

**EIS Eczacıbaşı Pharmaceutical and  
Industrial Investment Co.**

# **Integrated Sustainability Report**

**2024**

# Contents

<b>About the Report</b>	<b>4</b>
<b>Message from the General Manager</b>	<b>6</b>
<b>1. Eczacıbaşı Pharmaceutical and Industrial Investment Co. at a Glance</b>	<b>8</b>
Overview of EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co.	10
Products and Services of Our Affiliates	18
Our Operating Environment	22
Year in Review	30
<b>2. Our Sustainability Approach</b>	<b>32</b>
Our Value-Creating Business Model	34
Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co.	39
Double Materiality Analysis	40
Sustainability Objectives	44
Contribution to the UN 2030 Agenda	46
Stakeholder Relations	48
<b>3. Corporate Governance</b>	<b>60</b>
Corporate Governance Approach	62
Risk Management	68
Ethics and Compliance	76
Supply Chain Management	79
Economic Sustainability	81
<b>4. Investing in Planet</b>	<b>82</b>
Climate and Environment	84
Eczacıbaşı Pharmaceutical and Industrial Investment Co.	
Climate Risks and Opportunities	85
Climate-Related Risks	87
Energy Management and Carbon Emissions	91
Renewable Energy	95
Water Management	96
Circular Economy	98
Waste Management	98
<b>5. Investing in People</b>	<b>100</b>
Equal Opportunity	102
Equal, Diverse and Inclusive Workplace	103
Talent Management	109
Attracting, Developing and Retaining Talent	109
Occupational Health and Safety	114
Employee Health, Safety and Wellbeing	114
Social Investments	116
<b>6. Investing in Future</b>	<b>122</b>
Innovation and Entrepreneurship	124
Innovation	124
Entrepreneurship	124
Research & Development	126
Digital Transformation	128
Product Responsibility	132
Product Quality and Safety	132
<b>7. Annexes</b>	<b>134</b>
List of Associations, Initiatives and Memberships	135
Awards	136
Performance Indicators	138
Social Performance Indicators	138
Environmental Performance Indicators	142
Technical Glossary	148
GRI Content Index	149
WEF Stakeholder Capitalism Metrics	157
Limited Assurance Report	161
Reporting Principles	166
Info	173



# About the Report

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

## Purpose of the Integrated Sustainability Report

As **EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co.**, we are dedicated to building a sustainable future through all our activities and creating permanent values in the long term. Through our approach focusing on human value, we offer responsible products and services that improve the quality of life, and continue to create sustainable value in different areas of social life for the future. We aim to provide support to the healthcare ecosystem for the communities we serve, and enhance the lives of more people by offering integrated healthcare solutions.

We are delighted to share our second Integrated Sustainability Report, which transparently presents the steps in our sustainability journey and details the efforts for our sustainability performance, with our esteemed stakeholders. **EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. The Integrated Sustainability Report** shares our sustainability strategy, performance and objectives as well as the significant progress towards achieving these objectives, with our esteemed stakeholders.

## Scope of the Report

This report covers financial<sup>1</sup> and non-financial data for the activities of EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. ("Eczacıbaşı Pharmaceutical and Industrial Investment Co.", "EIS" or "Company"), Gensenta Pharmaceuticals Inc. Co. ("Gensenta") and Eczacıbaşı Pharmaceuticals Marketing Co. ("Eczacıbaşı Pharmaceuticals Marketing") in the calendar year between **1 January 2024** and **31 December 2024**.

<sup>1</sup> The financial data presented herein is consolidated financial data of Eczacıbaşı Pharmaceutical and Industrial Investment Co.

<sup>2</sup> <https://www.kap.org.tr/tr/Bildirim/1367943>

<sup>3</sup> <https://www.kap.org.tr/tr/Bildirim/1413233>

Pursuant to the share transfer agreement signed on 05.04.2024 for transferring the Company's 50% shares in Eczacıbaşı Monrol to Curium International Trading B.V.<sup>2</sup>, the sale and transfer transaction has been completed as of 27.03.2025<sup>3</sup>. Accordingly, the report does not include information on Eczacıbaşı-Monrol Nuclear Products Co., and only covers key performance data reflecting its sustainability performance for 2024.

