no individual is subjected to discrimination on grounds such as race, colour, gender, religion, sect, marital status, sexual orientation, gender identity, political opinion, ethnic origin, health status, family responsibilities, domestic violence, economic status, trade union activities or membership, physical disabilities or age.



- We have a zero-tolerance policy against child labour, forced labour and human rights violations. Within our company and with our business partners, we are actively working to prevent and eradicate such practices. This commitment is based on our ethical values and responsible business conduct.
- We respect the rights of our employees to unionise and organise and encourage them to exercise these rights. We take all necessary measures to provide our employees with an environment where they can exercise their trade union rights freely and safely.
- We prioritise equality and impartiality by adhering to the [Remuneration Policy](#). We ensure that our employees receive fair and objective remuneration in line with their contributions, regardless of gender, race or other personal characteristics.

Performance

- **41.2%*** ✓ of our total workforce consists of women in management positions. The women share in total employment is **39.7%*** ✓. These rates show that women have an important place in our workforce and leadership positions.
- **51.3%*** ✓ of our new recruits at the health group are women*. These rates help us increase gender diversity in our workplace and create a more balanced work environment.
- Gensenta employed **21** women in STEM positions, representing a **40.38%** share.
- At Eczacıbaşı Pharmaceuticals Marketing, **76** women were employed in value-creating roles, representing a **15.15%** increase compared to the previous year.
- As Eczacıbaşı Pharmaceutical and Industrial Investment Co., the number of disabled employees in 2023 was noted as **26** men and **6** women.

* These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees.

39.7%

Share of women professionals* ✓



41.2%

Women in management positions* ✓



51.3%

Share of women among new recruits* ✓



40.38%

Share of women in STEM positions at Gensenta



* These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees.

Gender Pay Gap Ratio*	2021	2022	2023
Gender Pay Gap Ratio*	1.10	0.99	1.02

* These values represent data of Eczacıbaşı Pharmaceutical Industrial Investment Co.

Eczacıbaşı Pharmaceutical and Industrial Investment Co.			
Number of Employees with Disabilities	#	2022	2023
Total	#	27	32
Women	#	8	6
Men	#	19	26



Workforce by Gender	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Total Workforce	807	804	607	298	313	467
Women	247	260	214	94	111	150
Men	560	544	393	204	202	317
Number of white-collar employees	505	504	363	298	313	467
Women	205	212	177	94	111	150
Men	300	292	186	204	202	317
Number of blue-collar employees	302	300	244	0	0	0
Women	42	48	37	0	0	0
Men	260	252	207	0	0	0

Equal Opportunities	2023
Share of women in new recruits ¹	51.3% ✓
Share of women in employment ¹	39.7% ✓
Share of women in management positions ¹	41.2% ✓
Share of women in management positions in revenue-generating functions ²	22.09%
Share of women in STEM positions ³	40.38%
Training hours per employee ¹	31.89 ✓
Training hours per talent ¹	0.70 ✓

¹ These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees.

² The values represent data of Eczacıbaşı Pharmaceuticals Marketing.

³ The values represent data of Gensenta.

Employee Demographics	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Total Workforce	807	804	607	298	313	467
White-collar employees	505	504	363	298	313	467
Blue-collar employees	302	300	244	0	0	0
Employees with indefinite term contract	807	804	607	296	311	465
Employees with fixed term contract	0	0	0	2	2	2
Number of employees in the management work family	40	36	26	17	16	27
Number of non-management employees	767	768	581	281	297	440
Number of subcontracted employees	0	0	0	5	4	5

Attracting, Developing and Retaining Talent

Commitment

- With over 1,000 employees, inspiring and motivating our workforce to develop the skills they need today and in the future is of utmost importance to us. Retaining employees with the necessary competencies to move our business forward is key to our success.
- We recognise the importance of attracting, developing and retaining individuals with exceptional talents to build a skilled workforce. With this approach, we also empower our employees to contribute to our business success.
- Our aim is to create a work culture that encourages continuous learning and development. By investing in the development of our employees and providing them with the necessary tools and resources, we ensure that they are ready and competent for the challenges and opportunities they will face.

- We always strive to enhance internal communication and information sharing while also raising employee happiness, based on feedback from our employees.
- We are committed to providing equal opportunities to all candidates, free from any discrimination and prejudice. Our selection criteria are based solely on the competencies and values required by our organization and the position. This ensures that each candidate is evaluated fairly and consistently.

Performance

- In 2023, we provided **33.6 hours** of training per employee as Gensenta and **33 hours** as Eczacıbaşı Pharmaceuticals Marketing.
- As Gensenta and Eczacıbaşı Pharmaceuticals Marketing, our average training and development expenditure per employee is TL 17,353.
- As Gensenta and Eczacıbaşı Pharmaceuticals Marketing, the rate of employees leaving voluntarily remained at 8.2% in 2023.

Turnover Rates	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Employee turnover rate	19%	15%	13%	44%	17%	14%
Voluntary employee turnover rate	11%	9%	9%	11%	9%	7%
Female employee turnover rate	22%	20%	21%	51%	23%	21%

Average Training Hours per Employee	2023
Gensenta	33.60
Eczacıbaşı Pharmaceuticals Marketing	33.00

New Recruits	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Total number of new employee hires during the year	87	101	123	71	90	144
Women	45	54	53	39	62	62
Men	42	47	70	32	28	82
Under 30 years old	52	71	77	38	44	38
Women	32	46	40	25	35	24
Men	20	25	37	13	9	14
30-50 (including) years old	34	30	45	29	45	92
Women	13	8	13	13	27	38
Men	21	22	32	16	18	54
Over 50 years old	1	0	1	4	1	14
Women	0	0	0	1	0	0
Men	1	0	1	3	1	14

Employees Who Left Work	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Total	151	120	78	132	52	66
Women	54	51	44	48	26	32
Men	97	69	34	84	26	34
Under 30 years old	21	39	31	9	10	8
Women	8	25	21	5	4	4
Men	13	14	10	4	6	4
30-50 (including) years old	118	72	45	106	33	58
Women	43	26	23	40	19	28
Men	75	46	22	66	14	30
Over 50 years old	10	9	2	17	9	0
Women	0	0	0	3	3	0
Men	10	9	2	14	6	0
Number of employees who voluntarily left work	86	72	55	32	27	33
Women	40	36	31	17	17	16
Men	46	36	24	15	10	17

Attracting the Best Talents

- In today's intensely competitive environment, attracting the best talent for our company's sustainable growth, development and permanent success is the key to the dynamism and success of our organization.
- We cultivate a harmonious and fully motivated workforce by recruiting people who are compatible with our core principles. Our goal is to hire people who are highly educated, open to innovation and change, have entrepreneurial talent, are dynamic, have the potential to develop themselves and their businesses, can work in teams, and will embrace and protect the values of the Eczacıbaşı Group.
- We adhere to a rigorous and consistent recruitment process in alignment with the principles of the Eczacıbaşı Group. We use validated selection tools that have proven their reliability and accuracy when evaluating candidates. Our recruitment team meticulously applies and interprets the assessment data to ensure fairness and objectivity throughout the process.

