

Building a Healthier Future, Together

Story of Our Ambition

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About the Report

GRI 2-2, GRI 2-3, GRI 2-4

GRI 2-2, GRI 2-3, GRI 2-4

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



Spotlight
Projects



Stakeholder
Perspective



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.

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.

With over 80 years of experience At Eczacıbaşı Pharmaceutical and Industrial Investment Co. celebrates its achievements by developing new products and services, building partnerships, and investing in new projects with its brands Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

Eczacıbaşı Pharmaceutical and Industrial Investment Co., is dedicated to respecting human, fostering innovation, and contributing to society, culture, education, science, and sports while maintaining the highest quality in their products and services.

1 Eczacıbaşı Pharmaceutical and Industrial Investment Co. at a Glance

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Overview of Eczacıbaşı Pharmaceutical and Industrial Investment Co.

GRI 2-1

Eczacıbaşı Pharmaceutical and Industrial Investment Co. was established on October 24, 1951. It is a holding company that owns and controls subsidiaries, business partnerships, and affiliates Eczacıbaşı Pharmaceutical and Industrial Investment Co. are involved in operations in the fields of reference and generic medicinal products market, nuclear medicine sector, real estate sector, and ceramic tiles market.

Following the acquisition of Gensenta in November 2022, Eczacıbaşı Pharmaceuticals Marketing was designated as the company responsible for the distribution, promotion, marketing, and sales of Gensenta-licensed products within Türkiye. By leveraging its pioneering brands, Gensenta and Eczacıbaşı Pharmaceuticals Marketing, the company maintains its leadership in the pharmaceutical sector through innovation and excellence.

Eczacıbaşı Pharmaceutical and Industrial Investment Co. has been in business for over eight decades and has achieved TL 6.5 billion in revenue thanks to the dedication and efforts of approximately 1,400* employees.

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

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

GRI 2-1

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.

Products and Services of Our Healthcare Affiliates

GRI 2-1

Eczacıbaşı Pharmaceutical and Industrial Investment Co. specializes in the manufacturing and distribution of medicines and pharmaceutical raw materials for domestic and foreign markets. The company aims to enhance the health ecosystem by offering comprehensive health solutions to the communities we serve, to impact human lives.

Eczacıbaşı Pharmaceuticals Marketing

+450

Overall Employment



15

Partnerships



+10

Treatment Areas



+80

Years of Experience



Eczacıbaşı Pharmaceuticals Marketing, is responsible for the marketing, promotion, sales and distribution of imported and contract-manufactured pharmaceuticals for both mass and niche markets, as well as health-based personal care products. The company's current product range includes innovative and generic pharmaceuticals, its own brands of food supplements, and products with marketing authorizations belonging to Eczacıbaşı Pharmaceuticals Marketing and Gensenta. The current product portfolio of Eczacıbaşı Pharmaceuticals Marketing, comprises 83 products in 221 different forms, while Gensenta supplies 16 products in 29 different forms.

Eczacıbaşı Pharmaceuticals Marketing has entered into license agreements with a number of leading pharmaceutical companies, including Almirall, Aspen, Astellas, Alpha Sigma, Biogaia, Chugai, Galderma, Juvise, Novartis, Procter & Gamble, Sanofi, Synthon, Tillotts Pharma and Pharma Mar.

Eczacıbaşı Pharmaceuticals Marketing is structured around three business units: Consumer Healthcare, Specialty Care and Primary Care. They work closely with over 30 district managers across the country.

The acquisition of Gensenta in 2022 further expanded Eczacıbaşı Pharmaceuticals Marketing priority treatment areas. It added a strong Central Nervous System portfolio focused on the treatment of major depressive disorder, bipolar disorder, and schizophrenia. It also brought analgesic and muscle relaxant products to the Primary Care portfolio.

Oncology is another significant product category for Eczacıbaşı Pharmaceuticals Marketing. The company offers treatments for various conditions, including prostate cancer, renal cancers, breast cancer, gastrointestinal stromal tumors, rare tumors, hematological malignancies and chemotherapy-induced nausea and vomiting. Equivalent products also have an important place in the portfolio. The product portfolio includes products from Abdi İbrahim, ALMIRALL Aspen, Biogaia, Farma-Tek ilaç, Galderma, Gensenta, Juvise, Novartis, Otsuka, P&G, Pharmamar, Rivopharm, Sanofi, Sigma, SiPharma, Synthon and Tillotts. (Eczacıbaşı İlaç Pazarlama A.Ş. is responsible for the domestic distribution, promotion, marketing and sales of various products for which Gensenta is the marketing authorization holder.)



Gensenta

+600

Overall Employment



2

Production Facility



+20

Exported to countries



+100

Years of Experience



Gensenta, the latest addition to the Eczacıbaşı Group's healthcare business, traces its origins to a pharmaceutical laboratory established in Istanbul in 1923, known as Mustafa Nevzat. In 1957, it became a joint stock company, and guided by the principle of enhancing patients' quality of life, played a pivotal role Türkiye's pharmaceutical industry development.

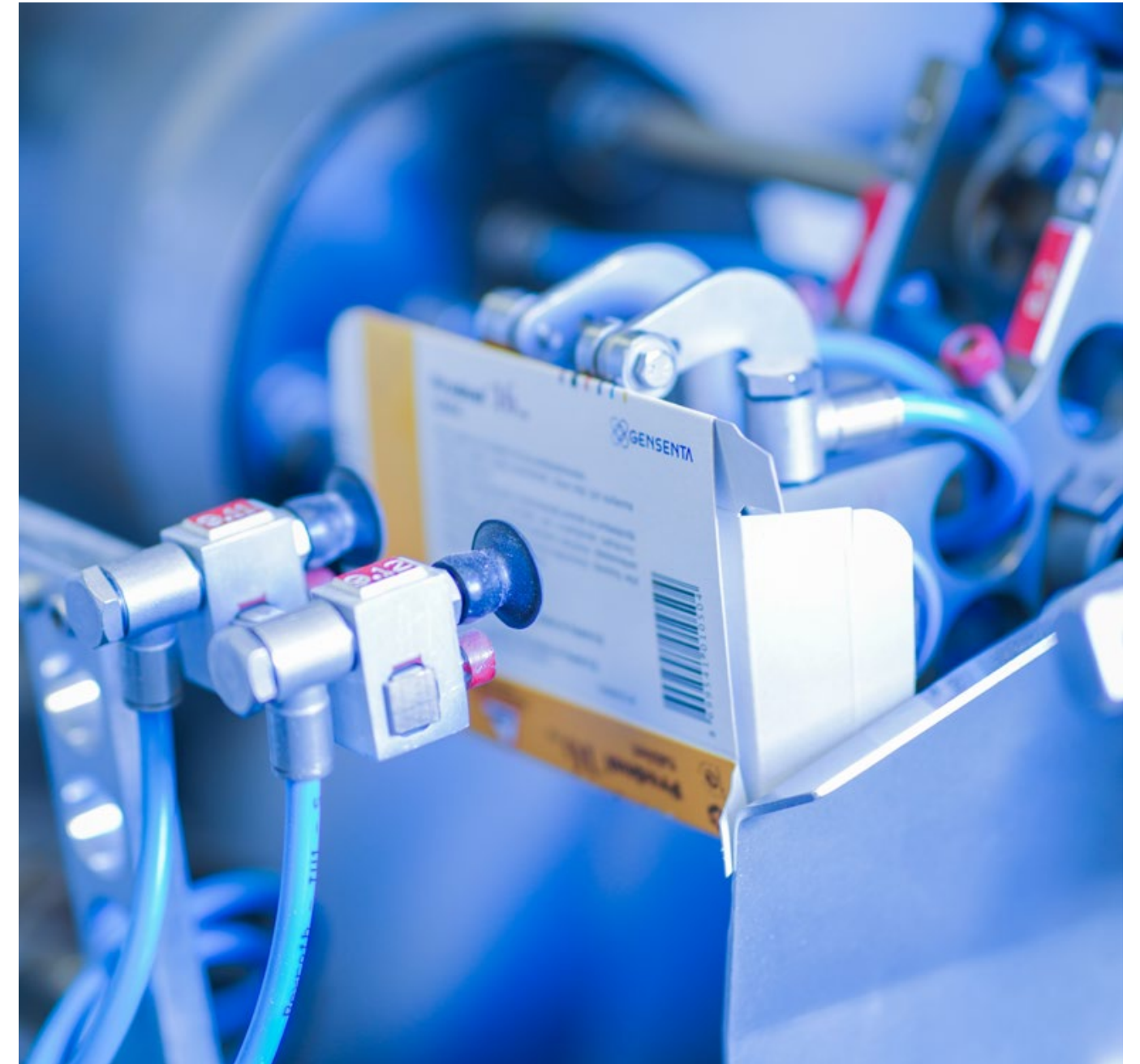
As one of Türkiye's first injectable product manufacturers, Mustafa Nevzat began producing active pharmaceutical ingredients in 1974, B-Lactam pharmaceuticals in 1984, Non-B-Lactams in 2003, and sterile oncology products in 2009. It was the first Turkish pharmaceutical company to receive FDA approval (2006) and to export finished products (2007) and oncology products (2010) to the United States. In 2012, the company was acquired by the US biopharmaceutical company Amgen and renamed as "Gensenta" in 2020. Gensenta joined the Eczacıbaşı Group in November 2022. In 2023, Gensenta celebrated its 100th anniversary of serving public health.

Today, it stands as a leading manufacturer of active pharmaceutical ingredients and sterile/ oral finished dosage forms. It remains committed to its mission of making new and comprehensive solutions accessible to more patients in Türkiye and around the world. Gensenta operates manufacturing sites in Çayırova, Kocaeli, and Yenibosna, Istanbul, producing active pharmaceutical ingredients (APIs) and finished dosage forms, respectively. The API campus houses four separate production units for Penicillin API, Non-Penicillin API, Oncolytics and Small-Scale API.

* Due to the fact that the efficiency, capacity utilization performance, and profitability at the Oncolytic Production Unit do not meet the desired levels according to Gensenta's targets, a decision has been made to cease production and packaging activities as of 13.09.2024 and to close the Oncolytic Production Unit. To access the Public Disclosure Platform (KAP) announcement on the related matter, please visit <https://www.kap.org.tr/tr/Bildirim/1333742>.

As Türkiye's leading manufacturer of parenteral drugs, Gensenta maintains two distinct units at the Yenibosna Campus. The general manufacturing unit produces a range of therapeutic groups, including finished oral dosages, liquid & lyophilized vials, and ampoules. The oncolytic unit specializes in the production of anti-cancer products.* The company's strategy centers on the contract manufacturing business, both CMO and CDMO, with the aim of being the preferred strategic partner for current and prospective customers within targeted regions of MENA and Europe.

Presently, Gensenta exports to 28 countries across three continents. By collaborating with international partners, Gensenta has strengthened its global presence, registering more than 100 products in both developed and developing countries. In 2014 and 2015, Gensenta was the export champion of Türkiye's pharmaceutical industry.



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

<div></div> <div><p>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.</p><p>Eczacıbaşı-Monrol distributes its world-class radiopharmaceutical products portfolio with excellence in global markets.</p></div>	<div></div> <div><p>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.</p></div>	<div><div>ECZACIBAŞI İLAÇ PAZARLAMA</div></div> <div><p>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.</p></div>	<div><p>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.</p></div>	
<div></div> <div><p>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.</p></div>	<div></div> <div><p>Dynavit offers a comprehensive range of products that address the needs of individuals of all age groups.</p></div>	<div></div> <div><p>Eczacıbaşı Imutor is a food supplement formulated to support the immune system.</p><p>The ingredients it contains help strengthen the body's defense mechanisms.</p></div>	<div></div> <div><p>Eczacıbaşı BiGaia is a brand in Eczacıbaşı Pharmaceuticals Marketing's probiotic portfolio.</p><p>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.</p><p>BiGaia is suitable for both children and adults and is known for its digestive health-supporting effects in daily use.</p></div>	<div></div> <div><p>Eczacıbaşı Proxceed Plus is a food supplement that helps increase sperm count and motility in men.</p><p>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.</p></div>

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

GRI 2-1

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

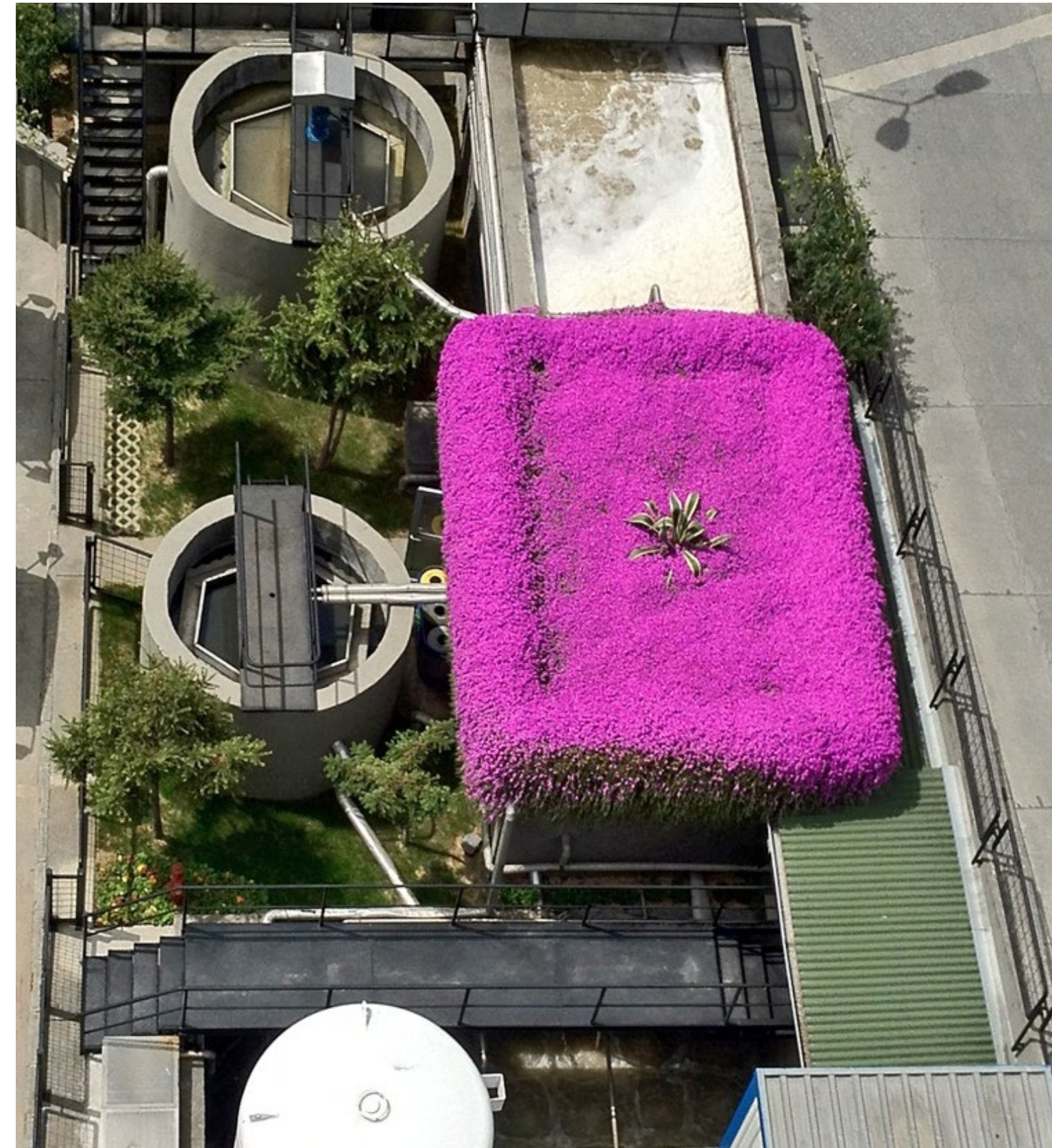
39K bottles/hour
3 Filling Lines

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

GRI 201-2



Global Trends	<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>
Impact on the Industry	<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.
Our Response	<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>
Capitals Impacted	<div>    </div>

Global Trends	<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>
Impact on the Industry	<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.
Our Response	<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>
Capitals Impacted	<div>    </div>

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	<div></div>

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	<div></div>

GRI 201-2

Global Trends	<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>
Impact on the Industry	<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.
Our Response	<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>
Capitals Impacted	<div></div>

Global Trends	<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>
Impact on the Industry	<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.
Our Response	<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>
Capitals Impacted	<div></div>

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 ✓



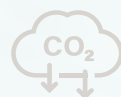
10%

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

We are committed to integrating sustainability into every aspect of our business. To ensure we remain at the forefront of our industry, we are continuously refining our strategies and incorporating sustainability into all our operations. In addition to our production and services, which drive our future growth, we are also focused on creating a positive working environment and opportunities for our employees. Furthermore, we are integrating the latest technology, innovation, and digitalization into every aspect of our operations to ensure we meet the highest environmental standards. While integrating our sustainable approach into every aspect of our operations, we focus on the goal of continuous improvement in every step we take. We are also working to improve our ESG performance to meet the demands of the healthcare sector.