The demographic data of employees presented in the report pertains specifically to the operations conducted in Türkiye unless otherwise stated.

## Framework and Standards

Prepared in accordance with the **Global Reporting Initiative Standards (GRI Standards)**, our report 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 **United Nations Sustainable Development Goals (SDGs)**. In addition, we sought to align our reporting with the International **Integrated Reporting Framework** published by the International Integrated Reporting Council (IIRC).

- **GRI Content Index** can be reached at [Annexes](#).

This report has not been prepared in compliance with the standards titled TSRS 1 "General Provisions for Disclosure of Sustainability-Related Financial Information" and TSRS 2 "Climate-Related Disclosures" under the Türkiye Sustainability Reporting Standards (TSRS), published on the Official Gazette no. 32414(M) dated 29 December 2023 by the Public Oversight, Accounting and Auditing Standards Authority (KGK).

We published an external report that responds to the fundamental principles of TSRS by utilizing the exemptions provided under the transitional provisions stated in Section II of the Board Decision on the Scope of TSRS Implementation. You can find our TSRS-Aligned Sustainability Report on [our website](#).

## Updates in Presentation of Report

### Updates to last year's reporting:

Our climate strategy across the Group was developed under the Low Carbon Transition Roadmap project initiated in 2023. In line with the climate strategy set by the Eczacıbaşı Group, we conducted interviews with directors and senior executives, provided trainings on the Science Based Targets initiative (SBTi), and completed carbon footprint measurements. We also initiated and have been continuing studies towards emission reduction targets, especially for the evaluation of necessary investments.

- For additional details please refer to [Investing in Planet](#).

We are proud to present the first Double Materiality Analysis carried out for Gensenta and Eczacıbaşı Pharmaceuticals Marketing. We reassessed our sustainability strategies and objectives based on the insights derived from the double materiality analysis.

- For additional details please refer to [Our Sustainability Approach](#).

We carried out a comprehensive climate scenario analysis for Gensenta and Eczacıbaşı Pharmaceuticals Marketing, our affiliates in the healthcare industry, in order to thoroughly examine the climate-related physical and transition risks that may affect the whole value chain. Within this scope, we analyzed the impacts of climate change on offices and factories.

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

In order to ensure the flexibility of the strategy, we assessed two different climate scenarios (low-carbon and high-carbon) for the purpose of identifying a broad range of potential climate trends and the associated risks and opportunities.

- For additional details please refer to [Risk Management](#).

## Assurance

The selected energy, water, waste, employee demographics and gender equality, occupational health and safety, and production-based key performance indicators (KPIs) were subject to an independent limited assurance audit in accordance with International Standard on Assurance Engagements (ISAE) 3000 and ISAE 3410. The selected KPIs that were subject to limited assurance by RSM Turkey Uluslararası Bağımsız Denetim A.Ş. (RSM Türkiye) are denoted by the check symbol ✓. Our Reporting Guidance for all non-financial KPIs document provides definitions of these selected KPIs, and the Limited Assurance Report is provided in the [Annexes](#).

## Navigation Icons



Financial



Natural



Social



Human



Intellectual



Manufacturer



Spotlight  
Projects



Stakeholder  
Perspective



EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. You can find the PDF version of the Integrated Sustainability Report and all reports for the previous periods on [our corporate website](#).



# Message from the General Manager

Dear Stakeholders,

2024 was a year when global economic uncertainties and impacts of technological transformation were felt intensely. High inflation, geopolitical tensions and instability in energy markets led to developments that affected not only the business world but also the sustainable development goals. On the other hand, technological advancements such as AI, digitalization and data-driven management systems served as strategic levers in the transformation of businesses.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we adapted to this global transformation environment through strategic decisions in our activities targeting national and international markets.



In order to utilize our resources more efficiently and focus on high-potential areas, we sold the land of our Şekerpınar plant toward the end of 2024, and continued to carry out our production activities in line with our strategic objectives.