- As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we prioritize transparency and provide easy access to growth opportunities for all employees through our internal career portal.
- With the Career Test Drive and Career Experience Drive internship programs, we provide university students with the opportunity to work part-time, giving them priority for open positions across the Eczacıbaşı Group after their graduation. In September 2023, a total of **16 Career Test Drive (KTS) interns**, 8 from Eczacıbaşı Pharmaceuticals Marketing and 8 from Gensenta, completed their projects and presented their projects to their department managers and directors. The projects were then evaluated by a panel of 27 mentors and managers. In the final stage, the projects that were accepted as 'Inspiring Projects' were selected. These projects were presented to the participants at the graduation ceremony held at Eczacıbaşı Holding at the end of September.
- We know the value of attracting external talent to meet changing and evolving needs and continue to develop opportunities in our workforce.

	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
New Graduates Hired						
Total	18	16	14	2	7	6
Women	11	14	9	1	6	3
Men	7	2	5	1	1	3

	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Number of Interns Hired						
Total	16	17	18	23	20	14
Women	8	9	8	21	18	10
Men	8	8	10	2	2	4

Performance and Career Development

- Performance evaluations are of great importance in order to monitor the career progress of our employees, support their personal development and utilise our human resources in the most efficient way. These evaluations ensure the continuous development of both our employees and our organisation.
- Our talent management approach is shaped within the framework of creating a motivated and talented workforce that is compatible with teamwork and possesses leadership qualities that will enable them to contribute to the strategic goals and sustainability of our company.

Employees receiving Regular Performance and Career Development Reviews*		2023
Total		363
	Women	177
	Men	186

* The values represent data of Gensenta.

Employee Engagement

- To enable our employees to perform at their best, we provide an engaging work environment. We advocate for the creation of an open and consistent channel of communication between our staff and upper management.
- We always strive to enhance internal communication and information sharing while also raising employee happiness, based on feedback from our employees.
- Participation rates in the employee engagement surveys we conducted this year were quite satisfactory. In this reporting year, our participation rate was 84% for Gensenta and 96% for Eczacıbaşı Pharmaceuticals Marketing. The results of our employee engagement survey were 71% for Gensenta and 81% for Eczacıbaşı Pharmaceuticals Marketing.

- In line with the Eczacıbaşı Group, we implement a comprehensive three-stage Performance Management System consisting of planning, interim evaluation and year-end evaluation. The Performance Management System aims to strengthen and develop performance and to reward and recognize employees who show superior performance unlike others.
- As part of the Eczacıbaşı Group, we adopted Leadership Behaviors in 2023. These behaviors, created with the collective wisdom of Eczacıbaşı leaders, will shape the approach of every Eczacıbaşı Group employee to themselves, their teams and their work.

- Eczacıbaşı Talent Hub digital platform was created by Eczacıbaşı Group, which offers employees a unified platform to access career and development paths. This platform is equipped with multilingual support and is accessible from all geographical regions where Eczacıbaşı operates. In addition, we provide performance-based incentives, including the "First Level Reward Project", which specifically targets white-collar employees in first-level management positions (e.g., team leaders, group leaders)
- Employee satisfaction plays a key role in the formation and strengthening of employee loyalty, efforts are made to increase employee motivation and satisfaction through practices such as flexible working hours and remote work.
- As Eczacıbaşı Pharmaceuticals Marketing, we won the "**Great Place to Work**" certificate for the 3rd time this year in the **Best Employers of Türkiye Survey**.

Health and Wellbeing

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., the health, safety and welfare of our employees are our top priorities. Ensuring that our workplace is healthy and safe is an important part of the great responsibility we assume towards our employees. By providing an environment that prioritises the wellbeing of our employees, we invest in their long-term success.

We have integrated the ISO 45001 Health and Safety Management System into our Gensenta production facilities to guarantee a systematic, secure, and concrete safety strategy. Accordingly, we are pleased to share that **100%** of our Gensenta production facilities have **ISO 45001 Occupational Health and Safety Management System Certificate**. This system enables us to identify, prevent, and manage risks while preventing injuries.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we implement the **Occupational Health and Safety (OHS) Policy**, which attaches utmost importance to Occupational Health and Safety and prioritizes employee health and safety. This policy sets forth comprehensive principles and commitments to ensure occupational health and safety. Furthermore, we address occupational health and safety matters in a unified manner under the guidance of the Eczacıbaşı Group Occupational Health and Safety Committee. As Gensenta Sustainability Manager and Gensenta Environmental Health and Safety Senior Specialist, we regularly attend the Eczacıbaşı Holding Occupational Health and Safety Board Meeting, which is conducted once a month.

Health, Safety and Wellbeing

Commitment

- Our main goal is to create a healthy and safe working environment that enhances the wellbeing of our employees, ensures their personal and professional satisfaction, and enables them to achieve sustainable high performance and positive business results.
- We adopt the philosophy of “**Zero Accidents**” by creating a safe and secure working environment in our facilities in line with the United Nations Sustainable Development Goals (SDGs), especially SDGs 3 and 8. This includes implementing strict safety regulations and procedures to reduce potential hazards and risks.
- Our primary goal is to achieve a net zero accident rate. We aim to reduce the accident frequency rate to below 0.2 per 200,000 working hours by the end of 2028.
- We evaluate safety performance to ascertain the efficacy of our methodology and identify potential areas for improvement to guarantee ongoing enhancement.

Performance

- In the 2023 reporting period the Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol reported an **LTIR of 0.68 ✓** and a **TRIR of 0.99 ✓**.* As Gensenta our LTIR was 1.03 and our LTISR was 9.90 during the reporting period. As Eczacıbaşı Pharmaceuticals Marketing, our LTIR was 0.15 and our LTISR was 1.38 during the reporting period.
- In 2023, an average of **7.37 hours** of OHS training was given to our dedicated workforce of **705** employees at Gensenta.

* The value represents the Gensenta, Eczacıbaşı Pharmaceutical Marketing and Eczacıbaşı-Monrol in Türkiye operations.

- Regular health examinations of employees are carried out during legal periods. Webinars are organized and information is provided to employees of the company and its affiliated companies on special days (such as Breast Cancer Awareness Month). There is an infirmary and a workplace doctor in the company and its affiliated companies. In addition to the legal insurance of the employees, we provide Private Health Insurance every year.

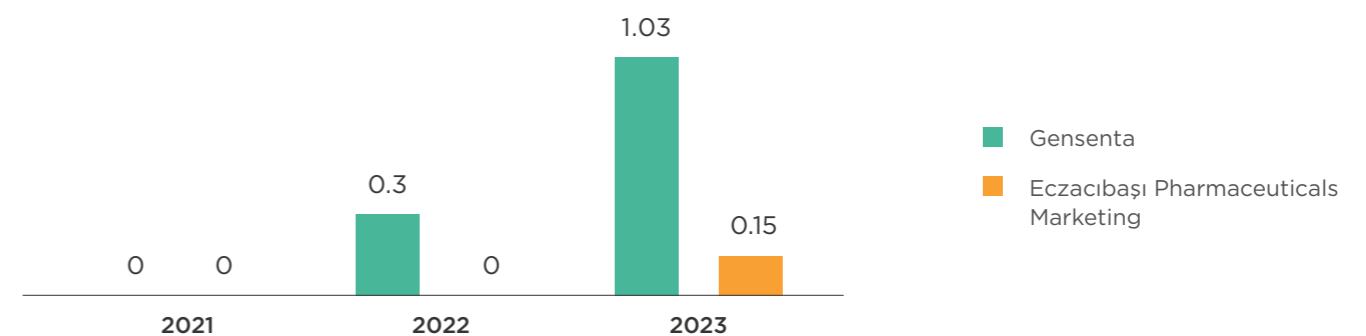
- As Gensenta, we were considered worthy of an award by the **British Safety Council** in the **International Work Safety Competition**. We are proud to be the **only Turkish pharmaceutical company** to receive an award in this competition in 2023.