We ensure that our approach is aligned with evolving stakeholder expectations and sustainability trends. We are committed to striking a careful balance between meeting the social needs that drive our production, minimizing our environmental impact and using resources responsibly and efficiently. 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.

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.

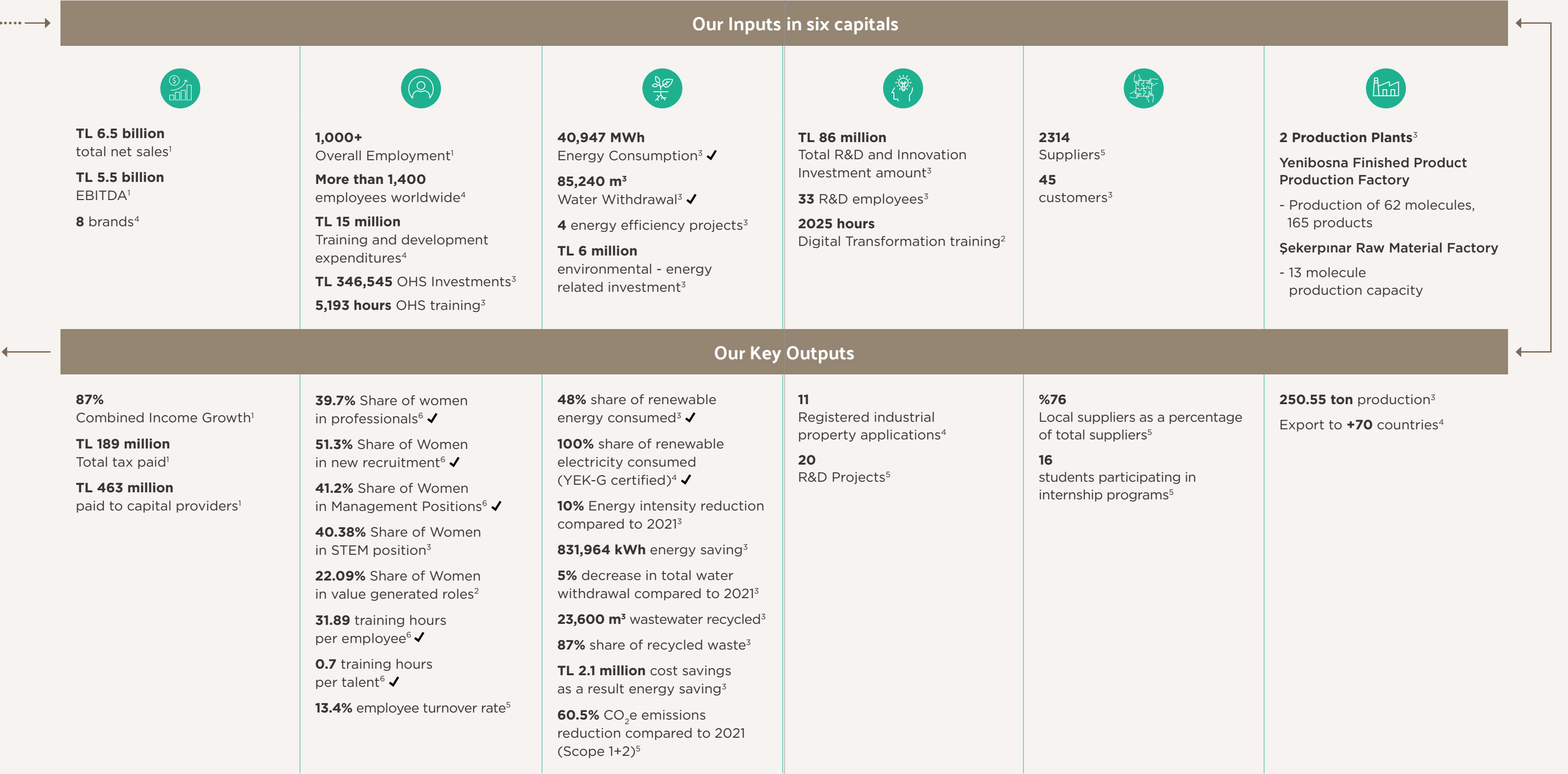
► Manufacturing

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.





Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co.

As a company that produces and provides services in the health sector, Eczacıbaşı Pharmaceutical and Industrial Investment Co., while being conscious of the significance of our environmental effect and responsible resource usage, we make every effort to protect environmental health in addition to human health. We aim to inspire a sustainable future by using today’s latest technology, to build a sustainable future by maintaining the balance between the environment, natural resources, society, and the business world, and to be a pioneer in the sector by continuing this effort.

In our journey to create sustainable value, we integrate our sustainability approach into all our business processes and corporate culture. While doing this, we take steps by respecting the interests of our employees, stakeholders, and society. We are acutely aware that our future success in sustainability is dependent on the steps we take currently, and we are meticulous in capturing and even developing sustainability opportunities.

We are committed to **“building a healthier future together”** with our stakeholders. We will continue to regularly review and evaluate our sustainability strategy to ensure that it remains effective in addressing emerging risks and opportunities and to ensure that it remains aligned with the Eczacıbaşı Group strategy. Our Sustainability Senior Manager, a member of the Gensenta Management Team, coordinates the sustainability efforts across all healthcare institutions within the Eczacıbaşı Pharmaceutical and Industrial Investment Co. They provide quarterly updates to the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Management Team, which is overseen by senior management. Each year, company subsidiaries submit reports detailing their sustainability initiatives, which are

reviewed during strategic meetings. Additionally, Gensenta Energy and Sustainability Governance meetings occur every three months, focusing on reducing natural resource consumption, evaluating efficiency projects, tracking performance indicators, ensuring regulatory compliance, and discussing the energy goals and initiatives of Gensenta production facilities. In these meetings, the Maintenance Manager and Sustainability Senior Manager present updates on sustainability-focused projects to the management team.

The Low Carbon Economy Strategy’s Outlook

As part of the low-carbon transition project launched by the Holding and Group companies at the end of the 2023 financial year, a qualitative assessment study is being conducted for the Group and its subsidiaries. The aim of the project is to develop and implement a Group-wide climate strategy in line with European Union regulations.

The Impact Measurement Phase, the Climate Strategy and Carbon Reduction Phase, and the Climate Risks Phase are the three primary stages of the project. The first phase involves creating a Scope 1, 2 and 3 GHG emission inventory covering the Group’s whole value chain in compliance with the GHG Protocol, a prerequisite for setting long-term targets. The second phase is to align the Group’s climate strategy with our business model, values, and targets, ensure consistency across the main subsidiaries and develop strategic recommendations. These include creating long term greenhouse gas emission targets for the main subsidiaries and developing scenario modelling for our carbon reduction initiatives. The third phase, in line with the TCFD guidelines, focuses on integrating climate risk assessment into our governance structure to satisfy external investor expectations. At the end of the project, a long-term climate strategy plan will be presented and announced to our stakeholders in our 2024 Integrated Sustainability Report. As part of the Eczacıbaşı Group, Eczacıbaşı Pharmaceuticals and Industry Investment Inc. is committed to contributing to the transition of the economy to a low carbon economy.

For more detailed information, please refer to [Energy Management and Carbon Emissions](#).

As Gensenta, we actively engage in coordination meetings and committees organized by the Eczacıbaşı Holding. We represent healthcare institutions in various working groups focused on circular economy, water management, energy management, sustainability communication, climate change policies, and sustainability performance management. Our participation includes monthly meetings of the Eczacıbaşı Holding Sustainability Board and periodically Holding Sustainability Coordination Meetings, where our Sustainability Senior Manager and executive are present. Furthermore, we report on the sustainability risks, opportunities, and performance of Eczacıbaşı Pharmaceutical and Industrial Investment Co. healthcare subsidiaries to committee members during the quarterly Eczacıbaşı Holding ESG Committee meetings.



Investing in Planet	Investing in People	Investing in Future	Corporate Governance
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.	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.	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.	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.

Eczacıbaşı Pharmaceutical and Industrial Investment Co.’s Materiality

GRI 3-1, GRI 3-2, GRI 3-3

As Eczacıbaşı Pharmaceutical and Industrial Investment Co. , we believe that our long-term success depends on understanding the evolving sustainability dynamics and related issues that can shape our strategic direction and taking effective action. In fulfilling this responsibility, we adopt an integrated approach that considers external factors, the issues that matter most to our stakeholders, and our goal of creating value.

In line with global trends and the rapid transformation of sectors, the Eczacıbaşı Group conducted its materiality analysis studies in 2019 and reviewed its material topics in 2023. These were in response to natural disasters, extraordinary weather conditions, the climate crisis, the efficient use of natural resources, recycling and the circular economy, equal rights and opportunities for employees, participation in the stakeholder economy, and sustainable economic growth. To maintain company continuity and increase operational resilience, this assessment is crucial.

We conducted a comprehensive review of reports published by international organizations that include a detailed external environmental analysis. These reports include the World Economic Forum’s Global Risks Report, the OECD’s Economic Outlook, and the World Business Council for Sustainable Development’s Macro Trends and Disruptions Shaping the Year 2020-2030 report. We performed a benchmarking study using publicly available information from national and international peer companies and evaluated key topics suggested by GRI Standards, SASB, MSCI, and S&P specific to the healthcare sector. 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 topics. Furthermore, the Eczacıbaşı Group has initiated its first double materiality assessment, which involved over 1,000 stakeholders for the overall (Group). This is a significant step towards enhancing transparency and accountability in our reporting practices. The assessment evaluates both financial and non-financial factors to provide a comprehensive view of sustainability impacts. The double materiality project also enables us to comply with CSRD legal requirements. While the results of this assessment are not yet available, they are expected to contribute significantly to our next sustainability report, offering valuable insights and guidance. By leveraging the forthcoming insights from the double materiality assessment, we will disclose our actions and performance in our upcoming report.

GRI 3-1, GRI 3-2, GRI 3-3

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		
	Product Responsibility	Product Quality & Safety		
Corporate Governance	Ethics and Compliance	Business Ethics and Legal Compliance		
		Supply Chain Management	 	
	Economic Sustainability	Economic and Financial Performance		

Sustainability Objectives

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., setting measurable targets and consistently evaluating our performance to progress in our sustainability efforts are critical to achieving lasting and meaningful change. Being able to see our progress on the goals we set takes us one step further. For this reason, we closely monitor our progress in a transparent and meticulous manner.

The table on right summarizes our sustainability targets for selected key issues, provides an overview of our performance in 2023 and outlines our future goals.



Material Topics	Goals	Key Performance Indicator	Performance			Status
			2021	2022	2023	
Energy Management and Carbon Emissions	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)	181.41*	190.73*	163.43* ✓ 10% decrease compared to base year (2021)	In progress
Water Management	By the end of 2024, our water consumption per ton of product is targeted to be 303 m³/ton*	Water consumption per ton of product (m³/ton)	351*	295*	340.21* ✓ 3% decrease compared to base year (2021)	In progress
Waste Management	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 (ton)	233.21*	202.07*	183.52* 21% decrease compared to base year (2021)	In progress
Equal, Diverse and Inclusive Workplace	By the end of 2028, we will increase the share of women among new recruits to 50%**	Share of women among new recruits (%)	39.5%	43.4%	51.3%** ✓	In progress
	By the end of 2028, we will increase the share of women in employment to 45%**	Total share of women professionals (%)	33.1%	38.2%	39.7%** ✓	In progress
	By the end of 2028, we will increase the share of women in management positions to 40%**	Share of women in management positions (%)	36.8%	36.6%	41.2%** ✓	In progress
Health, Safety and Wellbeing	By the end of 2024, we will reduce lost time incident rate below 0.6**	Lost time incident rate (LTIR)	0.17**	0.31**	0.68*** ✓	In progress

The ✓ symbol represents verified data
* Represents Gensenta
** These data represent herein in Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in Türkiye operations and solely pertaining to White Collar employees
*** Data presented here in Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol in Türkiye operations

Contributing to the UN 2030 Agenda

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we continuously monitor and improve our activities to ensure that the operation meets the UN Sustainable Development Goals. We have prioritized UN Sustainable Development Goals that are strategically important to the Group and its stakeholders. In these prioritized SDGs, we focus our efforts on creating value for our internal and external stakeholders.

Here is an overview of Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s strategically relevant UN Sustainable Development Goals and our contributions to these SDGs.



Good Health and Wellbeing



- We regard the safety and wellbeing of our employees, their families, our social environment, and our stakeholders as of primary importance.
- In Eczacıbaşı Pharmaceutical and Industrial Investment Co., we strive to provide comprehensive support for both the physical and mental wellbeing of our employees.
- 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.

Quality Education



- Our approach to business is built on a foundation of continuous learning and self-development.
- We make sure our diverse talent pool is utilized to its fullest potential by actively promoting career development across different positions within the wider Eczacıbaşı Group.

Gender Equality



- Our commitment to gender equality and equal opportunities has been further strengthened by the [Eczacıbaşı Group Gender Equality and Equal Opportunities Policy](#) approved by our Board of Directors. Eczacıbaşı Group is a signatory to the Women's Empowerment Principles since 2013 and we are committed to ensuring equal opportunities for all employees at work, in leadership, and in pay.
- We aim to promote a workplace culture that values and supports diversity and inclusiveness. Therefore, we evaluate all our projects, practices, and operations from a gender-balanced perspective.
- In terms of developing precise solutions and having a deeper understanding of our patients' and clients' demands, we also see gender equality as a strategic achievement.

Clean Water and Sanitation



- At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we set targets to reduce our water consumption and implement comprehensive water management initiatives. We closely monitor our water consumption from grid and groundwater sources, also the water consumption per ton of product.

Affordable and Clean Energy



- We recognize the importance of focusing on energy efficiency and minimizing our carbon footprints, therefore we implement projects that mitigate the adverse effects of our operations.
- We are committed to reducing the direct and indirect impacts of energy consumption in our operations.

Decent Work and Economic Growth



- Eczacıbaşı Pharmaceutical and Industrial Investment Co. creates economic growth with over **TL 6,5 billion** revenue and employment for **more than 1,400** employees, throughout our value chains.
- By dedicating our resources to innovation, entrepreneurship, research and development, digital transformation, and more; we are securing our long-term growth.
- As Gensenta and Eczacıbaşı Pharmaceuticals Marketing, we create fair and meaningful employment opportunities for our workforce of over 1,000 employees and provide pathways for personal and professional development.
- We adopt the philosophy of **"Zero Accidents"** by creating a safe and secure working environment in our facilities.

Industry, Innovation and Infrastructure



- Through innovation and entrepreneurship, we continually work to develop new products and further improve existing ones by prioritizing customer needs.
- Continuing our path with the aim of increasing production competence day by day with the digital infrastructure we have established.
- Innovation is one of our most important instruments in the search for novel combinations, advancements, and designs against a variety of issues.

Reduced Inequalities



- We have planned Diversity and Inclusion training for the upcoming year.
- We have set recruitment targets to increase the share of women employment.

Responsible Consumption and Production



- We put effort into the reduction of waste and pollution, the conservation of resources and the fulfilment of environmental responsibility in our processes.
- Aiming to lower our impact, we continuously implement new methods and technologies to reduce raw material usage and enhance the recovery and recycling of materials in each stage of production.
- In line 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.

Climate Action



- We prioritize improving the ability of our operations to adapt to reduce our climate impact. To achieve this, we are committed to taking various measures, including ensuring efficient production processes and reducing our environmental impact by minimizing carbon emissions throughout the entire supply chain from procurement to distribution.
- With an aim to prevent the permanent effects of climate change on our planet through our ongoing practices, we are committed to fulfilling our responsibility in the most effective way possible.
- We are adopting climate-risk assessment as part of our governance, setting long term targets along with appropriate interim goals.

Partnership for the Goals



- As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we engage with a wide range of stakeholders including universities and NGOs, by implementing projects across material sustainability topics.
- We organize and participate in technical workshops, guest conferences, and career events throughout the year. Seeing the increase in the number of young people we touch and include every day also increases motivation in our work.
- We aim to continue collaborating with local companies in the fields of diabetes, dermatology, and urology, with the goal of bringing four new products to the market by 2024.



Stakeholder Relations

GRI 2-29

Our stakeholder ecosystem includes various individuals and groups including employees, customers, supply chain partners, R&D ecosystem, financial community, and civil society. We value our communication with our stakeholders to make sustainable choices in our goal of becoming a sustainable organization. Creating trust-based interaction with our stakeholders is fundamental to our long-term success. At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we strive to communicate regularly and directly with our stakeholders through different communication channels. We listen to our stakeholders, understand their expectations, and improve our operations and services with innovative solutions given their valuable comments and feedback. In this way, we can manage risks correctly, seize opportunities, increase the quality of our products and services and maximize our overall impact.