We ended our activities in the Oncolytic Production Unit at our Gensenta Yenibosna plant in the first months of 2025. In consequence of these decisions, we met our existing production needs as well as continuing our strategic transformation process in line with our long-term growth targets. In the same period, we started the Vial 4 line investment worth around EUR 32 million to increase our sterile production capacity at Gensenta. With the contribution of all these strategic steps, we achieved total proceeds of TRY 8,767 million and profit of TRY 1,024 million in 2024.

In our sustainability journey, we initiated the double materiality analysis, which we see as a significant milestone to review our material topics. Thanks to this analysis, we evaluated the impacts of the environmental and social issues of our subsidiaries Gensenta and Eczacıbaşı Pharmaceuticals Marketing on our financial performance, as well as the impacts of our operations on the environment and society. The outcomes of the double materiality analysis will serve as a reference point shaping our sustainability strategy in the upcoming period. In addition, we published our first sustainability report in compliance with the Türkiye Sustainability Reporting Standards (TSRS).

We are committed to combating climate change. Within the scope of the Low Carbon Transition Roadmap Project, we updated our emissions inventory, integrated climate risks into corporate governance, and aligned our business models with long-term climate strategies. Thanks to the projects we implemented in 2024, we achieved significant gains such as 110 MWh of electricity generation per year with the solar power plant and approximately 2,500 MWh of energy savings per year with the heat pump project.

These works contributed to the reduction of risks posed by climate change and improvement of energy efficiency. We reduced our Scope 1 and 2 greenhouse gas emissions at Gensenta and Eczacıbaşı Pharmaceuticals Marketing by 52% compared to the base year (2021). In addition to the utilization of renewable resources for all electricity consumed in our facilities in Türkiye, we commissioned our own Solar Power Plant at the Gensenta Yenibosna factory, thus starting to meet 51% of Gensenta's total energy consumption from renewable sources.

We continue to create an inclusive work environment with our human investment approach. In 2024, female employees accounted for 39% of our total workforce and 35% of management positions. We aim to increase these ratios with the initiatives developed to enhance equal opportunities in the workplace.

Our technology and digitalization investments, which have become an integral part of our operations, increased our efficiency and contributed to the reduction of our environmental footprint. Thanks to the production excellence projects carried out at Gensenta, we achieved improvements of over 10% in product cycle time and over 15% in equipment efficiency.

Our R&D and production excellence efforts not only allow us to develop innovative solutions but also contribute to more efficient utilization of resources. This approach enhances our product quality and supports our sustainable growth.

With the target of creating long-term value, Eczacıbaşı Pharmaceutical and Industrial Investment will continue to take innovative and inclusive steps that consider social and environmental benefits, without compromising our sustainability principles. I kindly express my sincere thanks to all our stakeholders, especially our employees, who trust us and contribute with dedication and effort on this journey.

Sincerely,

**Emin Fadilloğlu** General Manager

Eczacıbaşı Pharmaceutical and Industrial Investment Co.



# 1

## Eczacıbaşı Pharmaceutical and Industrial Investment Co. at a Glance

Overview of EIS Eczacıbaşı Pharmaceutical  
and Industrial Investment Co.

10

Products and Services of Our Affiliates

18

Our Operating Environment

22

Year in Review

30



# Overview of EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co.

GRI 2-1



Dating back to 1942, Eczacıbaşı Pharmaceutical and Industrial Investment Co. was established on 24 October 1951, and put Türkiye's first modern pharmaceutical factory into operation in 1952.

**It is a holding company with its subsidiaries, business partnerships\* and affiliates. With the products and services developed by its healthcare subsidiaries and with its real estate investments, Eczacıbaşı Pharmaceutical and Industrial Investment Co. adds value to all sectors it operates.**

The Company and its subsidiaries have been producing and distributing pharmaceuticals and raw materials for domestic and international markets for more than eighty years with an innovation- and quality-oriented approach. It provides comprehensive solutions by strengthening its leading position in the pharmaceutical industry, and aims to improve the society's quality of life while contributing to the development of the healthcare ecosystem.

In 2024, EIS generated proceeds of TRY 8,767 million by reinforcing its active role in the relevant sectors with its employees' dedicated contributions.

The main shareholder of the Company is Eczacıbaşı Holding Co. with a share of 50.62%, followed by Eczacıbaşı Investment Holding Co. with a share of 30.62%, while 18.76% is publicly traded.