For more information on our health, safety, and wellbeing initiatives, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).

Occupational Health and Safety Training	Gensenta		
	2021	2022	2023
Total training hours given to employees on OHS (employee*hours)	39	1,354	5,193
Number of employees who received training on OHS	118	651	705
Average training hours on OHS	0.33	2.08	7.37

New Recruits	Gensenta			Eczacıbaşı Pharmaceuticals Marketing		
	2021	2022	2023	2021	2022	2023
Incidents Resulting in Lost Time	1	2	8	-	-	1
Employees	0	2	7	-	-	1
Contractors	1	0	1	-	-	0
Incidents Not Resulting in Lost Time	17	26	24	-	-	0
Employees	12	18	17	-	-	0
Contractors	5	8	7	-	-	0
Total Number of Incidents	18	28	32	-	-	1
Lost Days Due to Work Accidents	1	0	1	0	0	9

Lost Time Incident Rate (LTIR)



Community and Social Vitality

Through our community engagements, strategic investments and initiatives, we are committed to creating sustainable solutions that enhance the wellbeing and growth of the communities we reach. We make meaningful contributions to society by fostering collaborative partnerships and integrating social initiatives into our business practices.

In line with our Group's respect for society, Eczacıbaşı Pharmaceutical and Industrial Investment Co. continues our tradition of serving in all areas of social life. We are proud to support social development through our contributions to education, health, culture and the environment.

Using our expertise and resources, we actively participate in projects that promote social progress, cultural enrichment and sustainable development.

For more information on our social initiatives, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).

Social Investment

Commitment

- Contributing to the development of society is among our fundamental responsibilities. One of our missions is to support the advancement of social life in areas such as culture, arts, sports, education, science and informatics. Social responsibility projects and training programmes carried out in line with the fundamental principles and values of the Eczacıbaşı Group aim to raise awareness.



Performance

Social investment made throughout the Eczacıbaşı Group

February 6 Earthquake

The earthquake disaster that affected 11 provinces on February 6, 2023 caused great destruction in the lives of millions of people. Eczacıbaşı Group donated 100 million TL to AFAD and 300 million TL in total to meet the health, hygiene and shelter needs in these regions deeply affected by the earthquake. A significant amount of resources was provided to the region affected by the earthquake. Medicines, food and hygiene materials were delivered to the region in cooperation with the Turkish Pharmacists Association (TEB), the Turkish Medicines and Medical Devices Agency and the Ministry of Health.



Career Events

As Eczacıbaşı Pharmaceuticals Marketing, we interact with young professionals through various events. Our company leaders meet with university students to share their experiences in the sector and increase their interest in the pharmaceutical industry. These interactions help students gain valuable insights into the industry. We also offer young professionals the opportunity to gain valuable experience at the beginning of their careers through our 'Career Test Drive' program.





Eczacıbaşı Sports Club

Eczacıbaşı Pharmaceuticals Marketing's consumer health brand Dynavit aims to provide daily support to people of all ages and promote healthy living, especially among young women who play an important role in raising healthier generations. Dynavit aims to help them realize their dreams, empower them and inspire them to succeed. In this context, Dynavit is proud to partner with Eczacıbaşı Sports Club and its women's volleyball team Eczacıbaşı Dynavit as the 2023 FIVB Women's Club World Champions. Eczacıbaşı Sports Club is widely respected not only for its numerous championship trophies, but also for its contribution to the development of young women.



Eczacıbaşı Volunteers

As Eczacıbaşı Volunteers, we aim to make positive contributions to society.

Immediately after the February 6 earthquake, Eczacıbaşı volunteers provided aid to the disaster area. They joined the search and rescue teams within the first 24 hours and the fundraising campaign that was launched quickly exceeded €38,955. Many volunteers reached the disaster area to support the relief efforts on the ground.

In 2023, Eczacıbaşı volunteers ran in the Istanbul Marathon and raised a scholarship fund for female university students. They raised money for the Scholarship Fund established by the Turkish Education Foundation (TEV) and the Eczacıbaşı Group, and thanks to this, seven university students will receive full-year scholarships. A total of €5,648 was raised in three different fundraising marathons in 2023.

We also organized awareness events for children on June 5th World Environment Day, carried out a food donation campaign and shelter visits on October 4th World Animal Protection Day, launched a book and material donation campaign for primary schools, and organized a New Year gift campaign for girls staying at the Koruncuk Foundation's Istanbul campus.

Culture and Arts

Istanbul Modern

The facility offers a variety of visitor experiences, including exhibitions, educational workshops, a cinema, a library, a design store, events and meeting spaces, cafes, and restaurants. With the Young Tuesday project sponsored by the Eczacıbaşı Group, anyone between the ages of 18-25 can explore the museum free of charge every Tuesday between 10:00-14:00 and participate in the Young Tuesday events held every month.

Istanbul Foundation for Culture and Arts (İKSV)

The Istanbul Foundation for Culture and Arts (İKSV), founded in 1973, is primarily sponsored by the Eczacıbaşı Group. İKSV, a non-profit cultural organization, hosts a number of high-profile events all year long. This year, İKSV was at venues all over Istanbul with 135 concerts, 214 film screenings, 19 theatre and dance performances and over 300,000 viewers.

Eczacıbaşı Young Ticket

Believing that art has a vital value for people, Eczacıbaşı Group has been one of the institutions that have provided the greatest support to art in our country since the day it was founded. The Eczacıbaşı Young Ticket Project continued in 2023 to increase youth's interest in art and to ensure that they meet with art more frequently. Tickets starting at the price of 10 TL for students not only provide young people with easier access to art events, but also allow them to be more involved with art. In the second year of the project, nearly 44,000 tickets were distributed.

Dr. Nejat F. Eczacıbaşı Medical Awards

The Dr. Nejat F. Eczacıbaşı Medical Awards, which the Eczacıbaşı Group initiated in 1959 to contribute to the development of medical and pharmaceutical sciences in Türkiye, celebrated the 64th year of its tradition. We presented the awards to their owners on October 6, 2023.