The table below summarizes who our key stakeholders are, how we interact and communicate through various platforms.



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.	<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 (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.		<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
Customers	Clients	Our clients, customers and end-users play a vital role in shaping our business. Their preferences directly affect our sales and sustainable success. Maintaining their strong satisfaction, gaining their loyalty, and listening to their feedback are essential to our success and competitiveness in the industry.	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.	<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)
	End Users and Customers			<ul style="list-style-type: none">• Sustainability Reports (Annual)• Social Media (Continuous)• Corporate Website (Continuous)
	Physicians			<ul style="list-style-type: none">• Sustainability Reports (Annual)• Social Media (Continuous)• Corporate Website (Continuous)• Visits (Continuous)• Researches (Instant/Periodic)• Conventions (Instant)
	Pharmacy Warehouses/ Distributors			<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)



At Eczacıbaşı Pharmaceutical and Industrial Investment Co., our primary objective is to incorporate a fair, transparent, responsible, and accountable corporate governance approach into our business practices by prioritizing ethical principles. Our governance framework is firmly rooted in these values, which direct our activities and permeate our organizational structure. We aim to establish a robust corporate structure capable of effectively addressing potential risks and seizing opportunities by embedding these values, which are foundational to our corporate culture, throughout the value chain.

Our proactive approach to monitoring, anticipating, and managing risks and opportunities enables us to maintain our company’s resilience and continuously provide value to our stakeholders. We are dedicated to promoting these values across our entire value chain, particularly within our supply processes.

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Corporate Governance

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Governance Approach

Building strong governance is vital to creating a resilient, successful organization that delivers stakeholder value and advances sustainability goals. Through strategic planning, risk management, and effective decision-making, our Board of Directors and Executive Management align the company's objectives with shifting market trends and stakeholder expectations. By promoting sound governance practices and fostering a culture of accountability and transparency, they work to secure the organization's long-term success and ensure sustainable value for all stakeholders.

As part of the Eczacıbaşı Group, a leading industrial conglomerate consisting of Eczacıbaşı Holding and its subsidiaries, we operate closely in line with the Group's short, medium, and long-term strategic objectives. We are dedicated to executing our operations in full alignment with these goals, ensuring seamless integration with the broader vision and direction of the Eczacıbaşı Group.

Board of Directors

Eczacıbaşı Pharmaceutical and Industrial Investment Co. carries out its effective governance approach, which it has established within the framework of corporate governance principles, with the Board of Directors, which is the highest management body. The Board of Directors is responsible for implementing the strategic decisions taken by the Eczacıbaşı Group, monitoring compliance with internal regulations and policies, early detection of risks and directs the company in terms of managing and ensuring long-term profitability.

The Board of Directors consists of 6 members under the leadership of Ferit Bülent Eczacıbaşı, who assumes the role of Chairman. 2 of these members are independent members. The members of the Board of Directors are determined in a way that will allow them to perform efficient and constructive work, make fast and rational decisions, form committees and organize their work effectively.

The Chairman of the Board of Directors and the General Manager are not the same person in our Company. None of the Board members are executive members.

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



Ferit Bülent Eczacıbaşı
Chairperson of the Board



Rahmi Faruk Eczacıbaşı
Vice Chairperson of the Board



Atalay M. Gümrah
Board Member
Early Detection of Risk Committee



İpek Güleç
Board Member
Corporate Governance Committee



Erol Ulukutlu
Independent Board Member
Audit Committee
Corporate Governance Committee



İhsan Rifat Öktem
Independent Board Member
Audit Committee
Early Detection of Risk Committee



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

With a strong commitment to providing reliable, transparent, and high-quality services to all stakeholders, our Executive Management team is instrumental in offering strategic guidance and direction for the organization.

Dedicated to achieving sustainable excellence and leadership in alignment with the Company's strategies and mission, our Executive Management team fosters a culture of innovation, collaboration, and accountability, leveraging their combined expertise to drive long-term growth and success.

The team plays a vital role in managing business performance, shaping strategic priorities, and ensuring the organization remains adaptable and responsive to the evolving needs of its stakeholders through their insightful leadership and expertise.

They uphold the highest standards of corporate governance and are unwavering in their pursuit of sustainable excellence in every aspect of their work.

The Executive Management is comprised of highly experienced business unit leader of the Company. Their role is to provide strategic guidance and direction to the organization, with a focus on delivering dependable, transparent, and high-quality services to all stakeholders.

The Executive Management comprises **15 members**, of whom **8** are **women**, with the goal of achieving sustainable excellence and leadership in line with the Company's strategies and mission.

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

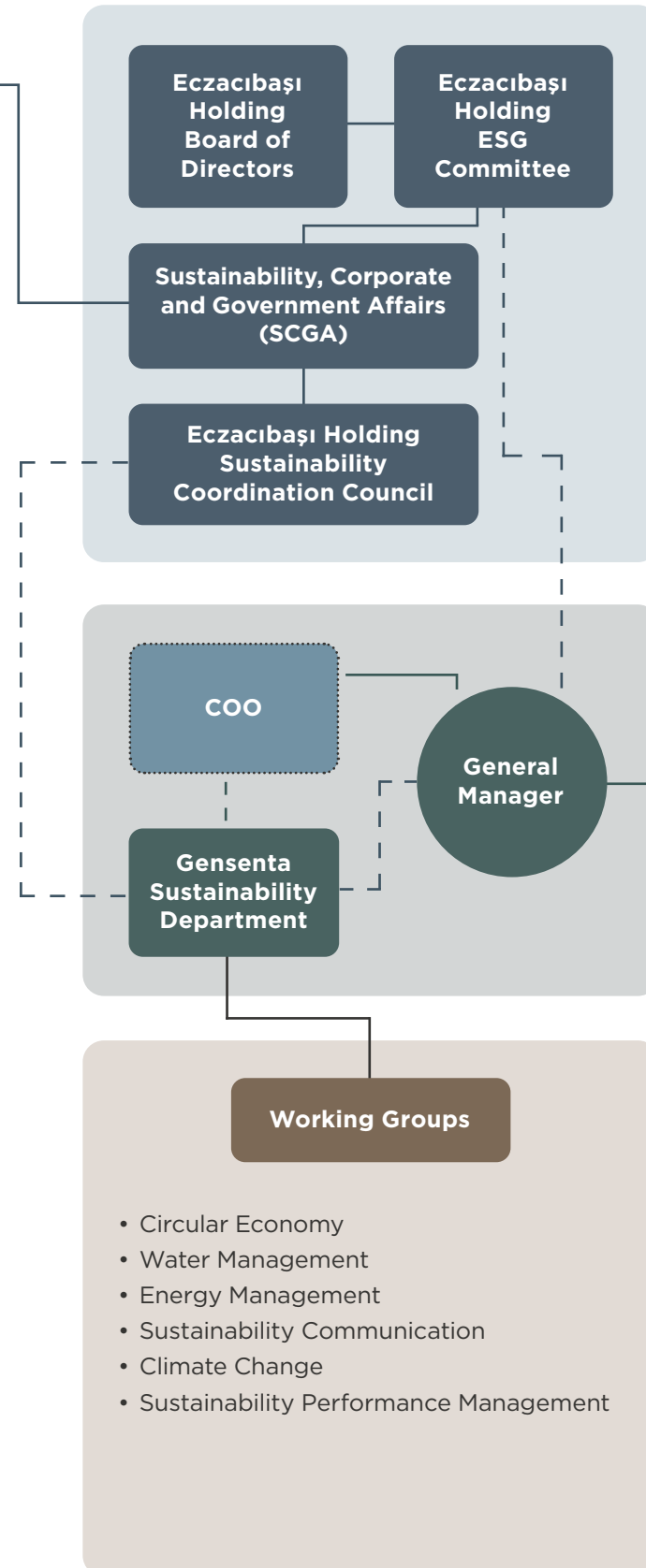
The Holding ESG Committee, which reports to the Holding Board of Directors, is responsible for ensuring the effectiveness of policies, strategies, governance bodies, and tools related to sustainability management across the Group. The committee evaluates strategic priorities, provides advice to the Board 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 is a system intended to ensure that processes and transactions are carried out in accordance with relevant legislation and rules and the management strategy and policies; to detect and prevent errors, fraud and irregularities; to ensure the integrity and reliability of the account and record order, and to ensure that the information in the data system can be obtained in a timely and accurate manner. The Internal Control System is designed to provide reasonable assurance regarding the effectiveness and efficiency of activities, the reliability of reporting, and compliance with applicable legislation.

The Internal Control System consists of elements such as standard definitions, duties and responsibilities, authorizations, policies and procedures that are included in the flow of business processes. Internal Control Systems, including information systems and processes, and risk management are evaluated within the scope of internal audit activities and their effectiveness is reviewed. The Company carries out its activities in a transparent, accountable, fair and responsible manner, and proactive action is taken to ensure early detection of financial, commercial and operational risks that may endanger the existence, development and continuity of the Company, and to implement necessary measures regarding the risks identified and to manage such risks.



Risk Management

The corporate risk management is considered a part of the Company's activities and is handled from a holistic perspective. Action is taken to identify, evaluate and monitor possible risk factors that may hinder the Company's ability to achieve its short, medium and long-term goals, and endanger its development and continuity, and to manage the identified risks in accordance with the Company's risk profile.

The main objectives of the Company's Corporate Risk Management activities are to adapt the real sector best practices, to ensure that the structure is up-to-date and sustainable, to create meaningful indicators for decision makers, and to present them to senior management for monitoring and evaluation.

In the Eczacıbaşı Group, the Corporate Risk Management process has been designed in compliance with international standards in order to introduce a structural perspective on a corporate basis.

The Corporate Risk Management Department was established within the Eczacıbaşı Group Financial Affairs and Finance Group Presidency to ensure the continuity of Corporate Risk Management activities.

Duties and responsibilities of the Corporate Risk Management Department are as follows: to set out the risk management policy, strategy and approach; to carry out on-site analyzes and workshops in order to identify, assess, manage and review the risks that may hinder realization of the strategic goals of the Group and Group Companies, endanger the development and continuity of the Group and Group Companies, and to report the results of activities to the Company and Group management on a regular basis.

In 2023, a Risk Management and Internal Audit Manager was appointed within our Company. The manager is responsible for the control activities of the processes belonging to our Company and our subsidiaries and business partnerships, and works in coordination with the Corporate Risk Management Directorate established within Eczacıbaşı Holding A.Ş.

The Corporate Risk Management unit established under the Eczacıbaşı Holding A.Ş. Financial Affairs and Finance Group Presidency to coordinate the risk management activities of the Eczacıbaşı Group works in coordination with the Early Detection of Risk Committees formed within the Group's publicly traded companies.

The Early Detection of Risk Committee held regular meetings every 2 months to discuss and review the activities carried out in 2023. As a result of the studies conducted periodically and evaluated by the Committee, necessary measures are taken against foreseeable potential risks through the Company's corporate risk management and internal control system.

The risks that may emerge and 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

The Company concentrates on minimizing the effects of fluctuations in the markets and possible negative results on financial performance during management of various financial risks that it may be exposed to due to its activities and/or as a result of its financial position. Financial risks refer to the situations in which fluctuations in variables, such as foreign exchange rates and interest rates, positively or negatively affect the financial results of the Company. In addition to them, liquidity risk and credit risk are other risks that may play a role in the deterioration of the robustness of the financial structure. Financial risks are analyzed under four categories: foreign exchange risk, interest rate risk, liquidity risk, and credit risk.

Non-Financial Risks

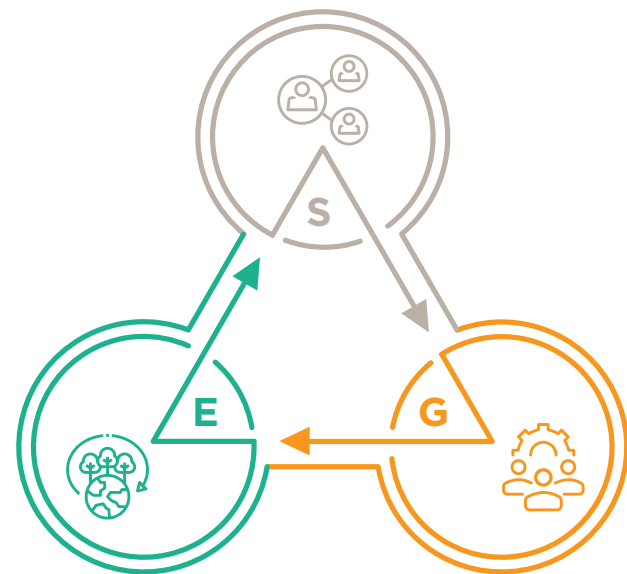
In addition to controlling financial risks, significant non-financial risks such as strategic, operational, compliance and sustainability risks are also monitored.

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

Deeper Look at Management of Sustainability Risks

Being a part of the Eczacıbaşı Group, the Company adopts the holistic sustainability approach of the Group, which is focused on balancing the requirements of business and human life with the sustainability of natural resources.

Within the framework of the holistic sustainable development approach, we aim to develop plans that can address the needs of both today and tomorrow from an economic, environmental and social point of view. Therefore, sustainability risks such as natural disasters, extreme weather events, climate change, biodiversity, efficient use of natural resources, recycling and circular economy, employee rights and equal opportunity, contribution to stakeholder economy and sustainable economic growth are effectively managed within the Eczacıbaşı Group.



Significant risks such as those risks associated with occupational health and safety, product and service liability, innovation, business ethics, legal compliance, antibribery and anticorruption, and the effects of such risks on strategic, operational and compliance risks are handled as part of sustainability risk management activities due to their importance in terms of ensuring business continuity and increasing the resilience of operations, as well as their economic, social and environmental aspects.

In addition, in 2024, within the scope of the low-carbon transition project initiated by the Holding, a qualitative assessment study is being conducted using different climate scenarios for short, medium, and long-term to determine the climate risks of the Group and its subsidiaries. Within the scope of this study, we fully committed to integrating our climate risks into our risk management approach in alignment with national and international frameworks and standards such as the Task Force on Climate-related Financial Disclosures (TCFD), IFRS S2¹ and TSRS S2². This initiative will subsequently be followed by the preparation of a comprehensive climate risk report to enable us to better understand and address climate risks with significant strategic impact effectively and inform our stakeholders in line with the importance we attach to transparency.

¹ [International Financial Reporting Standards S2 Climate-related Disclosures](#)

² [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

Adhering to business ethics and legal regulations is a non-negotiable foundation for all our actions, as clearly outlined in our corporate values.

Aligned with the Eczacıbaşı Group, we have fostered a dynamic corporate culture that emphasizes strong ethical standards, grounded in respect for individuals and the environment, a commitment to continuous growth, and a dedication to contributing positively to society. The Group prioritizes ensuring that all members and subsidiaries fully understand and embody these values, consistently integrating them into their daily practices.



Business Ethics and Legal Compliance

Our Group is steadfast in upholding the highest standards of business ethics and legal compliance, which serve as the cornerstone of all our operations. We are fully committed to conducting our activities in alignment with our core values and principles, ensuring the highest levels of integrity and transparency in everything we do.

Our Group maintains a thorough [Code of Conduct](#) that clearly defines our ethical and compliance expectations, extending not only to our employees but also to the third parties we collaborate with. Code of Conduct is readily available to all stakeholders, including all employees across the Group, through our website.

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 a member of the Eczacıbaşı Group, we uphold the highest standards of business ethics and legal compliance, which are the cornerstone of our operations. Responsibility for overseeing ethical behavior, conducting internal audits, and ensuring legal compliance is entrusted to the Audit Group, CHRO (Chief Human Resources Officer), Legal Department, and the Compliance Committee throughout the Group.

We fully embrace a zero-tolerance policy against discrimination, bribery, and corruption, in line with the Group's commitment. Our top priority is to create a fair and equitable workplace where employees' human rights are respected, and business practices remain free from any violations. We strictly prohibit practices such as child labor and forced labor, ensuring that all recruitment processes and procedures are conducted without discrimination based on gender, language, belief, or ethnic origin.

In addition, we are dedicated to protecting our employees' rights to unionize and support building constructive and productive relationships with trade 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 fully embrace the principles of the UN Global Compact, to which the Eczacıbaşı Group is a committed signatory. We also enforce a strict zero-tolerance policy on bribery and corruption across both public and private sectors. In line with company policies, we expect all employees and business partners to refrain from any involvement in bribery, illegal commissions, or other corrupt practices, whether directly or indirectly through family members.

Compliance with applicable laws and regulations, including those of the countries where Eczacıbaşı Group companies operate, is rigorously ensured. Additionally, employees are required to reject any form of benefit, such as gifts, discounts, or entertainment, regardless of value.

We are equally dedicated to protecting the rights of our employees to unionize and organize, fostering productive relationships with trade unions. The Group Human Resources Handbook provides detailed information to employees on human rights, freedom of association, and our core values and codes of conduct.