- **The 2023 Medical Honor Award** Prof. Dr. İmran Özalp
- **Medical Science Award** Prof. Dr. Seza Özen
- **Medical Encouragement Award** Assoc. Prof. Dr. Savaş Taşoğlu and Assoc. Prof. Dr. Atay Vural
- **Scientific Research Support Award** Prof. Dr. Tuğba Bağcı
- **Special Theme Scientific Research Support Award** Dr. Güzde Korkmaz
- **Medical Students Project Award** Muhammed Fatih Kırçalı and Muhammed Miran Öncel

Dr. Nejat F. Eczacıbaşı Education Scholarship Program in collaboration with the Turkish Education Foundation (TEV)

The scholarship program, launched in the 2023-2024 academic year, supported 500 university students in its first year. These students will benefit from educational, career, and internship opportunities within the Eczacıbaşı Group until graduation. The program includes Bootcamp, competitions, mentoring, and visits to facilities, as well as privileges in sports, culture, and arts. The program offers undergraduate scholarships for students in the top 20,000, superior achievement scholarships for those in the top 5,000, and scholarships for female students affected by the February 6 earthquakes, ensuring their education continues uninterrupted.

For more information on our social initiatives, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).



As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we acknowledge the crucial role of investments in emerging technologies, healthcare innovations, and sustainable practices in driving our success. We structure our investments around innovation, entrepreneurship, research and development, digital transformation, and more, to secure long-term growth and ensuring that we contribute to the future of our industry.

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Investing in Future

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Innovation and Entrepreneurship

Our approach to innovation and entrepreneurship is based on the belief that lasting success can only be achieved within a corporate culture that cultivates curiosity, courage, and agility. By posing novel and contemporary perspectives to our current business practices, we generate fresh and innovative insights.

Innovation

Our company has consistently maintained an innovative approach to its products since the commencement of its operations. While our innovation journey continues with the same curiosity, care and courage, the responsibility we feel to create a better future increases day by day. Innovation at Eczacıbaşı focuses on creating new solutions that transform life habits to the benefit of everyone.



Commitment

- We remain focused on the development of new products, the improve of our formulation processes and the accessibility of our products to all customers.
- In developing projects with the objective of creating a corporate culture that encourages innovation, we give priority to initiatives that align with our sustainability goals.
- We are always changing along with the global health scene, which makes innovation one of our most important instruments in the search for novel combinations, advancements, and designs against a variety of issues.
- From data accuracy to operational efficiency, we design new solutions to improve our processes in each channel.

Performance

- We have initiated “**Business Technologist**” project, which enhances technology, data, and artificial intelligence (AI) literacy, within our company’s business units. It aims to improve operational productivity through the integration of digital solutions.

For more detailed information about the project, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).



Entrepreneurship

Commitment

- Through our ongoing practices, we aim to show our dedication to the entrepreneurship by creating cooperative entrepreneurial solutions.
- We have increased our presence in online media with Eczacıbaşı’s vitamin and mineral brand Dynavit to better reach our consumers and follow the trends in consumer healthcare.

Performance

- We are pleased to share that we have been awarded both internally and externally for our Dynavit “**Next Gen Website Powered by AI**” and our precision marketing campaigns.

For more detailed information about all awards, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).

Research and Development

Commitment

- We are engaged in ongoing product development activities with local companies and Gensenta, in the fields of diabetes, dermatology, the central nervous system and urology.
- We are dedicated to developing innovative new products and enhancing existing ones by aligning our efforts with customer needs.
- From active ingredients to final products, we lead the pharmaceutical industry thanks to our innovative team and our investments in R&D.
- We aim creating high-value products at every stage of the pharmaceutical manufacturing process.
- We facilitate the access of people in our country to medicines by developing products for which there are no generics in Türkiye and including them in the SGK reimbursement scope.



Gensenta's future targets

- Increasing capacity, technological, and digital competencies by rapidly converting local and global opportunities encountered in the sector into investments.
- Rapid addition of new products to the product portfolio by increasing R&D investments.
- Rapid adaptation to changing world dynamics and technologies.

Performance

- Thanks to our dynamic R&D team of **33** employee⁷, we are pleased to report a **33%** increase in our total number of R&D projects⁸ compared to last year, from **15 to 20**.
- In recognition of our dedication to innovation, we submitted a total of **11 patents**⁹ applications in 2023.
- We ensured the interpretation of dissolution results with the application (GENDIS) developed by our team within the business unit.
- We are taking steps to ensure our continued place in the future of the sector by investing in new technology. This includes the purchase of tablet press machines to streamline R&D formulation activities, the purchasing of Empower software for online HPLC (High Performance Liquid Chromatography) use, and the integration of this software with our devices.
- In light of our emphasis on continuous improvement, our R&D expenditure¹⁰ increased by **TL 32 million** compared to last year.

⁷ The relevant value represents the sum of the number of employees in Yenibosna and Şekerpinar facilities.

⁸ The relevant R&D project data represent the total of Gensenta's Yenibosna and Şekerpinar facilities and Eczacıbaşı Pharmaceuticals Marketing.

⁹ The relevant value represents Eczacıbaşı-Monrol, Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

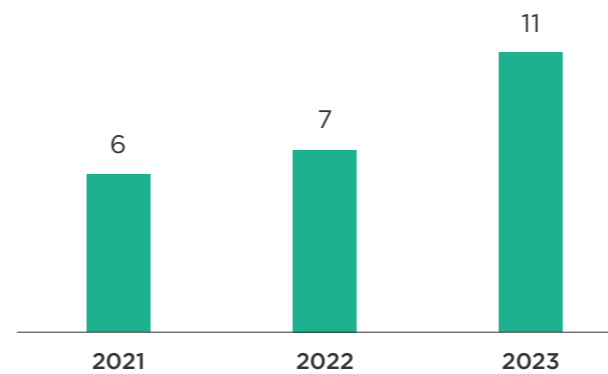
¹⁰ The relevant value represents the Yenibosna facility.

R&D	2021	2022	2023
Number of R&D Employees (#)*	41	41	33
Total Number of R&D Projects (#)**	15	15	20

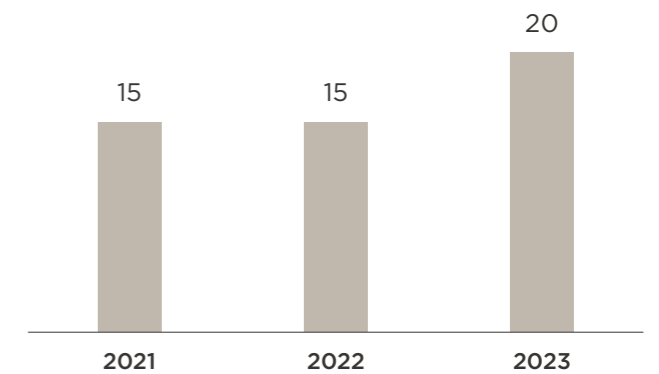
* The relevant value represents the sum of the number of employees in Yenibosna and Şekerpinar facilities.

** The relevant R&D project data's represent the total of Yenibosna and Şekerpinar facilities and Eczacıbaşı Pharmaceuticals Marketing.

Number of design applications/registration



Total number of R&D Project



R&D	2021	2022	2023
R&D Expenditure (TL)*	22,200,443	15,463,249	47,812,814

* The relevant values represent the Yenibosna facility.

Dynavit Multi-Daily is a stress management product that addresses the daily nutritional requirements in a single capsule. Our objective was to address the demand for reliable products by offering comprehensive daily support in a single, Eczacıbaşı-branded product. In line with this strategy, our Dynavit Multi-Daily product is manufactured with Eczacıbaşı quality and reliability.

Dynavit Multi-Daily conducted in Türkiye aimed to assess the impact of nutritional supplements on knee osteoarthritis patients and validate Dynavit's scientific foundation. The multi-center observational study, which included 100 patients, found that Dynavit Collagen Quatro, a hydrolyzed type II collagen formulation, reduced VAS pain by 57%, WOMAC scores by 63%, and improved quality of life. The study was published in the Turkish Journal of Physical Medicine and Rehabilitation and received the **"Vital Support Award in Food Supplements"** at the 2023 Golden Mortar Awards. Furthermore, this project was rewarded internally by Eczacıbaşı Innovation Awards as the **"Specially selected Project by Eczacıbaşı employees"**.

For more detailed information, please refer to our [Integrated Sustainability Report 2023: Story of Our Ambition](#).

Digital Transformation

We maintain our lead in the sector by prioritizing digital transformation investments. Our investments offer different opportunities and shape the future of the sector.

Digital Transformation

Commitment

- We maintain our lead in the sector by prioritizing digital transformation investments.
- Thanks to our investments, we make it possible to implement target audience communications with 360-degree marketing strategies through multi-channel management.
- We are responsible for monitoring digitalisation initiatives and facilitating follow-up on ongoing projects within the context of digital transformation efforts. We ensure that our digitalisation initiatives are meticulously and efficiently monitored, and that our ongoing projects are managed within the framework of digital transformation efforts.

Performance

- As part of our digital transformation initiative, we provided **2025 hours**¹¹ of training on digital transformation training to our employees in 2023.
- We initiated a **business technologist programme** offering comprehensive training on data and artificial intelligence literacy to staff from different business divisions. As Eczacıbaşı Pharmaceuticals Marketing we initiated the testing of **40 AI tools**, with at least five of them being integrated into business processes.
- We are pleased to announce the **Nex+Gen** project, which involves transitioning our core ERP system from ECC to S4HANA. This shift opened new possibilities for improved process alignment, greater efficiency, and increased agility.
- Our company generated an additional **TL 29.5 million** in EBITDA from digital initiatives focused on achieving 10% Digital Engagement at Gensenta. This was achieved by concentrating our efforts on three strategic priority areas: **HealthCare professionals (HCP) Centricity, Consumer Centricity and Operational Efficiency Centricity**.
- We have launched a new customer relationship management software, **Maestro**, which has been designed to improve data accuracy, segmentation and operational efficiency in particular within our physician and pharmacy channels.

¹¹ The relevant value represent the Eczacıbaşı Pharmaceuticals Marketing.

Product Responsibility

We carry out all of our operations with the patient's health as our top priority. In order to meet its goals for sustainable growth and to enhance the quality of life for its patients, Gensenta plays a pioneering role in the industry with its product quality & safety initiatives.



Product Quality & Safety

Commitment

- Medicinal produced in accordance with "Current Good Manufacturing Practices (cGMP)" and "Current Good Laboratory Practices (cGLP)" at Gensenta factories are enhancing the health scene globally.
- Our Gensenta R&D center, located at the Yenibosna campus, features numerous laboratories, a pre-formulation laboratory and a pilot/commercial production area.
- All our products are tested using animal-free methods in accordance with the latest scientific and ethical standards.

Performance

- GMP certificates issued by the Turkish Ministry of Health locally and issued by Spanish (AEMPS) and Italian (AIFA) health authorities on behalf of the EMA (European Medicine Agency).
- Gensenta has been granted GMP certificates, following audits conducted by the Russian Health Authority and the Brazilian Health Authority (ANVISA). The Korean Health Authority (MFDS) and the Saudi Arabian Health Authority (SFDA) have also successfully completed their audits, and GMP certificates are currently being prepared for our receipt.
- By the end of the 2023, a total of 166 licenses were obtained. In addition, with the obtaining of four new licences in 2023, our total number of licences in Türkiye has reached 208.

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Annexes

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Stakeholder Relations

Stakeholder Groups	Stakeholders	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Methods and Frequency
Finance Community	Shareholders and investors	Shareholders and investors support our financial health and profitable growth by securing access to capital and strengthening its capital structure.	<p>We maintain the highest standards of corporate governance, ensuring that management acts in the best interests of shareholders, safeguards their rights, and upholds accountability and transparency—the essential elements for long-term shareholder value creation.</p> <p>We create trust among financial actors with our financial health combined with our understanding of sustainability. It contributes to the sustainable transformation of the business world by focusing the financial resources we access on sustainable and innovative investments.</p>	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual / Quarterly) • Financial Reports (Quarterly) • Corporate Website (Continuous) • Material Disclosures (Instant) • General Assembly Meetings (Annual)
	Financial Institutions	Financial institutions contribute to expanding our operations by providing access to financing instruments and access opportunities to trade in investment and capital markets.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Community Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous)
Employees	Company Managers	Our managers are at the center of our business and operations. They direct and contribute to our success by making timely, key, and correct decisions.		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Group Meetings (Continuous / Periodic) • Material Disclosures (Instant) • Cash-Flow Reports (Monthly) • Group Financial Results Reports (Monthly) • Group Profit and Loss Forecast Reports (Quarterly)
	Employees	Employees are the driving force behind our operations and developing high quality products. We believe that investing in our employees is vital for the success of our economic and sustainability agenda, enabling our business to thrive.	<p>We provide our employees with opportunities for professional and personal development, and competitive compensation, and benefits. We foster an inclusive, healthy, and prosperous work environment. We are ready to implement opportunities to keep employee satisfaction and loyalty at the highest level. The key responsibilities and roles we assign to our managers turn into successful projects and we contribute to their recognition in the business world.</p>	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Group Meetings and Publications (Continuous / Periodic / Instant) • Bulletins / Announcements (Continuous / Instant) • Material Disclosures (Instant) • Employee Engagement Surveys (Annual) • Trainings (Continuous) • Social Responsibility Projects (Continuous) • Human Resources Handbook (Continuous)

Stakeholder Groups	Stakeholders	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Methods and Frequency
<p>Customers</p>	<p>Clients</p>			<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Customer Research (Continuous) • Audits (Instant / Periodic) • Material Disclosures (Instant) • Fair Participation (Instant / Periodic) • Client Meetings (Periodic)
	<p>End Users and Customers</p>	<p>Our clients, customers and end-users play a vital role in shaping our business. Their preferences directly affect our sales and sustainable success.</p>	<p>We deliver high-quality products, innovative solutions and a sustainability commitment. Our new designs, features, and technologies deliver innovative solutions that add value to customers' lives and enhance their experiences.</p>	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous)
	<p>Physicians</p>	<p>Maintaining their strong satisfaction, gaining their loyalty, and listening to their feedback are essential to our success and competitiveness in the industry.</p>		<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Visits (Continuous) • Researches (Instant/Periodic) • Conventions (Instant)
	<p>Pharmacy Warehouses/ Distributors</p>			<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Visits (Continuous) • Researches (Instant/Periodic)