In cases of suspected violations, especially regarding bribery, corruption, rights violations, or conflicts of interest, it is the responsibility of every employee to report such matters to the Compliance Committee through designated channels. These reports are thoroughly reviewed by the Committee with strict confidentiality. Investigations are conducted by appropriate personnel, who gather all necessary information and interview relevant parties. Each case is assessed individually by the Committee, considering factors such as intent, past conduct, the severity of the violation, and potential reputational or financial harm to the Group. Based on these assessments, the Committee determines the appropriate disciplinary action.

Employees have multiple avenues to report violations, including 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>). Reports should contain sufficient detail, including the timing and nature of the suspected violation, along with any supporting documentation, to enable the Compliance Committee to conduct a thorough evaluation.

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](#)

Employee Communication and Training

Our goal is to ensure that that all employees understand the standards and regulations relevant for their roles. We provide comprehensive training and open lines of communication to clarify how these rules apply in day-to-day work.

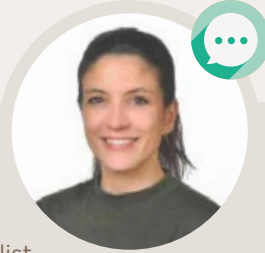
Whilst we expect our current employees to have already completed this training, we ensure that all new hires receive the training within their first month of employment. As of 2023, **107 hours** of Code of Conduct training and **242 hours** of Anti-Corruption and Bribery training have been received by our employees.





Perspective of Our Stakeholders

Müge Ergand Dinçer
Birgi Mefar Group
Strategy& Corporate
Relations Senior Specialist



I currently work as a Strategy& Corporate Relations Senior Specialist at Birgi Mefar Group. Our company has enjoyed a robust and dependable partnership with Gensenta for over 25 years. We have not had any negative experiences in this process thanks to the value Gensenta attaches to collaboration and its operational reliability. I am highly impressed by their approach to sustainability. Their strict adherence to environmental, social, and governance principles, as well as their ability to adapt to rapid changes in the sector, demonstrate a significant commitment to excellence in the pharmaceutical industry. I can confidently affirm that their approach to sustainability, which empowers stakeholders, has significantly enhanced my sectoral expertise and instilled a renewed sense of optimism for the future. I am confident that their dedication to sustainability objectives will persist and that they will uphold their pioneering approach to environmental and social issues. I am confident that Gensenta will continue to make a significant and unique contribution to the development of a sustainable future in the sector.

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.

We strive to create a healthy and prosperous world for future generations by embracing the principle of sustainability. This approach encompasses both our internal operations and our supply chain, placing a production philosophy that honors the environment, employees, and society at its core. We expect our suppliers to adopt a similar mindset to uphold exceptional standards in our supply chain activities. We conduct thorough evaluations of our suppliers, assessing their sustainability practices and procurement standards, with periodic audits as part of this review process. As a member of the Eczacıbaşı Group, we implement the Group's supply chain management policies, which address various issues such as child labor, forced and compulsory labor, human rights, and ethical concerns, ensuring adherence at every stage of our supply chain operations.

Our approach to supplier selection is guided by the principle of prioritizing purchases based on existing global or local contracts and operational standards within our group companies whenever possible. In the supplier selection process, we consider various criteria, including capacity, quality management, technology, production efficiency, cost, market position, adherence to delivery timelines, financial stability, after-sales support capabilities, environmental practices, energy efficiency, occupational health and safety awareness, as well as references and experience. Additionally, when choosing suppliers, we prefer those that offer ongoing maintenance and repair support, are covered by warranties, and meet ISO and TSE quality standards. If an exclusive distributor or in-group company is involved, we select the supplier with the most favorable terms and conditions.

The organization oversees the criteria and procedures for assessing energy performance throughout the planned or expected lifespan of energy-using products, equipment, and services that significantly impact our overall energy efficiency. Supplier selection for purchases influencing energy performance is based on the availability of equipment that meets specified criteria, confirmed by the requesting units and aligned with the life cycle criteria outlined in our energy management system procedures.

In the reporting period, we have a
total of **2,314 suppliers**
1,758 of which are
local suppliers.



Economic Sustainability

We are guided by the conviction that ethical business practices form the cornerstone of long-term, sustainable development. This principle influences every aspect of our operations, from investment strategies to product offerings. We are firmly committed to advancing a comprehensive sustainability framework that integrates economic, environmental, and social dimensions. By pursuing growth and embedding sustainable practices into our operations, we believe this is the only path to lasting success and meaningful contributions toward a better future for all.

Economic and Financial Performance

We are strongly committed to enhancing competitiveness and delivering sustainable value to all our stakeholders.

Gensenta, which exports to 28 countries across three continents, became part of the Eczacıbaşı Pharmaceutical and Industrial Investment Co., family at the end of 2022, significantly accelerating our international sales. Following the completion of all integration processes in early 2023, our exports reached €54 million.

This year, our financial statements were adjusted to account for inflation. As Eczacıbaşı Pharmaceutical and Industrial Investment Co., our total revenue grew by 87% to TL 6.5 billion, with a net profit of TL 2.7 billion. Additionally, our gross profit rose by 103% compared to the previous year, reaching TL 2.2 billion.

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





4

Investing in Planet

It is of the utmost importance that we take prompt and decisive action, as well as implement robust measures, in order to proactively prevent the potential adverse effects of climate change. Investments in renewable energy sources, a shift toward a low-carbon economy, the embrace of a circular economy approach, and an enhancement of resource efficiency are vital for safeguarding the habitability and wellbeing of our planet for future generations.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we have implemented significant measures to minimise the negative impacts of our operations on the climate and the environment, and are dedicated to the development and implementation of cleaner and 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. Simultaneously, shifting away from reliance on high-carbon fossil fuels and embracing renewable energy sources is of paramount importance for us to address climate change and transition to a low-carbon economy.

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Climate and Environment

The issue of climate change represents a significant global challenge that affects many aspects of our lives with impacts that are becoming increasingly evident on a daily basis. The Global Risk Report 2024 reveals that five of the ten global risks over the next decade are closely linked to environmental risks.¹ It is becoming increasingly clear that urgent action is required to ensure the continued habitability of our planet for future generations.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are committed to fulfilling our responsibility in the most effective way possible, with a view to preventing the permanent effects of climate change on our planet through our ongoing practices. We direct our efforts toward the implementation of energy-efficient solutions, the reduction of waste and water pollution, and the pursuit of initiatives that contribute to a low-carbon economy.

¹ [The Global Risk Report 2024](#)

“

The most challenging aspect of 2023 was the significant disaster we faced. As a health group, we were committed to providing support in the aftermath of the earthquake, working tirelessly to provide assistance where we could. Concurrently, a review of our emergency equipment and disaster rescue teams was conducted, and our training programmes were updated in line with the new insights gained. Additionally, we have initiated earthquake retrofitting operations at our site and are implementing projects to ensure the uninterrupted usage of our production facilities.

The year 2023 marked the commencement of the Eczacıbaşı integration process, which involved the integration of Eczacıbaşı Pharmaceutical Marketing and Gensenta. Throughout this process, we have conducted a comprehensive review of all our processes and identified areas that require development and transformation. We have also revised our strategy with a customer-oriented focus. In recognition of our responsibility to cocreate the future, we have initiated a more accelerated pace for our sustainability projects. Despite the economic challenges, we remain committed to our investments in people and the environment. We are taking firm steps towards becoming an even more environmentally sensitive company by reducing our use of resources. Moreover, we are reducing our

greenhouse gas by purchasing renewable energy and implementing energy-saving projects.

We are currently in the final stages of defining long-term GHG reduction targets. Following the implementation of improvements to our water consumption, we have successfully reduced our water usage. In addition, we are also contributing to the circular economy through the zero-waste certificate and separating our wastes at source.

”



İrem Yenice Gensenta COO

The [Environment and Climate Change Policy](#) of the Eczacıbaşı Group assesses risks and opportunities regarding climate change and the environment and environmental and climate change impacts of the Group's companies are defined. As Eczacıbaşı Pharmaceutical and Industrial Investment Co, we ensure compliance with sustainable standards and group policies in all our operations.

Our Yenibosna and Şekerpınar facilities conduct their operations in alignment with the [ISO 14001 Environmental Management System](#). Accordingly, we are pleased to share that **100%** of our Gensenta production facilities have **ISO 14001 Environmental Management System Certification**. Furthermore, the ISO 50001 Energy Management System was implemented at the Gensenta Yenibosna pharmaceutical production facility in 2023. Following an independent external audit, the system was certified as compliant with the **ISO 50001 standard**. We also align our operations within our Gensenta Yenibosna facility with the energy management system procedure. In this regard, we have adopted a systematic and sustainable approach to our energy management and environmental operations, ensuring compliance with internationally recognized standards.

Environmental responsibility is a core value that guides our corporate culture and motivates us to pursue continuous improvement in all aspects of our operations. In close working collaboration with the Eczacıbaşı Group Sustainability Coordination Board, special working groups on energy management, water management, the circular economy, sustainability performance management, climate change policies, and sustainability communication have an important role in the effective management of the process through active coordinate with the Eczacıbaşı Group.

These working groups are responsible for ensuring that the Group's ESG strategies and policies are aligned with the objectives and action plans is responsible for its transformation. By fostering collaboration and coordination, we are steadfast in our pursuit of the requisite actions on our sustainability journey.

Perspective of Our Stakeholders

Canan Bağlı Gürsoy

Deneyim Çevre
Environmental
Consultant (Co-Founder)



I have been providing environmental consultancy support to Gensenta production facilities for six years. Gensenta is a company that demonstrates an exceptional ability to promptly identify and implement corrective actions in response to findings identified during facility visits conducted in accordance with legal requirements. Gensenta's robust feedback capability enables agile action in our processes, leveraging the power of communication. We are pleased to collaborate with Gensenta, which demonstrates sensitivity in water management, waste management, and energy efficiency in facilities. By undertaking numerous waste management projects, we have demonstrated effective waste separation management and are committed to reducing the amount of waste going to disposal.

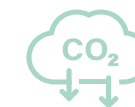
Energy Management and Carbon Emissions

GRI 2-29

Energy represents a crucial component of a facility's operational processes and it also represents a substantial source of carbon emissions. In this respect, we recognise the importance of focusing on energy efficiency, enhancing efficiency and minimize our carbon footprints are pivotal role in the endeavour to combat climate change. In accordance with this objective, we are committed to reducing the direct and indirect impacts of energy consumption in our operations.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we are committed to facilitating the transition to a low-carbon economy, with a particular focus on accelerating this transition in a manner that is both sensitive and diligent. At the end of 2023, we have initiated our efforts to formulate the **Low Carbon Transition Roadmap** according to European Commission Low Carbon Economy By 2050 Road Map², which includes development of a detailed GHG emissions inventory, development of the long-term climate strategy toward long term targets along with appropriate interim goals, and adoption of climate-risk assessment as part of our governance. Through this project, we shape our efforts are directed towards the objective of reducing carbon emissions, with a view to creating a low carbon economy.

60.5% CO₂e*
emissions reduction
compared to
base year (Scope 1+2)



In accordance with our environmental performance for 2023, our total energy consumption was **40,947 MWh** ✓. We achieved a **10%** reduction in energy intensity compared to the compared to base year (2021), resulting in an energy intensity level of **163.43 MWh/ton** ✓ of product.³ By the end of 2024, our energy intensity per ton of product is targeted to be 157 MWh/ton.

We are fully aware of our responsibilities in the management of emissions released into the atmosphere as a result of all activities in our Gensenta Yenibosna facility. In this respect, we adhere to 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.

As Gensenta and Eczacıbaşı Pharmaceuticals Marketing, our total Scope 1 and Scope 2 emissions are **6,128 tons CO₂eq**. Our Scope 1 and Scope 2 emissions have been reduced to a total of **9,369 tons CO₂eq**, representing a **60.5%** decrease compared to the base year of 2021. Scope 2 emissions recorded "**0**" (**zero**) according to market- based methods through our company's **renewable electricity procurement in 2023**. Also, we have achieved to reduce our Scope 1 emissions by **13.1%**, from **7,048 tons CO₂eq** to **6,128 tons CO₂eq**, compared to base year (2021).

Gensenta's Scope 1 and Scope 2 greenhouse gas emissions resulting from the consumption of electricity, natural gas and diesel are calculated in accordance with the Greenhouse Gas (GHG) Protocol. The Gensenta YEK-G has provided green electricity, thereby reducing electricity-related emissions to zero. Moreover, the total emissions were recorded at **4,260 tons CO₂eq**, with carbon intensity at **17.00 tCO₂e/ton** of product.

* Gensenta and Eczacıbaşı Pharmaceuticals Marketing

² https://climate.ec.europa.eu/system/files/2016-12/2050_roadmap_en.pdf

³ Energy-related data presented herein pertains exclusively to the operations of Gensenta Türkiye.

Our Energy Efficiency Projects

Mitigating the adverse effects of our operations on the climate and environment is a key business priority. We are therefore committed to pursuing energy efficiency and operational improvements to achieve this goal, which will deliver cost and energy savings as well as avoiding carbon emissions.

To enhance our performance, we implement optimizations to our operational processes, while simultaneously enhancing energy efficiency and reducing operational costs. In this respect, we are making our operations more efficient and investing in environmentally sustainable practices.

As an outcome of our improvement initiatives in 2023, we have realized cost savings of **TL 2.1 million***. We remain committed to the energy and water projects that we have initiated at our Gensenta Yenibosna pharmaceutical production facility in 2023. We are delighted to announce that our improvements have enabled us to save **831,964 kWh** of energy. Of these, 443,726 kWh represent the effect of projects initiated in 2022 on 2023.

Removal of the BL-1 water system

In 2023, we have commissioned the installation of a laboratory-type water system, which has replaced the existing system in the BL-1 building. The target of our project, in which we have invested TL 462,060, is to reduction of the energy consumption, which will result in estimated savings of **655,000 kWh** of energy and we aim to save **TL 2 million** cost annually.

TL 2.1 million*
annual cost savings



831,964 kWh
annual energy savings



Waste Heat Recovery Project



At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we are taking robust steps towards an advanced energy future by adopting a sustainable approach to energy management. By reducing our dependence on energy sources through waste heat recovery, we can make a valuable contribution to reducing our company's impact on the environment and minimizing our environmental footprint. In our ongoing commitment to sustainable practices, we are pleased to announce the launch of the Waste Heat Recovery project at our Gensenta Yenibosna pharmaceutical production facility in 2023. As part of this project, we guarantee that uncontaminated waste hot water at 80°C will be collected in the wastewater collection tank once all processes have been completed. The collected wastewater will be utilized once more in the steam system when required, and when such a use is not necessary, it will be transferred to the raw water tank and employed as utility water following the requisite conditioning.

The investment of **TL 1.4 million** in our project has resulted in savings of **9,794 m³** of natural gas.

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

Fan Motor Revision in Cooling Group

The chiller group condenser fan, which is required to provide a consistent supply of cold water throughout the production process in the factory, operates continuously provided that the system is in operation. In these conditions, the continuous activation of the condenser fan leads to overcooling and icing. In this respect, we initiated the fan motor revision project in the Cooling Group at the Gensenta Şekerpınar raw material production facility in 2023. Within the framework, the fan motor has revised to operate automatically based on the condenser water temperature and air temperature, ensuring it is ready for use when required.

Our initiative has made a significant contribution to the overall electrical energy savings, equating to **56,160 kWh** on an annual basis. Additionally, we repurposed materials from decommissioned equipment during the project implementation process, thereby avoiding additional costs. In light of this endeavor, as well as our energy savings, we are adopting an environmentally responsible approach and upholding our commitment to minimizing our negative impact on the ecosystem.

Relocation of the Raw Material Quality Control Laboratory in BL-1 building to the Other Pharmaceuticals building



At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we will relocate the areas serving the BL-1 Building in our Yenibosna facility in Gensenta to the other pharmaceuticals building in 2024. In this respect, we will take the necessary steps to deactivate the auxiliary plant equipment in the BL-1 building with a view to achieving a decrease in energy consumption by investing in TL 2.8 million. It will be also ensured that the Raw Material Quality Control Laboratory will operate in the same building as the other laboratories in the pharmaceutical building and will commence its functions without the need for auxiliary facility equipment.

The objective of our project is to achieve estimated saving of **2,618,000 kWh** of energy per year, representing a significant reduction in our energy consumption. By doing so, we aim to save estimated **TL 8 million** cost annually.