Stakeholder Groups	Stakeholders	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Methods and Frequency
Supply Chain	Business Partners	Our business partners, suppliers and contractors play a vital role in the continuity of our operations and the products we offer, the continuity of the materials and services required for our production processes, and the quality and adequacy of raw materials and necessary supply services.	We strengthen our supply chain relationships, drives mutual growth and success, and contributes to a sustainable and resilient supply ecosystem by fostering strategic partnerships, upholding fair, and ethical practices, maintaining quality standards, encouraging innovation and collaboration, and optimizing supply management.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Material Disclosures (Instant)
	Suppliers			<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous)
	Contractor Firms			<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous)
Government and Regulators	Public Institutions	Public Institutions are a key component of our company's ability to navigate regulatory complexities, access resources, and contribute to sustainable economic development.	We have strict adherence to regulations and standards set by public institutions. Providing active support to the relevant regulations as an industry actor, thus we promote regulatory compliance in the industry.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Projects (Project Based) • Audits (Instant / Periodic) • Material Disclosures (Instant) • One-to-one Visits (Instant)
	Local Government	Local governments play a vital role in our operations by providing essential services and infrastructure, regulating land use and zoning, issuing permits and licenses, and supporting economic development initiatives.	We contribute to local governments by providing employment opportunities, contributing to the economy through our investment, and supporting community development projects where we operate.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • One-to-one Visits (Instant)
	Government Institutions	In Türkiye, the Ministry of Health works in significant collaboration with pharmaceutical companies to protect public health. While pharmaceutical companies play a role in determining health policies, they are also subject to the ministry's supervision in the licensing and pricing processes. The ministry carries out strict regulations and inspections to ensure the safety and effectiveness of drugs. Pharmaceutical companies contribute to the health sector with innovative product development and marketing strategies. This relationship is critical in terms of improving the quality of health services and facilitating access to medicines.	We provide the necessary data to the ministry during the licensing process, ensuring that our products are approved and reach patients in the most effective way. We comply with strict regulations and undergo inspections to ensure the safety and effectiveness of medicines.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Corporate Website (Continuous) • Visits (Continuous)

Stakeholder Groups	Stakeholders	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Methods and Frequency
Civil Society	International Organizations	International organizations expect our Group to adhere to high quality and safety standards, implement environmentally sustainable practices, uphold ethical and social responsibility norms, invest in innovation and technology, maintain transparency and accountability, and engage in international collaboration and networking.	By meeting these expectations, our company creates value through producing high-quality and safe products, promoting environmental sustainability, upholding ethical standards and social responsibility, driving innovation and technological advancement, ensuring transparency and accountability, and fostering international collaborations and networks.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous)
	Sectoral Organizations	Sectoral organizations support us in closely following the dynamics of the sector and the business world and being prepared for new developments regarding sector standards.	Our company creates value for sectoral organizations by offering high-quality and innovative products, thereby raising industry standards, and enhancing sustainability and efficiency in the sector.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Projects (Project-based) • Conferences (Instant / Periodic)
	Professional Chambers	Professional chambers expect fair wages and benefits for employees, safe and healthy working conditions, respect for workers' rights, access to education and development opportunities, job security and employment continuity, and the implementation of environmental sustainability and social responsibility policies.	Our company creates value for stakeholders by ensuring fair wages and benefits, maintaining safe and healthy working conditions, respecting workers' rights, providing education and development opportunities, ensuring job security and employment continuity, and implementing environmental sustainability and social responsibility policies.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Material Disclosures (Instant)
	Universities and Research Institutions	Universities and research institutions offer a vast wealth of knowledge, resources, and connections that can significantly enhance our innovation capacity, market position, and growth potential.	Our company generates value for universities and research institutions through a range of initiatives, including financial support, the implementation of practical research solutions, talent development, and enhanced reputations. These collaborations facilitate innovation, stimulate economic growth, and drive social progress, reflecting the mutual benefits inherent in these strategic partnerships.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Career Days (Annual / Periodic) • Projects (Project-based) • Internship Programs (Seasonal / Project-based) • University Events (Instant) • Student Field Visits (Instant)

Stakeholder Groups	Stakeholders	Importance for Eczacıbaşı Group	Value Created for Stakeholders	Communication Methods and Frequency
Civil Society	Civil Society Organizations	Engaging with civil society organizations, local communities and society allows us to gain a deeper understanding of the diverse needs, concerns, and expectations of our stakeholders.	We are fully committed to social responsibility, sustainability, and community engagement, and we are confident that this will positively impact society. We are enhancing the quality of life for individuals and communities alike. We achieve this both with our products and our responsibility activities. By actively listening and collaborating with these groups, we believe that we can build trust, foster dialogue, and address relevant social, environmental, and economic issues.	<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Customer Research (Continuous) • Projects (Project based) • Memberships (Continuous)
	Local Community			<ul style="list-style-type: none"> • Projects (Project-based) • Social Media (Continuous) • Corporate Website (Continuous) • Social Responsibility Projects (Project-based)
	Society			<ul style="list-style-type: none"> • Sustainability Reports (Annual) • Annual Reports (Annual) • Social Media (Continuous) • Corporate Website (Continuous) • Material Disclosures (Instant)
	Media	Media assist us in effectively promoting our products and brands to target audiences. By ensuring that our company name is accurately and effectively portrayed in the media, we provide target audiences with the information they need to make informed decisions and build trust in our company.	We ensure that media have access to reliable data and insights enabling them to effectively convey our company strategy.	<ul style="list-style-type: none"> • Social Media (Continuous) • Corporate Website (Continuous) • Press Releases (Instant)

List of Associations, Initiatives and Memberships

Eczacıbaşı Pharmaceuticals Marketing memberships are as follows;

Institution	Status
TÜGİDER (The Association of All Food Foreign Trade)	Membership
SÜRDER (Health Products Association)	Membership
İEİS (Pharmaceutical Manufacturers Association of Türkiye)	Membership
TOBB (The Union of Chambers and Commodity Exchanges of Türkiye)	Membership
DİSADER (Digital Health Association)	Membership

Gensenta memberships are as follows;

Institution	Status
İEİS (Pharmaceutical Manufacturers Association of Türkiye)	Membership

Awards

Awards	Awards by
The Best AI Project - Dynavit Next Gen Website Powered by AI	Future of Cloud & AI 2023
The Best AI Practice - Dynavit Next Gen Website Powered by AI	Dijitaliz 2023
Best Digital Product/Service/Business Model category - Evital	Dijitaliz 2023
Digital & Technology - Dynavit Next Gen Website Powered by AI	Istanbul Marketing Awards 2024
Best Customer Experience - Dynavit Next Gen Website Powered by AI	Brandverse 2024
Best Corporate Website - Dynavit Next Gen Website Powered by AI	Brandverse 2024
Best Use of Technology in Digital Platforms - Dynavit Next Gen Website Powered by AI	Martech 2024
Best Healthcare Services Communication Campaign - Dynavit Precision Marketing	Golden Pulse 2024
Specially selected Project by Eczacıbaşı employees - DynaVit Collagen Quatro	Eczacıbaşı Innovation Awards
Vital Support Award in Food Supplements - Dynavit Collagen Quatro	Golden Mortar Awards 2023
International Work Safety Competition	British Safety Council
Great Place to Work Certificate	Best Employers of Türkiye Survey

WEF Stakeholder Capitalism Metrics

Principles of Governance			
Pillar	Core Metrics and Disclosures	Description	References
Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Message from the General Manager, page 6-7
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	Governance Approach, page 48-51
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 42-43
Ethical behavior	Anti-Corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures	Business Ethics and Legal Compliance, page 58-59
		a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and	
	b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.		
	2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption		
Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for:		Business Ethics and Legal Compliance, page 58-59
	1. Seeking advice about ethical and lawful behaviour and organizational integrity; and		
	2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.		

Risk and opportunity oversight	Integrating Risk and Opportunity into Business Process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Risk Management, page 54-57
Planet			
Climate Change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions.	Facts about Our Actions report, Energy Management and Carbon Emissions, page 64-67
		Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Scope 1 and Scope 2 emissions are calculated and reported annually. We aim to calculate Scope 3 emissions.
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement - to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C - and to achieve net-zero emissions before 2050.	We initiated detailed studies for climate risk assessment. In this context, efforts to comply with TCFD are planned.
Nature Loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in/or adjacent to protected areas and/or key biodiversity areas (KBA).	We do not have an operational center located in protected areas, especially RAMSAR areas.
Freshwater Availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	Water Management, page 68-69
		Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	

People			
Dignity and Equality	Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender and other indicators of diversity.	Facts about Our Actions report, Equal, Diverse and Inclusive Workplace, page 76-79
	Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	Equal, Diverse and Inclusive Workplace, page 76-79
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	Equal, Diverse and Inclusive Workplace, page 76-79
		Ratio of the annual total compensation of the General Manager to the median of the annual total compensation of all its employees, except the General Manager.	
Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	Risk Management, page 54-57 Supply Chain Management, page 60	
Skills for the future	Training provided	Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).	Facts about Our Actions report, Attracting, Developing and Retaining Talent, page 80-83
		Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Facts about Our Actions report, Health, Safety and Wellbeing, page 84-85
Health and Wellbeing	Health and safety (%)	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked.	Health, Safety and Wellbeing, page 84-85 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
		An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	

Prosperity			
Employment and wealth generation	Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Facts about Our Actions report, Attracting, Developing and Retaining Talent, page 80-83
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Facts about Our Actions report, Attracting, Developing and Retaining Talent, page 80-83
Economic Contribution	Economic Contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation's global operations, ideally split out by: - Revenues - Operating costs - Employee wages and benefits - Payments to providers of capital - Payments to government - Community investment	Facts about Our Actions report, Economic and Financial Performance, page 61
		2. Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	Economic and Financial Performance, page 61
Innovation of better products and services	Total R&D expenses (\$)	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Economic and Financial Performance, page 61
		2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	
Community and social vitality	Total tax paid	Total costs related to research and development.	Our Value-Creating Business Model, page 36-39
		The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	Our Value-Creating Business Model, page 36-39

Independent Assurance Report

DRT Bağımsız Denetim ve SMMM A.Ş. (“Deloitte”) independent auditor’s limited assurance report to the Board of Directors of Eczacıbaşı İlaç Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş. (Gensenta İlaç Pazarlama A.Ş., Eczacıbaşı İlaç Pazarlama A.Ş. ve Monrol Nükleer Ürünler Sanayi ve Ticaret A.Ş.) (“Company”) on the Integrated Sustainability Report 2023: Facts about Our Actions and -Integrated Sustainability Report 2023: Story of Our Ambition (‘Integrated Sustainability Report’) for the year ended 31 December 2023.

Scope of Limited Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) on whether the Selected Sustainability Information listed below (the “Selected Information”) in the Company’s Integrated Sustainability Report for the year ended 31 December 2023 (the “2023 Sustainability Report”) has been prepared in accordance with the principles set out in the Reporting Guidance section of the Integrated Sustainability Report.

Selected non-financial performance data for limited assurance

We have been engaged by the Company to perform limited assurance procedures on the accuracy of the following key performance indicators included in the 2023 Integrated Sustainability Report for the year ended 31 December 2023. The scope of the indicators subject to limited assurance procedures and marked with an ✓ of the 2023 Integrated Sustainability Report for the year ended 31 December 2023 is as follows:

Social Indicators

- Loss time incident rate
- Total recordable incident rate
- Women among new recruits (%)
- Total share of women professionals (%)
- Women in management positions (%)
- Training hours per employee (#)
- Training hours per talent (#)

Environmental Indicators

- Total energy consumption (MWh)
- Share of renewable energy consumed (%)
- Share of renewable electricity consumed (%)
- Share of recycled waste (%)
- Total disposed waste (Ton)
- Total recycled waste (Ton)
- Total freshwater withdrawal (thousand m³)
- Energy intensity (MWh/ton)
- Water intensity (m³/ton)

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Structural constraints

All assurance engagements have inherent limitations due to the selective testing of the information under review. Fraud, error or non-compliance may therefore occur and not be detected. In addition, non-financial information, such as non-financial information contained in reporting documents, is subject to more structural limitations than financial information, given the nature and methods used to identify, calculate and sample or estimate such information.

Our audit provides limited assurance as defined in ISAE 3000 (Revised). The procedures performed as part of a limited assurance engagement differ in nature and timing - and to a lesser extent - from a reasonable assurance engagement. The level of assurance obtained in a limited assurance engagement is therefore significantly narrower than the scope of a reasonable assurance engagement.

Special Purpose

Our work has been undertaken to inform the Company’s Board of Directors of the matters we are required to report in this report and for no other purpose. To the extent permitted by law, we accept no responsibility to any person or entity other than the Company’s Board of Directors for the assurance audit we have conducted or the conclusion we have reached.

Our Independence and Competence

We comply with the independence and other ethical provisions of the *Code of Ethics for Accounting Professionals* published by the International Ethics Standards Board for Accounting Professionals, which sets out the basic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply the International Standard for Quality Management 1 (ISQM 1) and accordingly maintain a robust system of quality control, including policies and procedures that document compliance with relevant ethical and professional standards and requirements in laws or regulations.

Responsibilities of Management

The Company Executives are responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Company Managers are responsible for setting the Company’s sustainability goals, establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Responsibilities of the Auditor

Our responsibility is to reach a conclusion on the Selected Information based on our procedures. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements and, in particular, International Standard on Assurance Engagements (ISAE 3000) (Revised) on Assurance Engagements Other than Independent Audits.

The assurance audit performed represents a limited assurance audit. The nature, timing and extent of the procedures performed in a limited assurance audit are limited compared to those required in a reasonable assurance audit. As a result, the level of assurance obtained in a limited assurance audit is lower.

Independent Assurance Report

Our Key Assurance Procedures

We carried out limited assurance on the accuracy of the selected key performance indicators specified below in the section “Selected non-financial performance data for limited assurance” related to 2023 year and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

To form our conclusions, we undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Conducted interviews with employees of the Company responsible for sustainability performance, policies and corresponding reporting;
- Conducted selective substantive testing to confirm the accuracy of received data to the selected key performance indicators;
- Made enquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of sustainability issues; and

We believe that our evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance Conclusion

Based on our work and the assurance procedures performed, nothing has come to our attention that causes us to believe, in our opinion, that the Selected Information referred to above in the Company’s 2023 Integrated Sustainability Report for the year ended 31 December 2023, for which we were engaged to provide limited assurance, has not been prepared, in all material respects, in accordance with the Reporting Manual, as described in the “Auditor’s Responsibilities” section above.