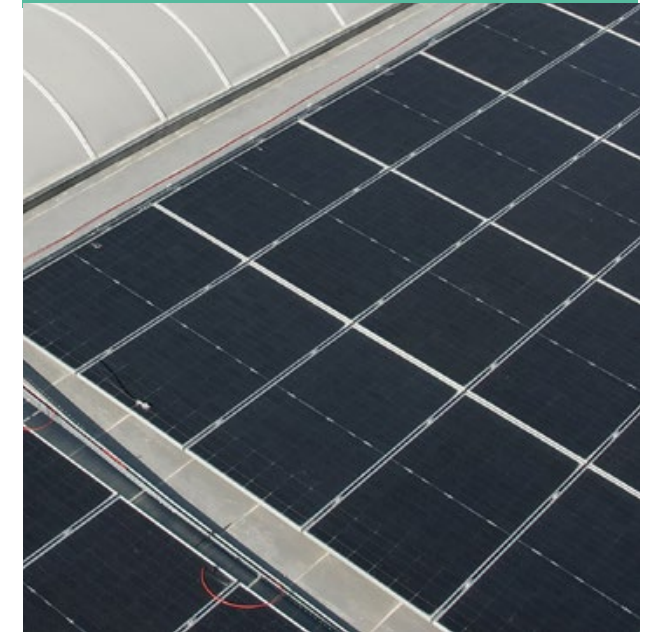
Renewable Energy

At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we recognise that embracing renewable energy is an effective contribution to reducing our ecological footprint and provides a significant contribution to global efforts to combat climate change. As part our efforts, we remain dedicated to the utilisation of renewable energy sources and are taking decisive action to pursue this endeavour by assessing all potential avenues that align with our low-carbon transition roadmap.

We are taking firm steps towards meeting our electricity needs from renewable sources for a cleaner future. Within this framework, we are pleased to announce that the installation of our **solar panel** will take place in the first quarter of 2025.

In our ongoing endeavors to achieve a sustainable future, we are fully committed to the promotion and expansion of renewable energy sources. In this respect, we adhere to our pledge of environmentally sustainable practices with regard to our energy consumption at Gensenta, with renewable sources providing approximately **48% ✓** of our total energy consumed.

100%
renewable electricity usage
in all our operations. ✓



Green Electricity Procurement



In light of our dedication to sustainability, 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.

Furthermore, we have also taken significant steps to ensure that the electricity consumed in 2023 was from renewable sources. We are delighted to share that procured all electricity consumption from renewable sources, aligning with our objective of promoting sustainable energy practices.

Water Management

As a finite and vital natural resource, water is an indispensable element for the continued existence of life on planet. In particular, the increasing demand for water caused by global population growth and the impact of climate change on water resources remind of the critical importance of effective water management in this process. Projections indicate that around half of the world’s population is currently experiencing severe water scarcity for at least part of the year. Furthermore, it reveals that one quarter of the world’s population is facing extremely high levels of water stress, utilizing over 80% of their annual renewable freshwater supply.⁴

It is crucial to prioritize the protection of water resources, promote efficient water usage, and implement water saving practices to overcome the challenges posed by these situations. In this regard, our ongoing efforts are centred on ensuring the efficient management of water resources and the enhancing water reuse within our operational framework.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we also collaborate closely with the Eczacıbaşı Group to implement comprehensive water management initiatives. The Group’s “Water Management Working Group” establishes specific targets and action plans for all companies within the Group. We provide monthly reports on our water consumption and the volume of water used per product to ensure transparency and accountability. We closely monitor water consumption from the grid and groundwater sources and the water consumption per ton of product. These data points are regularly reported to senior management and Eczacıbaşı Holding monthly.

We guarantee the effective management of water usage and wastewater generation resulting from activities conducted within our facilities. In this particular manner, our activities are aligned with the established water management procedure, and we ensure the implementation of structured and comprehensive process monitoring system.

As a consequence of our endeavours throughout the year at Gensenta, have led to a decrease in the total amount of water used. The 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 ✓**. This reduction in water consumption has resulted in a significant reduction in our water intensity, which has decreased by **3%** from **351 m³/ton** to **340.21 m³/ton ✓** compared to 2021. By the end of 2024, our water consumption per ton of product will be **303 m³/ton**.

Furthermore, the quantity of wastewater recycled in 2023 was recorded at **23,600 m³**, representing a **43%** increase compared to the previous year.



In 2023, we have conducted a comprehensive analysis in which we have measured water stress levels in the regions where we have extracted water. According to our assessment, a total of 87% water was extracted from extremely high-water stress locations and 13% from high-water stress regions according to World Resource Institute⁵. In light of these consideration, we are dedicated to creating more responsible and careful water usage habits in water-stressed areas with a view to achieving our sustainability goals.

As Gensenta, we are dedicated to effective water management and adheres to an efficient and responsible approach to wastewater generated after pharmaceutical production. As part of the scope;

- The wastewater generated by the our Yenibosna facility units is collected in separate lines, comprising both domestic and industrial effluents. Furthermore, we ensure that industrial wastewater is discharged after undergoing a process of treatment and that domestic wastewater is discharged directly into the İstanbul Water and Sewerage Administration (ISKİ) sewerage system.
- The wastewater generated by the our Şekerpınar facility units is collected in separate lines, comprising both domestic and industrial effluents. Our industrial wastewater is stored in tanks and transferred to the wastewater treatment plant. We also ensure that our domestic wastewater is discharged directly into the Kocaeli Water and Sewerage Administration (ISU) sewerage system.

Recognising the key role that water conservation plays in reducing our environmental impact, we are taking significant steps to minimise our water use through the introduction of water efficiency initiatives. In this respect, we actively contribute to the realisation of effective water management solutions through our efforts.

At Gensenta, we have taken an crucial step to ensure the most efficient use of water through the implementation of water efficiency initiative in 2023. Within this framework, we have ensured that wastewater generated by hot water processes is collected in an collection tank and subsequently reutilised in the steam system for recovery as domestic water. We are pleased to report that our project has resulted in a reduction of **5,000 m³** of water usage per year.

The implementation of projects at the pharmaceutical production facility in Yenibosna has simultaneously led to considerable savings in the consumption of both natural gas and electricity. These savings also have resulted in a notable reduction in water usage, with a total of **5,156 m³** saved.

⁴ [The United Nations World Water Development Report 2024](#)

⁵ [Aqueduct Water Risk Atlas](#)

80.62%

Non-hazardous waste recovery rate

99.40%

Packaging waste recovery rate

Circular Economy

The transition to a circular economy is a pivotal strategy for guaranteeing a sustainable and habitable future for the present and future generations. In this regard, the report also highlighted that moving towards a circular economy and taking a zero-waste approach is the only route to a safe, affordable and sustainable future.⁷

As part of our commitment to sustainable practices, we are dedicated to making a positive contribution to the transition towards a more circular economy. In line 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.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co, 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. This working group is responsible for setting goals, developing action plans, and monitoring progress towards achieving circular economy for all companies under the Eczacıbaşı Group.

As a result of our commitment to sustainable practices at Gensenta, we are thrilled to announce that we have achieved a substantial packaging waste recovery rate of 99.40%. Moreover, our non-hazardous waste recovery rate was notably successful, reaching 80.62% in 2023.

⁷ [Global Waste Management Outlook 2024](#)

“

By conducting sustainable product studies, we will ensure that our products are more environmentally friendly. Furthermore, we are intensifying our efforts to reduce carbon emissions in the logistics sector. The area of our company that has the greatest carbon footprint is our logistics operations. As Eczacıbaşı Pharmaceuticals Marketing, we will make efforts in this regard.

We have visited our suppliers with the objective of assessing their sustainability practices. By enhancing their sustainability perspectives, we will work towards creating a more habitable world together. Moreover, following the improvements made to our offices, we collect our recyclable wastes separately and send them for recycling. In this way, our activities contribute to the implementation of the circular economy. Moreover, our product packaging is made from paper sourced from industrial forests that are certified by the Forest Stewardship Council (FSC).

In the aftermath of the 6 February earthquake in Türkiye, we fulfilled our obligations and provided pharmaceutical assistance to the affected regions in collaboration with the Ministry. We also provided psychological support to the local population.

”



Başbuğ Öke
Eczacıbaşı Pharmaceuticals Marketing
General Manager

Waste Management

The issue of waste management represents a crucial concern for our planet, with the potential for detrimental effects on environmental pollution, ecosystem degradation and climate change. In accordance with the findings of the research, every year across the globe more than two billion tons of municipal solid waste is generated and the global generation of municipal solid waste (MSW) is estimated to have been 2.1 billion tonnes per year in 2020. Projection also suggest that global MSW production will increase by 56% to 3.8 billion tonnes by 2050 unless urgent action is taken due to a combination of economic and population growth.⁸

At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we are dedicated to the implementation of a comprehensive approach to waste management, with the objective of fulfilling its waste management commitments and contributing positively to the circular economy. Our efforts are shaped around the reduction of waste and pollution, the conservation of resources and the fulfilment of environmental responsibility in our processes.

We are continuously working to reduce the adverse effects that waste from our facilities potentially has on human health and the environment. Within this framework, we adhere to the our waste management procedure in our activities, thereby ensuring effective and appropriate management of all waste.

In alignment with the principles of the Eczacıbaşı Group, we are unwavering in our dedication to adopting a zero waste management across our entire operations. As a demonstration of our commitment to this endeavour, both our Şekerpınar raw material production facility and Yenibosna pharmaceutical production facility have been awarded the **Zero Waste certificate** by the Ministry of Environment, Urbanisation and Climate Change in the years 2021 and 2022, respectively. This certificate serves to our dedication to operating in an environmentally responsible manner, and serves to demonstrate that we fulfil the required criterias in our waste management processes.

The adoption of a zero-waste approach is also a pivotal step in our endeavour to foster a sustainable and circular economy. As part of our sustainability efforts, we have implemented a zero-waste management system which is firmly based on the principles of a circular economy strategy at our Gensenta facilities. In this respect, we also provide our employees the opportunity to gain a deeper understanding of the principles of the circular economy and to enhance their awareness of this through the Zero Waste training.

In Gensenta and Eczacıbaşı-Monrol in Türkiye operations, a total of 1,492.75 tons of waste* were generated, with **91% ✓ recycled** and **9% disposed** in 2023. We are proud to share that as a result of our efforts, we achieved **1,357.66 tons ✓** of recycled waste and **135.09 tons ✓** of disposed waste in 2023.

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

⁸ [Global Waste Management Outlook 2024](#)

87.44% of generated waste was **recycled**.



In Gensenta throughout 2023, we continued our unwavering focus on reducing our environmental impact and minimizing waste generated directly by our operations. A total of **1,461.2 tons** of waste were generated this year, with **87.44%** recycled and **12.56%** disposed. The implementation of an effective waste management approach has enabled us to achieve **1,277.7 tons** of recycled waste in 2023. Accordingly, we are delighted to report that our recycled waste amount has increased by **39%** compared to the previous year.

To minimise environmental footprint of our operations at each respective stage, we undertake the required action to ensure the effective management of our wastes generated at Yenibosna pharmaceutical production facility. As part of the scope;

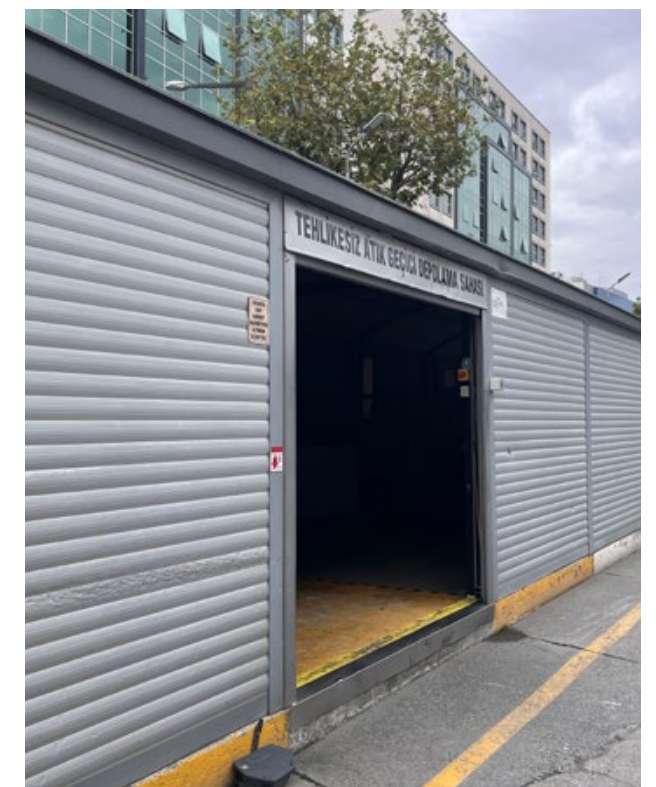
- We are dedicated to ensuring that all hazardous contaminated packaging and fluorescent wastes are landfilled with appropriate waste treatment methods. Furthermore, we have taken an active role in the disposal of these wastes, sending them to a recycling-licensed disposal facility that complies with all relevant regulations and since 2021 for our contaminated packaging and since 2023 for our fluorescent wastes.
- In line with our **cafeteria wastes compost project**, we are adopting the necessary steps for the effective management of our wastes. In 2023, we ensured that our organic wastes are composted in line with the relevant regulations by sending it to a recycling-licensed disposal facility.



At Eczacıbaşı Pharmaceutical and Industrial Investment Co, we ensure that we fulfil all relevant legal obligations related to the recovery of our packaging waste by utilising the “**Green Dot**” symbol on the packaging of our Gensenta pharmaceutical products offered by ÇEVKO.

The effective and efficient management of resources is a crucial aspect of our waste management approach. Thanks to the implementation of sustainability practices at our technical operations 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)*.

The amount of non-recyclable waste per kg of product was **decreased by 21%**.



* Waste-related data presented herein pertains exclusively to the operations of Gensenta Türkiye.



5

Investing in People

In our sustainability journey, we know that our own people are the key point of our business. We adopt a people-centered approach that values human health, wellbeing, and employees. We recognize the importance of investing in our employees as a key driver of our long-term economic and sustainability success. Therefore, we are determined to create a work environment that creates opportunities for our employees to continuously add value to both professional and personal development.

Providing a fair, equal, and safe work environment for our employees is among our most important responsibilities. We do not tolerate any discrimination; we believe that differences enrich the structure of the company.

We strive to improve the lives of all ecosystem stakeholders we interact with and create sustainable and meaningful change. With this awareness, we continue to take action to support the development, talents, and creativity of our employees and to encourage the inclusion of new talents in our organization.

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Equal Opportunity

At Eczacıbaşı Pharmaceuticals Marketing and Gensenta, we have more than 1,000 employees, 467 of whom are in Eczacıbaşı Pharmaceuticals Marketing, and 607 of whom are in Gensenta. We recognize our employees as the cornerstone of our long-term success. Our human-centered approach and commitment to fostering a culture of diversity and inclusivity empower our team members to drive sustainable value for the company. We are committed to providing equal opportunities to all individuals regardless of their gender, physical characteristics, political affiliations, or religious beliefs.



As Eczacıbaşı Group, we believe that being a responsible employer requires us to treat our employees with the utmost respect and dignity and to adapt to the latest developments in the world, and we act with the perspective of **“providing equal opportunities for everyone”** and offer all employees a fair, equitable, safe, and dignified working life. Therefore, we attach great importance to designing our human resources (HR) strategies and gender and equal opportunity practices in accordance with internationally accepted standards, including the United Nations Universal Declaration of Human Rights, the United Nations Women’s Empowerment Principles (WEPs) and the relevant decisions of the International Labor Organization (ILO).

Supporting gender equality and having a diverse workplace extends beyond adhering to an ethical obligation. In terms of developing precise solutions and having a deeper understanding of our patients’ and clients’ demands, we also see this as a strategic achievement.



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.

In addition, we aim to provide parents with the opportunity to share parenting responsibilities equally with the Day Care Assistance extended to all locations and offices of the group and the Paternity Leave that allows fathers to stay with their newborns for three weeks after birth and one day a week thereafter.

We continue to promote gender equality in all areas of our operations. We aim to promote a workplace culture that values and supports diversity and inclusiveness. Therefore, we evaluate all our projects, practices, and operations from a gender-balanced perspective.

Our commitment to gender equality and equal opportunities has been further strengthened 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.

This policy applies to every company in our organization from the top to the bottom. We ensure that our suppliers and business partners comply with the guidelines set out in this policy.

We are aware 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.

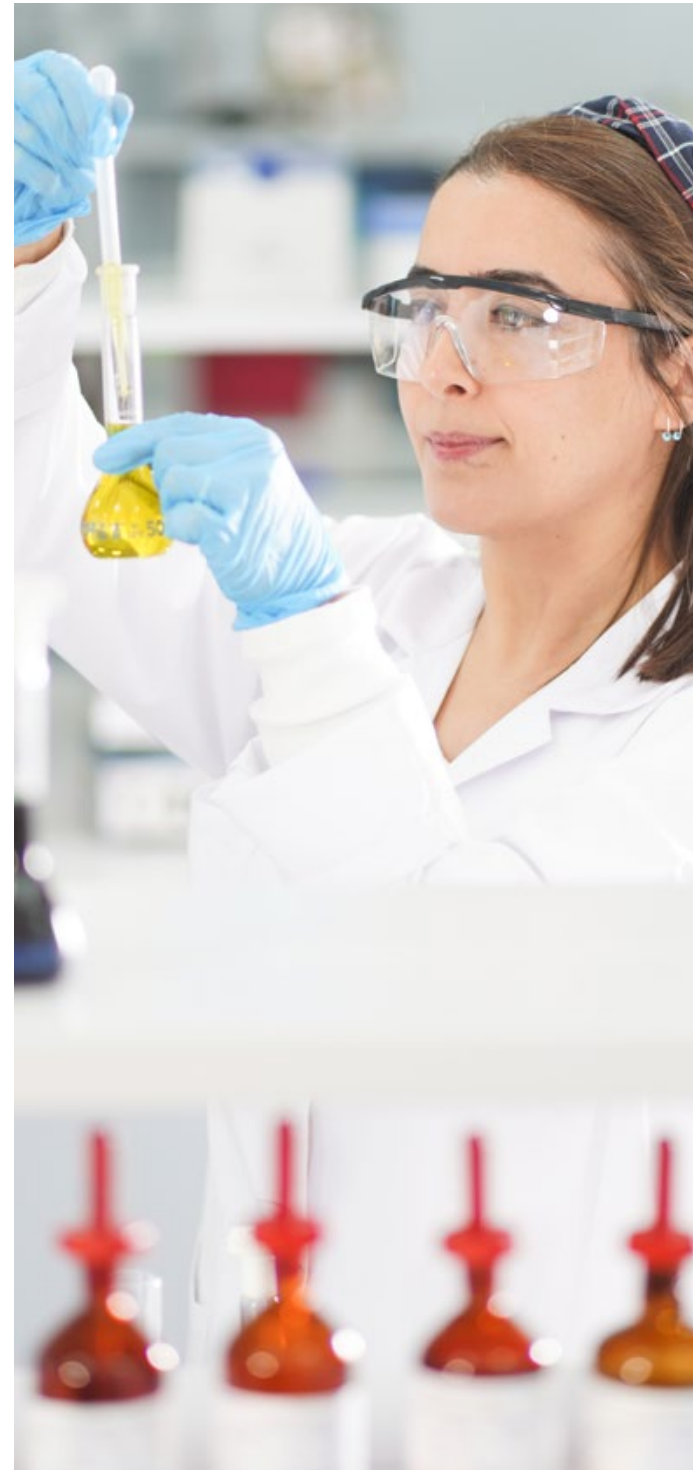


Equal, Diverse and Inclusive Workplace

For the Eczacıbaşı Group, differences are a source of wealth. We are committed to creating an environment where different ideas and thoughts are represented on different platforms, where they are freely discussed and put into practice, and where equality, diversity and inclusion thrive.

We provide our employees with a healthy, peaceful, and safe work environment free from all forms of, violence, harassment, pressure, and threats. The mechanisms to be applied in the event of any violation are explained in the [Eczacıbaşı Group Code of Conduct Guide](#).

We work to take measures to ensure balanced gender representation in our operations and management bodies in our organization and to carry out development and support activities aimed at ensuring that women are included in the company's senior management levels and decision-making executive roles.



Perspective of Our Stakeholders



Gökhan Günver
Ekol Logistics
Solution Sales and
Account Management,
Healthcare Department Leader

During our six-year partnership with Eczacıbaşı Pharmaceuticals Marketing and Gensenta, we have not encountered any issues or negative experiences. Our ability to manage processes harmoniously, while maintaining mutual understanding and support, has been of significant benefit, particularly in the face of recent economic challenges. Moreover, in alignment with the sustainability policies unveiled in 2023, initiatives such as promoting gender balance and reducing carbon emissions are proving to be beneficial for the environment and facilitating our climate change mitigation activities. Cooperation with Eczacıbaşı provides mutual growth and development in the sector and other stakeholders in both logistics services and joint business models. In the future, considering the foreign capital ratio in the pharmaceutical and logistics sectors, I hope that both Turkish companies will continue to cooperate in various fields for a stronger future.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we believe that providing diversity in terms of knowledge, different skills, backgrounds and experiences, and perspectives in our Board of Directors will positively contribute to the Company's activities and the effective functioning of the Board of Directors. Eczacıbaşı Holding Equal Opportunity Committee monitors the target achievement rates and improvement areas in the organization. These priorities are also considered in determining the candidates for our Company's Board of Directors. The rate determined for the women employee ratio in management **for 2025 is 37.5%**. Currently, the women member ratio on our Board of Directors is **16.67%**. A minimum of 25% women member ratio and determining time specific to the Board of Directors are among our targets. The Equal Opportunity Committee monitors the target achievement rates and improvement areas in the organization.

Thanks to our dedicated work, we continue to make significant progress towards these goals. In 2023, **41.2%*** ✓ of our total workforce consists of women in management positions. The women share in total employment is **39.7%*** ✓, and the women rate among new recruits is **51.3%*** ✓. Moreover, the presence of women in STEM and value generated roles is an important development towards gender equality and serves as a role model for young women, encouraging more women to pursue careers in these fields. As Eczacıbaşı Pharmaceuticals Marketing, while **76 women** were employed in value generated roles, representing an **15.15%** increase compared to the previous year. As Gensenta, among our employees in a total of 52 STEM positions, 25 of whom are R&D employees and 27 of whom are engineers, the rate of women in STEM positions is **40.38%**. Additionally, 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.

Our Remuneration Approach

A crucial aspect of ensuring equal opportunity in the workplace is the utilization of objective criteria in remuneration. Eczacıbaşı Group guarantees that there is no discrimination based on religion, language, race, or gender in the compensation policy of employees in similar positions.

As part of Eczacıbaşı Group, we are also firmly committed to the principle of **“equal pay for equal work”**. We share this commitment and rigorously adhere to the Group’s remuneration policies, which guarantee that all our employees are compensated fairly and impartially for their work, regardless of their gender, race, or any other personal characteristics. Furthermore, our remuneration system and practices for board members and senior executives with administrative responsibilities are defined by a [Remuneration Policy](#) that is aligned with the relevant regulations set forth by the Capital Markets Boards.

The basis of compensation management in Eczacıbaşı Group is based on determining wages by considering the education levels, competencies, performances, and market values of employees. In this context, the Human Resources Group Presidency of Eczacıbaşı Group, which our company is a part of, conducts market wage research every year through independent research institutions and, in line with the consolidated data obtained, the wage structures of each institution under the control of the Group are compared by considering non-Group institutions, and the senior management of the institutions are informed separately. Since all information regarding wages is personal, confidentiality is essential in this regard and our employees are requested to be meticulous about this issue. This approach not only ensures fairness and equality in the workplace but also appeals to talented individuals who prioritize these principles.

We actively monitor the gender pay gap ratio as a vital indicator of gender equality. In 2023, our female employees earned 102.3% more than their male counterparts. This figure showcases our continued progress and commitment to gender pay equity.

Human Rights and Union Rights

While operating in the health sector, respecting, and protecting human rights is important for us. We prioritize the wellbeing and rights of our employees by strictly adhering to the [Eczacıbaşı Group Human Rights Policy](#), which is compatible with international and national standards. Our aim is to create a peaceful, safe, transparent, equal, honest, fair, and honorable working environment and to encourage high employee participation.

In line with the values of our Group, we maintain an anti-discrimination policy throughout the recruitment process and subsequent human resources procedures and ensure that no individual is subject to discrimination on the basis of race, color, gender, religion or sect, marital status, sexual orientation, gender identity, political view or affiliation, ethnic identity, health status, family obligations, domestic violence, economic status, union activities or affiliation, physical disability or age.

The fundamental human rights principles of the Eczacıbaşı Group are to provide its employees with a dignified, peaceful, safe, transparent, fair, honest, and equitable working environment. We act in accordance with ethical principles and human rights while determining the wages and fringe benefits of our employees, starting from the recruitment, promotion, and career processes. In line with the Eczacıbaşı Group, we offer our employees a comprehensive range of benefits such as marriage support, food aid, transportation aid, pre-school education fee, health insurance with maternity coverage and generous maternity/paternity leave.



At the Eczacıbaşı Group, human rights violations are not tolerated, and we refrain from being a party to these violations. We have a zero-tolerance policy against child labor, forced labor and compulsory labor and actively work to prevent and eliminate such practices in our company and with our business partners.

We value and respect our employees’ rights to unionize and organize and recognize their freedom to exercise their union rights. In addition, political activism is not only a constitutional right but also an internationally recognized human right. At Eczacıbaşı Group companies, we defend the constitutional right of our employees to engage in lawful political activities individually and voluntarily. We maintain neutrality regarding political views or ideologies and prohibit the use of company resources to support political parties, candidates, or movements. For more information, please refer to [Ethics and Compliance](#).

Eczacıbaşı Group’s Human Rights Policy address the following areas:

- Prevention of Child Labor and Forced Labor
- Zero Tolerance for Violence Discrimination and Harassment
- Equity, Diversity and Inclusion
- Healthy and Safe Working Environment
- Work Conditions
- Supporting Employee Development
- Protection of Privacy
- Right of Organization and Collective Bargaining
- Taking part in Political Activities

Attracting, Developing and Retaining Talent

The success of our company is dependent on the cultivation and retention of a highly motivated workforce with the necessary skills to drive our business forward. Our approach is built on a foundation of continuous learning and self-development. We believe that a well-educated, adaptable, and growth-oriented workforce is essential for aligning with our corporate culture and driving our progress.

Our one of the main objectives is to attract, develop, and retain exceptionally talented individuals. In line with our objective, we are investing in the professional development of our employees and fostering a sense of belonging within the company, thereby contributing to our overall success. We closely monitor the evolving demands of our business and society to ensure we meet our objective. We remove obstacles for our employees and ensure they are adequately prepared for the diverse opportunities we offer by investing in their professional growth and providing them with the necessary tools and resources.



Furthermore, we make sure our diverse talent pool is used to its fullest potential by actively promoting career development across different positions within the wider Eczacıbaşı Group. We hold regular career development interviews to engage in meaningful conversations with our employees, acknowledging their aspirations and expectations. This approach supports professional growth and fosters job satisfaction by aligning individual goals with our organizational objectives. By providing guidance and support, we aim to maximize the potential of our employees and enable them to thrive in their careers.

Continuous Learning and Development

We are aware that our employees are the most fundamental element of our success. At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we strive to inspire our employees to develop their existing skills and to help them gain new talents. In this context, we aim for a work culture where there is continuous learning and development.

Our talent management approach is shaped within the framework of creating a motivated and talented workforce that is compatible with teamwork and has leadership qualities that will enable them to contribute to the achievement of our company's strategic goals and sustainability.

After the career and individual development planning meetings held every term, we provide comprehensive continuous improvement with functional in-class trainings, first-hand learning with project teams, training assignments from digital channels, mentoring and reverse mentoring initiatives that we offer to our employees.

In Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye operations, an average of **31.89 ✓** training hours per employee and **0.7 ✓** training hours per talent were achieved in 2023*. In addition, we provided an average of **33.6** training hours per employee at Gensenta and an average of **33** training hours per employee at Eczacıbaşı Pharmaceuticals Marketing, with 0.5 training hours per talent. This year, we increased the impact of our training initiatives by integrating development plans and competency assessments into our training processes. Through these training programs, we are committed to encouraging the professional development of our employees and ensuring that they are well prepared to succeed in their current or future roles.

A number of significant projects have been implemented in 2023, including new training programs, mentoring and internal coaching projects, and employee experience projects.

In our Gensenta production facilities, we provide our employees with continuous training opportunities with modern technology in accordance with the world-class **“Current Good Manufacturing Practices (cGMP)”** and **“Current Good Laboratory Practices (cGLP)”** rules.

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

Attracting the Best Talents

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.

We provide an equal competition environment for all candidates, free from all kinds of discrimination and prejudice. We provide equal opportunities to those who have the competencies (knowledge, skills, behavior) required by the job and who will adopt and live the Group values and ensure that they are evaluated consistently.

Our aim is to bring in people who are highly educated, open to innovation and change, have entrepreneurial talent, dynamic, have the potential to develop themselves and their jobs, can work in teams, and will adopt and protect the Eczacıbaşı Group values.

We recognize the value of attracting external talent to meet evolving and changing needs and continue to advance opportunities in our workforce. 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. In 2023, the ratio of employees who left voluntarily remained at **8.2%**, even though our overall turnover rate was recorded **13.4%**.

Recognizing the creative and inspiring potential of young talents, we remain committed to providing them with valuable opportunities to shape the future, showcase their talents and create a positive impact through engaging projects.

We passionately believe in nurturing the talents of young professionals and providing them with the platform and resources they need to lead the success of our company. We are also happy to interact with young talents in various ways and welcome young talents to our company.

Career Test Drive and Career Experience Drive

Career Test Drive is an internship program developed for students who are in their third year of undergraduate studies and first year of graduate studies at universities and are moving on to their final year of undergraduate and graduate studies. This program offers promising students the opportunity to work part-time till graduation, providing them with real work experience and various employment-oriented opportunities.

Interns, who are referred to as “pilots” in the program, work on projects under the guidance of their mentors for at least the summer term. Thus, they have the to get to know the Eczacıbaşı culture, business approach and processes. As in all human resources practices, training development activities are also associated with the Group’s strategic goals and priorities. Current and future organizational and individual needs are taken into consideration, and the managerial and professional development needs of employees are accordingly determined.

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. Subsequently, the projects were evaluated by a panel of 27 mentors and managers. The final stage involved selecting the projects deemed “Inspiring Projects.” These projects were presented to the participants at the graduation ceremony held at the Eczacıbaşı Holding at the end of September.

Career Experience Drive internship program has been developed for undergraduate and graduate students in their final year of university. Those who gain real work experience by working part-time until graduation will be given priority in open positions throughout the Eczacıbaşı Group after graduation.



Performance and Career Development

Performance management is accepted as the basic approach in Eczacıbaşı Group. With this understanding, performance evaluations are very important to see the career progress of our employees, to encourage the personal development of our employees and to optimize our human resources. In alignment with the Eczacıbaşı Group, we implement a comprehensive three-phased 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 appreciate employees who show superior performance differently from others.

In 2023, the Eczacıbaşı Group embraced Leadership Behaviors aligned with Group strategies, foundational and transformative values, strengths that contributed to its achievements, competencies required for the future, and universal leadership principles. Crafted with the collective wisdom of Eczacıbaşı leaders, these behaviors will shape every Eczacıbaşı Group employee's approach to themselves, their team, and their business.

The roll-out process of Leadership Behaviors, anchored in a feedback culture, entailed comprehensive training sessions on effective feedback for all management teams. Within the 360-degree and competency evaluation processes, which integrate leadership behaviors.



Employee Engagement

We recognize that employee performance and abilities are the primary drivers of our success. 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.

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). As part of this initiative, teams set goals. Departments that achieve their goals receive monthly success bonuses in accordance with the principles specified in the program.



In addition, we recognize the importance of creating an engaging and supportive work environment for our employees. 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., we prioritize the health, safety, and wellbeing of our employees. We implement defined methodologies, procedures, and robust control mechanisms to ensure the wellbeing of our employees and their families, as well as our social environment and stakeholders. We are fully committed to ensuring our workplace is healthy and safe, which forms a key part of our overarching responsibility to our employees. By providing an environment that prioritizes the wellbeing of our employees, we are investing in their long-term success.

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. The Eczacıbaşı Group OHS Committee is responsible for monitoring, reporting, and determining good practices to improve OHS performance.

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.

To guarantee a systematic, secure, and concrete safety strategy, we have integrated the **ISO 45001 Health and Safety Management System** into our Gensenta production facilities. 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.

Health, Safety and Wellbeing

One of the most key elements of demonstrating our commitment to sustainability is to ensure the safety of our employees. By guaranteeing their safety, we can ensure not only the prevention of injuries and accidents but also the overall wellbeing of our employees. We consider the safety and wellbeing of our employees, their families, our social environment, and our stakeholders to be of the utmost importance.

We strive to provide comprehensive support for both the physical and mental wellbeing of our employees. 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.

To guarantee ongoing enhancement, we evaluate safety performance to ascertain the efficacy of our methodology and identify potential areas for improvement. To this end, we monitor two pivotal metrics that assist us in comprehending our safety performance: the Lost Time Incident Rate (LTIR) and the Total Recordable Incident Rate (TRIR).

Perspective of Our Stakeholders

Sevcihan Berber
Gensenta
Visual Control Operator



Gensenta's defining characteristic is its culture, which is characterized by a family like atmosphere. As part of the Eczacıbaşı Group, I evaluate Gensenta's success in employee experience based on the high motivation provided by the company's entertainment and sports activities. In terms of environment and occupational safety, I would rank Gensenta's building reinforcement works against earthquake risk, environmental sensitivity, waste collection and recycling support among the practices that stand out in the first place. The company I work for is extremely sensitive in the field of environment and occupational safety and carries out all necessary works meticulously. I believe that the current practices are already effective and sufficient in this respect, and there is no need for improvement. The three important features that I would recommend working at Gensenta are that the company works in accordance with the first quality standards, gives great importance to its employees in terms of occupational safety and offers a sincere environment like a family organisation. Gensenta maintains working systems that are open to innovation and compatible with the digital age. However, the use of artificial intelligence systems, which will soon enter our lives, in a wider range within the company can increase efficiency and provide a competitive advantage. I believe that this proposal will contribute positively to the future success of Gensenta.