DRT BAĞIMSIZ DENETİM VE SERBEST MUHASEBECİ MALİ MÜŞAVİRLİK A.Ş.

Member of **DELOITTE TOUCHE TOHMATSU LIMITED**

Tolga Sirkecioğlu

Partner

Istanbul, 19 August 2024

Reporting Principles

Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report 2023: Story of Our Ambition Report and Facts about Our Actions Report – Reporting Principles

This reporting principles (the “Reporting Principles”) provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance for Eczacıbaşı Pharmaceutical and Industrial Investment Co. The indicators include social indicators and environmental indicators. It is the responsibility of the Company’s management to ensure that appropriate procedures are in place to prepare the indicators mentioned above in line with, in all material respects, the Principles.

The information contained in these principles covers the financial year ending December 31, 2023 and the relevant operations in Türkiye for which Company is responsible, as detailed in the “Key Definitions and Scope of Reporting” section.

- Blue collar employees are not included in the social indicators’ calculations.
- Share of women among new recruits, share of women in management positions, share of women in employment, and training hours per talent only include the Türkiye locations of Group.
- Reporting Principles includes Eczacıbaşı-Monrol Nuclear Products Co., Gensenta İlaç Sanayi ve Ticaret A.Ş. and Eczacıbaşı Pharmaceuticals Marketing Co.
- Only the social indicator metrics of the EIP have been verified. Environmental data is not included in the verification scope.

General Reporting Principles

The following principles have been considered in the preparation of this principles document:

- In the preparation of information - to emphasize to users of information the basic principles of relevance and reliability of information,
- In reporting information - emphasizing the principles of comparability/consistency of information with other data, including previous year, and the principles of understandability/transparency providing clarity to users.

Key Definitions and Scope of Reporting

For the purpose of this report, the Company makes the following definitions:

Type	Indicator	Scope
Environmental	Total energy consumption (MWh)	In the reporting period, it refers to the total amount of energy consumption by the Company which is monitored monthly and invoiced by the service provider institutions. Energy consumption data includes electricity, natural gas, diesel and LPG/LNG consumption.
Environmental	Share of renewable energy consumed (%)	In the reporting period, it refers to the ratio of renewable electricity that was produced and procured, as well as renewable energy that was produced to the total amount of energy consumption.
Environmental	Share of renewable electricity consumed (%)	In the reporting period, it refers the ratio of produced and procured renewable electricity to the total amount of electricity consumption.
Environmental	Share of recycled waste (%)	In the reporting period, it refers the ratio of the waste that is recovered and recycled by the Company, followed up with the waste declarations and declared to the State, to the total amount of waste.
Environmental	Total disposed waste (Ton)	In the reporting period, it refers to the amount of waste disposed by the Company, tracked by waste declarations and declared to the Government.
Environmental	Total recycled waste (Ton)	In the reporting period, it refers to the amount of waste recycled by the Company, tracked by waste declarations and declared to the Government.
Environmental	Total freshwater withdrawal (thousand m ³)	In the reporting period, it refers to the total amount of municipal water withdrawn, as monitored from the invoices received from service provider institutions, and groundwater, surface water, and rainwater withdrawn, as monitored by meters.
Environmental	Energy intensity (MWh/ton)	In the reporting period, it refers to the ratio of the Company’s total energy consumption to total production volume (in tons).
Environmental	Water intensity (m ³ /ton)	In the reporting period, it refers to the ratio of the Company’s total water withdrawal to total production volume (in tons).

Type	Indicator	Scope
Social	Loss time incident rate	In the reporting period, it refers to frequency of work-related injuries that result in the employee being unable to work for a full calendar day or more following the incident.
Social	Total recordable incident rate	In the reporting period, it refers to the total of all incidents resulting in Fatal Incident, Lost Time Injury (LTI), Medical Treatment Injury (MTI), Occupational Illness (Confirmed) (OOI), and Restricted Work Injury (RWI).
Social	Women among new recruits (%)	In the reporting period, it refers to ratio of women to total employee number hired by the Company and declared to the Social Security Institution with the Employment Declaration.
Social	Total share of women professionals (%)	In the reporting period, it refers to the ratio of women to total employee number, who were monitored through Eczacıbaşı Holding A.Ş. Human Resources data platform and who were reported to the Social Security Institution.
Social	Women in management positions (%)	In the reporting period, the ratio of the number of women employees at the managerial levels of the Company, including Manager, Director, Senior Management managers to the Total Number of Employees.
Social	Training hours per employee (#)	In the reporting period, it refers to the ratio of total training hours attended by Company employees to the average number of employees annually, which is monitored through the training tracking platform of Human Resources belonging to Eczacıbaşı Holding A.Ş.
Social	Training hours per talent (#)	In the reporting period, it refers the ratio of the leadership trainings attended by the employees and followed through the Eczacıbaşı Holding A.Ş. training platform, to the number of people who received the training.

Preparation of the Data

1. Environmental Indicators

Total energy consumption (MWh)

Formula: Total electricity+natural gas+diesel+LPG/LNG consumption.

Share of renewable energy consumed (%)

Formula: Total renewable electricity produced from own resources + renewable heat produced from own resources + purchased renewable electricity / Total energy consumption

Share of renewable electricity consumed (%)

Formula: Formula: Total renewable electricity produced from own resources + purchased renewable electricity / Total electricity consumption

Share of recycled waste (%)

Formula: Total recycled waste (ton) / Total amount of waste (ton)

Total disposed waste (Ton)

Formula: Total amount of disposal waste

Total recycled waste (Ton)

Formula: Total amount of recycled waste

Total freshwater withdrawal (thousand m³)

Formula: Total municipal water withdrawal + total ground water withdrawal

Energy intensity (MWh/ton)

Formula: Total energy consumption / Total production amount

Water intensity (m³/ton)

Formula: Total water withdrawal / Total production amount

2. Social Indicators

Loss time incident rate

Formula: (Lost Time Incident Quantity) x 200.000 / Total Manhours

Total recordable incident rate

Formula: (Total Recordable Incident Quantity) x 200.000 / Total Manhours

Women among new recruits (%)

Formula: Number of Women Hires / Total Number of Hires

Total share of women professionals (%)

Formula: Number of Women Employees / Total number of employees

Women in management positions (%)

Formula: Number of women in managerial position / Total number of employees in managerial position

Training hours per Employee (#)

Formula: Total training hours / Average number of employees per year

Training hours per Talent (#)

Formula: Total hours of leadership trainings (hours) / Total number of people who completed leadership trainings (number)

Restatements

The measuring and reporting of data inevitably involves a degree of estimation. Restatements are considered where there is a change in the data of greater than 5 percent.

Info

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In this report, “the Company”, “we”, “us” and “our” refers to Eczacıbaşı Pharmaceutical and Industrial Investment Co. unless otherwise stated.

Disclaimer

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