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, employees received training in line with legal requirements regarding occupational health and safety. All subcontractor employees who will be working in our facilities are given Occupational Health and Safety Orientation Training before they commence their duties. During this training, all relevant legal and special health and safety conditions applicable to our facilities are conveyed. 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.

Community and Social Vitality

We are committed to finding sustainable solutions that enhance the wellbeing, growth, and prosperity of the communities within our reach through our active engagement with the community, strategic investments, and initiatives. Eczacıbaşı Group centers active community engagement in their approach to long-term development. By nurturing collaborative partnerships and integrating social initiatives into their business practices, Eczacıbaşı Group delivers meaningful benefits to society.

As a result of the Group's respect for society and the environment, we, Eczacıbaşı Pharmaceutical and Industrial Investment Co., continue our organization's tradition of serving in every aspect of social life. We share the pride of our organization's contributions in every aspect of social life.



Social Investment

Eczacıbaşı Group considers contributing to the development of society among its fundamental responsibilities. The Eczacıbaşı Group's social responsibility projects, awareness activities, and training programs are conducted in alignment with the company's core principles and values, with the aim of fostering greater awareness about sustainability and its significance.

One of Eczacıbaşı Group's primary mission is to support the advancement of social life in the areas of culture, arts, sports, education, science, and informatics.

It carries out its social services through institutions that it has directly established or in which it has taken an active role in the establishment and management.

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. Tens of thousands of citizens suffered injuries or lost their lives, homes, and loved ones. Eczacıbaşı Group allocated TL 100 million to AFAD donation, and TL 300 million in total to provide support in areas of impact, especially health, hygiene, and shelter needs, in the earthquake region that deeply affected eleven provinces.

A significant number of resources were allocated to the region affected by the earthquake. Medicine, extra food, and sanitary supplies were supplied to the area in corporation with the Turkish Pharmacists' Association (TEB), the Turkish Medicines and Medical Devices Agency, and the Ministry of Health. Throughout the year, we maintained our commitment to supporting our children's education, promoting maternal health and wellbeing, and encouraging the involvement of women in the local economy.



Career Events

As Eczacıbaşı Pharmaceuticals Marketing, we are engaging with young professionals who are in the beginning of their careers through various events. Company leaders meet with university students to share their experience in the sector. These interactions increase students' interest in the sector and help them gain valuable insight about the pharmaceutical sector. By fostering a connection between industry professionals and aspiring young minds, it is a vital responsibility to shape the next generation of talent in the pharmaceutical sector.

Additionally, we provide young professionals with the opportunity to gain valuable experience at the outset of their careers through our recruitment-focused "Career Test Drive" program, which offers a promising first step in their professional journeys.





Eczacıbaşı Sports Club

The Eczacıbaşı Sports Club was founded by Dr. Nejat F. Eczacıbaşı and Şakir Eczacıbaşı in 1966, with the aim of promoting and popularizing sports among the wider public and training professional athletes for the country.

The cooperation agreement made with Eczacıbaşı Women's Volleyball Team for Dynavit has continued in 2023. Eczacıbaşı Sports Club, which provides great support for the professionalization of women's volleyball in our country, has also made us proud by becoming the 2023 FIVB World Club Champion, which determines the most successful club in the world at the club level. Additionally, Eczacıbaşı Dynavit Women's Volleyball Team has achieved a remarkable triumph, becoming the first team in the country's history to win the 2023 FIVB World Club Championship for the third time.

In 2015, Eczacıbaşı Sports Club and ES Volleyball Sports Club joined forces to launch the "Future Spike" program, with the goal of promoting volleyball among young girls and expanding their access to sports. To date, the organization has introduced volleyball to over 20,000 young girls across 17 campuses in eight provinces. The 2023-2024 season welcomed 6,000 students. The remaining 2,500 are licensed athletes, and about 3,500 of them are enrolled in volleyball schools.

Eczacıbaşı Volunteers

As Eczacıbaşı Volunteers, we are committed to making a positive contribution to society. Since 2008, we have been implementing a range of engaging, innovative and supportive projects in key areas such as education, science, informatics, culture, and sports. Our goal is to enhance the emotional and cognitive abilities of students, while also enriching their learning experience. From the outset of the February 6 earthquake in Türkiye, Eczacıbaşı volunteers have been providing assistance to the affected region. In less than 24 hours, volunteers joined search and rescue teams. The donation campaign that was started immediately quickly exceeded €38,955. Many volunteers reached the disaster area to support relief efforts in the field.

In 2023, volunteers from Eczacıbaşı ran the Istanbul Marathon with the goal of raising funds for scholarships for female university students. They raised money for the Scholarship Fund, which the Turkish Education Foundation (TEV) and the Eczacıbaşı Group had founded. Seven college students will receive full-year scholarships with this sum. Eczacıbaşı Volunteers collected €5,648 in donations in three different donation marathons in 2023.

In addition to its earthquake recovery efforts, the organization conducted awareness activities for children on June 5th, World Environment Day, conducted a food donation campaign and shelter visits on October 4th, World Animal Protection Day, initiated a book and supplies donation campaign for primary schools, and launched a New Year's gift campaign for girls staying at the Koruncuk Foundation's Istanbul campus.



Culture and Arts

Istanbul Modern

Istanbul Modern, Türkiye's first museum of modern and contemporary art, has a mission to support the diversity of artistic expressions. It serves as a platform for sharing and transferring the country's artistic heritage on a global scale, and it brings together artistic productions from various geographies to Istanbul. Istanbul Modern, which opened its doors in its new building in 2023, was designed by Pritzker Prize-winning architect Renzo Piano. 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, such as the Istanbul Biennial, the Leyla Gencer Voice Competition, the Autumn Film Week Filmekimi, and the Istanbul Festivals of Music, Film, Theatre, and Jazz. 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. Gözde Korkmaz
- **Medical Students Project Award**
Muhammed Fatih Kırçalı and
Muhammed Miran Öncel

Contribution to Equal Opportunities in the World of Literature

The Dr. Nejat F. Eczacıbaşı Foundation launched the Beyhan Eczacıbaşı Women Writer of the Year Award Program in Youth Literature for the first time in 2023 to support the production of women writers in the genre of early youth literature and to contribute to equal opportunities in the world of literature. The award program, which was organized in dedication to Beyhan Eczacıbaşı's book 'Snow Tales,' which she wrote by taking inspiration from the tales she told her children, is open to all women writers who write works in the genre of early youth literature, novels, stories, or narratives. Gamze Pat was deemed worthy of the award with her book "How I Became a Detective" published by Bilgiyolu Kültür Yayınları in the ceremony held for the first time in 2023.

University and NGO Collaborations

University activities bring young talents together with employers, allowing them to discover their career paths, realize and develop their professional and personal talents, and gain valuable insights into the business world.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we care about actively interacting with universities to strengthen our employer brand and create a talented candidate pool for our internship and new graduate programs.

In this context, we continue to organize and participate in technical workshops, guest conferences, and career events throughout the year. Seeing the increase in the number of young people we touch and include every day also increases motivation in our work.

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

Eczacıbaşı Group, stating that “Young people have a special place at Eczacıbaşı,” established the Dr. Nejat F. Eczacıbaşı Education Scholarship Program in collaboration with the Turkish Education Foundation (TEV). The scholarship program, which was launched in the 2023-2024 academic year, provided educational support to 500 university students in its first year. Students included in the scholarship program will be supported with various education, career, and internship programs within the Eczacıbaşı Group until their graduation.

The Group will support career development with Bootcamp, competition, education programs, mentoring, facility and organization visits, as well as encourage young people to participate in social life with privileges in the fields of sports, culture and art.

The scholarship program, which started in 2023 by supporting **500** university students, includes distinct categories such as undergraduate scholarship (students who are in the top 20 thousand in the university exam ranking), superior achievement scholarship (students who are in the top 5 thousand in the university exam ranking) and for women students affected by the earthquake. The education scholarship and other opportunities to be given for 400 women students who were affected by the earthquakes that occurred on February 6 and who themselves or their families were in the earthquake zone will be an important support for women students not to have their education interrupted.



As Eczacıbaşı Pharmaceuticals Marketing, some examples of these collaborative activities:

- We were guests at the BioFormXI event attended by **300** students at Yıldız Technical University. We talked about our career experiences, the journey of continuous learning and development, and the importance of data and digitalization with the students.
- We were guests at the event attended by **400** students at Hacettepe University. We shared our career experiences with the students.

- We came together with Marmara University Business Administration students and talked about trends and developments in the pharmaceutical sector.
- We came together with students from the Faculty of Pharmacy in the “New Horizons in the Pharmaceutical Industry” series organized by the ISPE (International Society for Pharmaceutical Engineering) Student Union in December and had a pleasant conversation.



As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we recognize that our success depends on investments in emerging technologies, healthcare innovations, and sustainable practices. By dedicating our resources to innovation, entrepreneurship, research and development, digital transformation, and more; we are securing our long-term growth and ensuring that we contribute to the future of our industry.



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Innovation and Entrepreneurship

Our approach to innovation is based on the belief that lasting success can only be achieved within a corporate culture that cultivates curiosity, courage, and agility. Innovation is born in an environment where every voice is respected, and diverse perspectives are valued. Innovation in the pharmaceutical industry improves patient outcomes, creates new medicines, and addresses emerging medical needs. By leading innovation advances, it is possible to combat complex diseases, deliver safer medicines, and expand global access to healthcare solutions.

Innovation

At Eczacıbaşı Group, innovation comes from the essence that brings us to today and our common belief in a better future. Since the first day of our operation, we have maintained our innovative approach to the products we deliver. While our innovation journey, which started at Şifa Pharmacy in the early 1900s, 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.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., 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 variety of issues. We continue to develop new products, improve formulation processes, and focus on making it accessible to everyone.

From data accuracy to operational efficiency, we design new solutions to improve our processes in each channel. While developing projects with the responsibility of creating a corporate culture that fosters innovation, we prioritize the ones lining up with our sustainability goals.

EPM Business Technologists

We initiated Business Technologists project to enhance technology, data, and artificial intelligence (AI) literacy, within our company's business units. This initiative focuses on expanding the application of AI solutions across various operations. Business Technologists are employees outside of IT departments who build technology or analytic capabilities for business use. By leveraging our expertise, our program seeks to increase awareness and efficiency in utilizing AI-driven applications. Additionally, it aims to improve operational productivity through the integration of digital solutions. We are now transforming into 2.0 implementing our learnings from the first round.

Perspective of Our Stakeholders



Cem Baydar

Eczacıbaşı Pharmaceutical and Industrial Investment Co.

Health Group
Investments Director

One of the most distinctive aspects of Eczacıbaşı Pharmaceutical and Industrial Investment Co. is its commitment to fostering innovation and entrepreneurship in alignment with its core values. As a member of the Eczacıbaşı Group, I consider the practices carried out by Eczacıbaşı Pharmaceutical and Industrial Investment Co. within the framework of innovation and entrepreneurship to be very successful. When making a recommendation to work at Eczacıbaşı Pharmaceutical and Industrial Investment Co., we emphasize our commitment to transparency, employee loyalty and our status as an innovative and forward-thinking organization also believe that it is important for the future to include more experienced resources and managers with global business experience in the organization. By leveraging this approach, we can fully unleash our potential for rapid change and achieve global success.

Entrepreneurship

Entrepreneurship at Eczacıbaşı creates contemporary and new perspectives by asking different questions about our traditional ways of doing business.

Eczacıbaşı benefits by collaborating with entrepreneurial companies that are compatible with the innovation strategies of its organizations and serves as a bridge to discover new areas and business models for the future of the Group. With industrial organizations, our collaborations form the development of new products, and solutions.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we endeavor to demonstrate our commitment to the process by developing collaborative entrepreneurial solutions through our ongoing practices.

Dijitaliz 2023

In 2023, Dijitaliz event was hosted by the Eczacıbaşı Group, which reward successful in several different areas such as digital transformation projects.

YouTube



Dynavit Next Gen Website powered by AI & Precision Marketing

In order to better reach our consumers and follow the trends in consumer healthcare, we've increased our presence in online media with Eczacıbaşı's vitamin and mineral brand Dynavit. We decided to improve our website to become more user-friendly. Our goal was to create a website that is data-driven and innovative, where we integrated artificial intelligence at every step to meet the demands of both today and tomorrow.

Scientific and Data-Driven Approach:

A data-driven approach instead of intuitiveness is adopted to our work. Customer experience tests conducted with artificial intelligence before the site was even launched.

Accessibility: The accessibility of our website has been improved and chatbot has been launched to provide our consumers with the best information they seek faster and easier.

Content quality: Rich and high quality experience is reached with revised visuals and relevant content.

As a result we improved the consumer satisfaction and the performance metrics.

With our Dynavit "Next Gen Website Powered by AI" and precision marketing campaigns we've been rewarded both internally and externally.

Future of Cloud & AI 2023 - Best AI Project

Dijitaliz 2023 - Best AI Practice

Istanbul Marketing Awards 2024 - Digital & Technology

Golden Pulse 2024 - Best Healthcare Services Communication Campaign

Martech 2024 - Best Use of Technology in Digital Platforms

Brandverse 2024 - Best Corporate Website

Brandverse 2024 - Best Customer Experience



Research and Development

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we lead the pharmaceutical industry with our dynamic team and our R&D (Research and Development) investments with the goal of developing high value products throughout all stages of the pharmaceutical manufacturing process, from active ingredients to finished products.

We continually work to develop new products and further improve existing ones by prioritizing customer needs. Our new product development process begins with the procurement of raw materials and files by the purchasing team after the business development team determines the project, and then continues with the discovery of analysis methods in line with the information obtained from raw material sources. In this respect, we are expanding our product development process by initiating trial studies of appropriate formulations in collaboration with our in-formulation team. This collaborative approach enables us to swiftly respond to emerging market needs.

At Eczacıbaşı Pharmaceuticals Marketing, we are engaged in ongoing product development activities in collaboration with local companies and Gensenta, focusing on areas such as diabetes, dermatology, the central nervous system and urology. Our objective is to launch two new products in 2024.

Gensenta's future targets include:

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

In our production process, where we work responsively to customers, we implement projects aimed at becoming one of the leading companies in the field of consumer health with innovative methods such as the application of new dosage units, statistical inference methods, and evaluations of alternative production processes. Thanks to our dynamic R&D team of **33** employee¹, we are pleased to report a **33% increase** in our total number of **R&D projects**² compared to last year, **from 15 to 20**. Our focus on innovation has driven significant growth in our R&D efforts. This increase not only reflects our commitment to advancing healthcare but also positions us as a key player in addressing future challenges in the industry.

¹ The relevant value represents the sum of the number of employees in Yenibosna and Şekerpınar facilities.

² The relevant R&D project data's represent the total of Yenibosna and Şekerpınar facilities and Eczacıbaşı Pharmaceuticals Marketing.



We attach great importance to the fact that the products we develop are innovative, high quality and contemporary, as well as complying with the current economic situation, sustainability, and legal conditions. 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. As a testament to our dedication, we submitted **11 patents**³ applications in 2023. These efforts prove our commitment to leading the consumer health sector, constantly pushing the boundaries of what is possible in product development and production efficiency.

Recognizing that continuous innovation is the backbone of sustainable growth, we have made significant investments aimed at enhancing our research capabilities.

³ The relevant value represent including Eczacıbaşı-Monrol, Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

⁴ The relevant value represents the Yenibosna facility.

As a result of the importance we give to continuous improvement, our **R&D expenditure** increased by TL 32 million⁴ compared to last year. We are securing our place in the future of the sector with expenditures such as purchasing of tablet press machines to improve R&D formulation activities, purchasing Empower software for online HPLC (High Performance Liquid Chromatography) use, and integrating it with our devices.

Furthermore, we also ensured the interpretation of dissolution results with the application (GENDIS) developed by our team within the business unit. It is an application where the results of dissolution analysis of tablet and capsule form products produced in formulation development and commercial production are inserted, statistical comparison is made according to the reference product, and the percentage similarity of the generic pharmaceutical to the original pharmaceutical is mathematically measured and calculated.

Dynavit Multi-Daily; the multivitamin you're looking for!

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, Dynavit Multi-Daily product is manufactured with Eczacıbaşı quality and reliability. It is formulated to meet individual needs and scientific support requirements through a differentiated combination of ingredients in the right quantities.

Dynavit Multi-Daily is a stress management product that addresses the daily nutritional requirements with Rodiola Extract + Coenzyme Q10 and 13 vitamins + 7 minerals in a single capsule, offering a unique and competitive solution in the market.



Observational Study on DynaVit Collagen Quatro

Our objective was twofold: to assess the impact of nutritional supplements on patients with knee osteoarthritis and to validate the scientific foundation of Dynavit. Our observational study, the first of its kind for the relevant sector in Türkiye, was a prospective, non-interventional study conducted by 10 centers and 17 researchers, including 100 patients. It was approved by the ethics committee and followed the appropriate scientific standards. Our multi-center observational study, which included 100 patients, was completed in a total of 1 year. Each patient used a total of 200 boxes of Dynavit Collagen Quatro as one dose per day for eight weeks. Our scientific study, the first of its kind from Eczacıbaşı Pharmaceuticals Marketing, has been supported by numerical data.



Following an 8-week trial of our product, which includes a hydrolyzed type II collagen formulation not currently available on the market, patients with knee osteoarthritis exhibited a 57% reduction in VAS pain, a 63% reduction in WOMAC scores, and an increase in quality of life. The study demonstrated that Dynavit Collagen Quatro is an effective and safe dietary supplement. Our article, which outlines the details of our scientific study, was published in the Turkish Journal of Physical Medicine and Rehabilitation.

Additionally, our scientific study and Collagen Quatro product were recognized with the **“Vital Support Award in Food Supplements”** at the **2023 Golden Mortar Awards**.

And also, this project was rewarded internally by Eczacıbaşı Innovation Awards as the **“Specially selected Project by Eczacıbaşı employees”**.



For Eczacıbaşı Pharmaceuticals Marketing, we aim to continue collaborating with local companies and Gensenta in the fields of diabetes, dermatology, and urology, with the goal of bringing four new products to the market by 2024.

At Gensenta, our future goals are converting local and global opportunities in the sector into investments, enhancing technological and digital capabilities, expanding contract manufacturing collaborations, and accelerating research and development investments to introduce new products. We aim to adopt the rapidly changing dynamics and technologies of the global landscape.

Digital Transformation

Digital transformation plays a vital role in our business model at Eczacıbaşı Group. As Eczacıbaşı Pharmaceutical and Industrial Investment Co. , we maintain our lead in the sector by prioritizing digital transformation investments. Our investments offer different opportunities and shape the future of the sector.

Nex+Gen

Gensenta made cybersecurity enhancements a priority by focusing on operational technology and network layers. We adopted Eczacıbaşı Group's careful risk management practices while implementing AI use cases across our business units. As part of this transformation, we launched Nex+Gen project, transitioning our core ERP system from ECC to S4HANA. This shift opened new possibilities for improved process alignment, greater efficiency, and increased agility. We approached this project with a greenfield methodology to redesign our processes and clean master data. Through advanced analytics and accelerating the adoption of artificial intelligence, Nex+Gen marks a significant milestone in the company's digital transformation roadmap by unlocking so many data-driven automation potential.



Digital Transformation

Eczacıbaşı Pharmaceuticals Marketing is one of the leading organizations in the sector with its steady growth and with its investments increasing every year, its field staff with high commitment and competence, experienced in different treatment areas, widespread doctor/pharmacy access, its ability to quickly adapt to various business models, and its prioritization of digital transformation investments. These investments make it possible to implement target audience communications with 360-degree marketing strategies through multi-channel management.

As part of our efforts, we prioritize digital transformation, in order to make sustainable business practice possible. While continuing our path with the aim of increasing production competence day by day with the digital infrastructure we have established, we shape the industry with the global awards we have received.

The year 2023 was crucial for Eczacıbaşı Pharmaceuticals Marketing, in terms of enhancing capabilities in selected therapeutic areas, consumer healthcare products, and new work methodologies, especially digital transformation. Effective portfolio prioritization resulted in profitable growth. The company generated an additional TL 29.5 million in EBITDA from digital initiatives focused on achieving 10% Digital Engagement via three areas of strategic priority: HealthCare Professionals (HCP) Centricity, Consumer Centricity and Operational Efficiency Centricity. A significant development was the launch of Maestro, a new customer relationship management software designed to enhance data accuracy, segmentation, and operational efficiency, particularly within the physician and pharmacy channels.

We oversee the monitoring of digitalization initiatives and facilitate follow-up on ongoing projects within the framework of digital transformation efforts, ensuring that our digitalization initiatives are meticulously and efficiently monitored and that our ongoing projects are managed within the framework of digital transformation efforts. In light of our ongoing dedication to digitalization, we will pursue further investments in the digitalization at our production facility.

The development of our employees is of significant matter to us, and we therefore offer training opportunities in a variety of fields with the view to raising their awareness of digital matters. As part of this initiative, we provided **2,025 hours⁵** of training on **digital transformation** to our employees within the scope of Digital Transformation Conversations, GL'23, Digital Transformation and Agile Training, Digital Transformation Leadership Modular Development Program, and Gelecek Şimdiden in 2023.

We are also making sure that the enterprise architecture is ready for future digital transformation or data collection projects. A business technologist program of comprehensive training on data and AI literacy, initiated to offer staff members from different business divisions. Eczacıbaşı Pharmaceuticals Marketing also initiated the testing of 40 AI tools, integrating at least five of them into their business processes

⁵ The relevant value represent Eczacıbaşı Pharmaceuticals Marketing.

Product Responsibility

Ensuring drug safety and quality is one of our core responsibilities. We conduct all our activities in a way that prioritizes the health of the end consumer, the patient. Gensenta plays a pioneering role in the sector to improve the quality of life for patients and achieve its sustainable growth targets.



Product Quality & Safety

Gensenta is one of the leading companies in the healthcare industry with a dynamic R&D team and almost 100 years of experience in quality and manufacturing processes in sterile production, and it is the first producer of biosimilars in Türkiye with filling and replenishment capabilities. Gensenta's R&D center, located at the Yenibosna campus, features numerous laboratories, a pre-formulation laboratory and a pilot/commercial production area.

Medicinal products as well as new and comprehensive solutions produced in accordance with the world-class **“Current Good Manufacturing Practices (cGMP)”** and **“Current Good Laboratory Practices (cGLP)”** by combining state-of-the-art technologies with technical expertise and continuous training at Gensenta factories are enhancing the health and wellbeing of patients both in Türkiye and many foreign countries.

Additionally, all our products are tested using animal-free methods in accordance with the latest scientific and ethical standards.

In addition, Gensenta's production is GMP certified by various authorities according to the relevant standards. In parallel with the inspections carried out by the Turkish Ministry of Health as the local authority and the GMP certificates issued as a result of these inspections, we have also obtained GMP certificates from the Spanish (AEMPS) and Italian (AIFA) health authorities on behalf of the EMA (European Medicine Agency).

Furthermore, 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. The GMP certificates allow us to ship our pharmaceuticals to numerous markets worldwide. 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**.

Ensuring the safety of our products is one of our core responsibilities. Drug safety is the most important aspect of the pharmaceutical sector that can play a key role. For us, drug safety is our patient safety, so we ensure that all our patients are protected; however, certain groups of patients such as pregnant women, children and the elderly are given more care as they are considered vulnerable populations.

Gensenta's Pharmacovigilance Department conducts studies with the objective of detecting, evaluating, understanding, and preventing adverse drug effects and drug safety concerns. The department is responsible for monitoring drug side effects and safety-related risks by evaluating notifications from global health authorities, healthcare professionals and patients, and reporting them to the relevant Ministry of Health authorities when necessary. In addition, it aims to raise employee awareness by providing internal pharmacovigilance training and sharing information. Clinical trials are conducted with a limited number of patients and under varying conditions, which allows for the establishment of a drug safety profile through continuous pharmacovigilance activities in the post-authorization period. The objective of pharmacovigilance activities is to monitor the benefit/risk balance of drugs and to take the necessary measures to mitigate any adverse effects caused by drugs.

Perspective of Our Stakeholders



Eren İlemin
Nuvita
Pharmaceuticals
Factory Manager

Eczacıbaşı Pharmaceutical Marketing, focus areas are resource efficiency, environmental protection, and social welfare. To this end, they conduct meticulous studies in areas such as climate change, water management, waste management and product responsibility, which have recently had significant impacts on our country and the world. Additionally, they also attaches great importance to equal opportunities and occupational health and safety. It is a great privilege for us to work with a pioneering company in the field of technology and digital transformation. Their commitment to sustainability aligns perfectly with our objective of building a healthier future together. The collaborative R&D projects we have undertaken have enabled both customer access to innovative products and improvements in sustainability. Moving forward, we believe that reducing cardboard waste through a strategy of reducing the size of product packages will be a worthwhile endeavour.

7

Annexes

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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

GRI Content Index



For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of Use:		Eczacıbaşı Pharmaceutical and Industrial Investment Co., has reported in accordance with GRI Standards for the period 1 January 2023 and 31 December 2023.
GRI 1 Use:		GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):		-
GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Overview of Eczacıbaşı Pharmaceutical and Industrial Investment Co, page 10-11; Organizational Structure, Brands and Products, page 12-27
	2-2 Entities included in the organization's sustainability reporting	About the Report, page 4-5
	2-3 Reporting period, frequency and contact point	About the Report, page 4-5; Info, page 165
	2-4 Restatements of information	About the Report, page 4-5; Info, page 165
	2-5 External assurance	Independent Assurance Report, page 156-160
	2-6 Activities, value chain and other business relationships	Organizational Structure, Brands and Products, page 12-27; Our Value-Creating Business Model, page 38-41
	2-7 Employees	Equal, Diverse and Inclusive Workplace, page 104-107
	2-8 Workers who are not employees	Equal, Diverse and Inclusive Workplace, page 104-107
	2-9 Governance structure and composition	Governance Approach, page 66-69
	2-10 Nomination and selection of the highest governance body	Governance Approach, page 66-69
	2-11 Chair of the highest governance body	Governance Approach, page 66-69

GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Approach, page 66-69
	2-13 Delegation of responsibility for managing impacts	Governance Approach, page 66-69
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, page 70-71
	2-15 Conflicts of interest	Governance Approach, page 66-69
	2-16 Communication of critical concerns	Governance Approach, page 66-69
	2-17 Collective knowledge of the highest governance body	Governance Approach, page 66-69
	2-18 Evaluation of the performance of the highest governance body	Governance Approach, page 66-69
	2-19 Remuneration policies	Governance Approach, page 66-69
	2-20 Process to determine remuneration	Equal, Diverse and Inclusive Workplace, page 104-107
	2-21 Annual total compensation ratio	Governance Approach, page 66-69
	2-22 Statement on sustainable development strategy	Equal, Diverse and Inclusive Workplace, page 104-107
	2-23 Policy commitments	Message from the General Manager, page 6-7; Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co. page 42-43; Ethics and Compliance page 76-79
	2-24 Embedding policy commitments	Message from the General Manager, page 6-7; Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co. page 42-43
	2-25 Processes to remediate negative impacts	Ethics and Compliance, page 76-79
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 76-79
	2-27 Compliance with laws and regulations	Ethics and Compliance, page 76-79
	2-28 Membership associations	Ethics and Compliance, page 76-79
	2-29 Approach to stakeholder engagement	Ethics and Compliance, page 76-79
	2-30 Collective bargaining agreements	List of Associations, Initiatives and Memberships, page 142-143

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45
	3-2 List of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45
Economic and Financial Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Economic and Financial Performance, page 82-83
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Overview of Eczacıbaşı Pharmaceutical and Industrial Investment Co. page 10-11; Year in Review, page 34-35; Economic and Financial Performance, page 82-83; Our Value-Creating Business Model, page 38-41
	201-2 Financial implications and other risks and opportunities due to climate change	Operating Environment, page 28-33; Risk Management, page 72-75
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community and Social Vitality, page 116; Social Investment, page 117-125
	203-2 Significant indirect economic impacts	Community and Social Vitality, page 116; Social Investment, page 117-125
Business Ethics and Legal Compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Business Ethics and Legal Compliance, page 76-79
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Eczacıbaşı Code of Conduct: https://www.eczacibasi.com.tr/assets/code-of-conduct-english.pdf
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Legal Compliance, page 76-79

Supply Chain Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Supply Chain Management, page 81
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management, page 81
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management, page 81
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management, page 81
Energy Management and Carbon Emission		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Energy Management and Carbon Emission, page 89-93
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management and Carbon Emission, page 89-93
	302-2 Energy consumption outside of the organization	Energy Management and Carbon Emission, page 89-93
	302-3 Energy intensity	Sustainability Objectives, page 46-47; Energy Management and Carbon Emission, page 89-93
	302-4 Reduction of energy consumption	Energy Management and Carbon Emission, page 89-93
	302-5 Reductions in energy requirements of products and services	Energy Management and Carbon Emission, page 89-93
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Management and Carbon Emission, page 89-93
	305-2 Energy indirect (Scope 2) GHG emission	Energy Management and Carbon Emission, page 89-93
	305-4 GHG emissions intensity	Energy Management and Carbon Emission, page 89-93
	305-5 Reduction of GHG emissions	Energy Management and Carbon Emission, page 89-93

Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Water Management, page 94-95
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page 94-95
	303-2 Management of water discharge-related impacts	Water Management, page 94-95
	303-3 Water withdrawal	Water Management, page 94-95
Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Waste Management, page 98-99
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, page 98-99
	306-2 Management of significant waste-related impacts	Waste Management, page 98-99
	306-3 Waste generated	Waste Management, page 98-99
	306-4 Waste diverted from disposal	Waste Management, page 98-99
	306-5 Waste directed to disposal	Waste Management, page 98-99

Equal, Diverse and Inclusive Workplace		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Equal, Diverse and Inclusive Workplace, page 104-107
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Business Ethics and Legal Compliance, page 76-79; Equal, Diverse and Inclusive Workplace, page 104-107
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Approach, page 66-69
	405-2 Ratio of basic salary and remuneration of women to men	Equal, Diverse and Inclusive Workplace, page 104-107
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Business Ethics and Legal Compliance, page 76-79; Equal, Diverse and Inclusive Workplace, page 104-107
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Business Ethics and Legal Compliance, page 76-79; Equal, Diverse and Inclusive Workplace, page 104-107
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance, page 76-79; Equal, Diverse and Inclusive Workplace, page 104-107
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance, page 76-79; Equal, Diverse and Inclusive Workplace, page 104-107
Attracting, Developing and Retaining Talent		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Attracting, Developing and Retaining Talent, page 108-113
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Attracting, Developing and Retaining Talent, page 108-113
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Attracting, Developing and Retaining Talent, page 108-113
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting, Developing and Retaining Talent, page 108-113
	404-3 Percentage of employees receiving regular performance and career development reviews	Attracting, Developing and Retaining Talent, page 108-113

Health, Safety and Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Health, Safety and Wellbeing, page 114-115
	403-1 Occupational health and safety management system	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-6 Promotion of worker health	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing, page 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Occupational-Health-and-Safety-Policy-2.pdf
	403-9 Work-related injuries	Health, Safety and Wellbeing, page 114-115
GRI 403: Occupational Health and Safety 2018		

Social Investment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Community and Social Vitality, page 116; Social Investment, page 117-125
	413-1 Operations with local community engagement, impact assessments, and development programs	Community and Social Vitality, page 116; Social Investment, page 117-125
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Community and Social Vitality, page 116; Social Investment, page 117-125
Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Innovation, page 128-129;
Entrepreneurship		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co. 's Materiality, page 44-45; Entrepreneurship, page 130-131
Research and Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Research and Development, page 132-135
Digital Transformation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Digital Transformation, page 136-137
Product Quality & Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s Materiality, page 44-45; Product Quality & Safety, page 138-139

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 66-69
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 44-45
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 76-79
		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 76-79
		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 72-75
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 89-93
		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 94-95
		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 104-107
	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 104-107
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	Equal, Diverse and Inclusive Workplace, page 104-107
		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:	Risk Management, page 72-75 Supply Chain Management, page 81
		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.	
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 108-113
		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 114-115
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 114-115 Occupational Health and Safety Policy: https://www.eczacibasi.com.tr/assets/Eczacibasi_Group_Occupational_Health_Safety_Policy_rev01.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 108-113
		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 108-113
	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 82-83
		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 82-83
	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.	Economic and Financial Performance, page 82-83
		2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	
Innovation of better products and services	Total R&D expenses (\$)	Total costs related to research and development.	Our Value-Creating Business Model, page 38-41
Community and social vitality	Total tax paid	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 38-41

Independent Assurance Report

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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

GRI 2-5

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.

GRI 2-5

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 m³)	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 (m³/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

Eczacıbaşı Pharmaceutical and Industrial Investment Co., has acted in good faith and has made every reasonable effort to ensure the accuracy and completeness of the information contained in this document. This Report is prepared only for information purposes and should not be taken as a basis for any investment decision. Eczacıbaşı Pharmaceutical and Industrial Investment Co., and its subsidiaries, their BoD, and employees contributing to the preparation of the Report shall not be liable for any direct or indirect damage resulting from the use of the information contained in this Report. All information in this document is provided by Eczacıbaşı Pharmaceutical and Industrial Investment Co., reserves all rights to the Report.



Eczacıbaşı