You can find more detailed information about the Company and its history on [our corporate website](#).

\* There are no business partners as of the reporting period.

## Overview of 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 41 companies, 32 production facilities, more than 13,000 employees, and a cumulative net sales of EUR 1.9 billion as of 2024.

Eczacıbaşı Group's main areas of activity are centred around building products, consumer products and healthcare, further complemented by ventures in information technologies, 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 Group has a pioneering position in the building products sector with its bathroom and tiling solutions. The Group also offers products and services that create value across various fields ranging from consumer goods and industrial raw materials to finance and information technologies.

You can find more detailed information about Eczacıbaşı Group's history and values on [our website](#).

GRI 2-1





## Sector / Market of Operation / Company Title

Eczacıbaşı Pharmaceutical and Industrial Investment Co.		
Healthcare Industry	Reference and Generic Medicinal Products Market	<ul style="list-style-type: none"><li>Gensenta İlaç Sanayi ve Ticaret A.Ş.</li><li>Eczacıbaşı İlaç Pazarlama A.Ş.</li><li>Eczacıbaşı İlaç Ticaret A.Ş.</li></ul>
	Nuclear Medicine Sector	<ul style="list-style-type: none"><li>Eczacıbaşı-Monrol Nükleer Ürünler Sanayi ve Ticaret A.Ş.<sup>1</sup></li></ul>
Real Estate Activities	Real Estate Development	<ul style="list-style-type: none"><li>Kanyon<sup>2</sup></li><li>Eczacıbaşı Gayrimenkul Geliştirme ve Yatırım A.Ş.</li></ul>
Other	Ceramic Tiles Market	<ul style="list-style-type: none"><li>VitrA Karo Sanayi ve Ticaret A.Ş.</li></ul>
	Export Services	<ul style="list-style-type: none"><li>Ekom Eczacıbaşı Dış Ticaret A.Ş.</li></ul>



<sup>1</sup> Pursuant to the share transfer agreement signed on 05.04.2024 for transferring the Company's 50% shares in Eczacıbaşı-Monrol to Curium International Trading B.V., the sale and transfer transaction has been completed as of 27.03.2025.

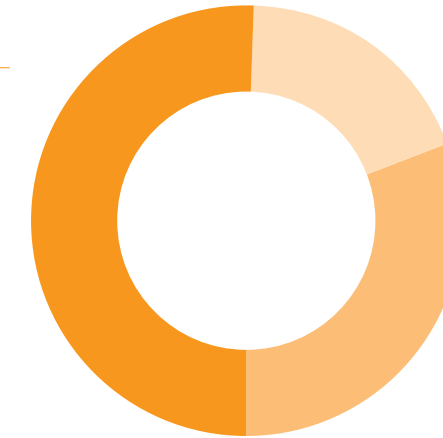
<sup>2</sup> Our Company owns the whole Kanyon Office Block and half of Kanyon Shopping Center.

## Capital and Shareholding Structure

31 December 2024		
Shareholder	Share Ratio (%)	Amount of Shares (TRY)
Eczacıbaşı Holding A.Ş.	50.62	346,845,461
Eczacıbaşı Yatırım Holding Ortaklığı A.Ş.	30.62	209,803,928
Other (Publicly Traded) <sup>3</sup>	18.76	128,610,611
<b>Total</b>	<b>100</b>	<b>685,260,000</b>

50.62%

Eczacıbaşı Holding A.Ş.



18.76%

Other  
(Publicly Traded)

30.62%

Eczacıbaşı Yatırım  
Holding Ortaklığı A.Ş.

TRY 685,260,000

Total Capital

<sup>3</sup> According to the data dated 31 December 2024 and published by the Central Securities Depository (MKK), floated shares constitute 18.74% of the Company's capital (31 December 2023: 18.74%).



## Milestones

1942

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

1952

Türkiye's first modern pharmaceutical factory was established.

2007

EIS Eczacıbaşı transferred 75% of its partnership shares in Eczacıbaşı Sağlık Ürünleri to Zentiva N.V.

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 Pharmaceutical and Industrial Investment Co.).

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. was completed.

2020

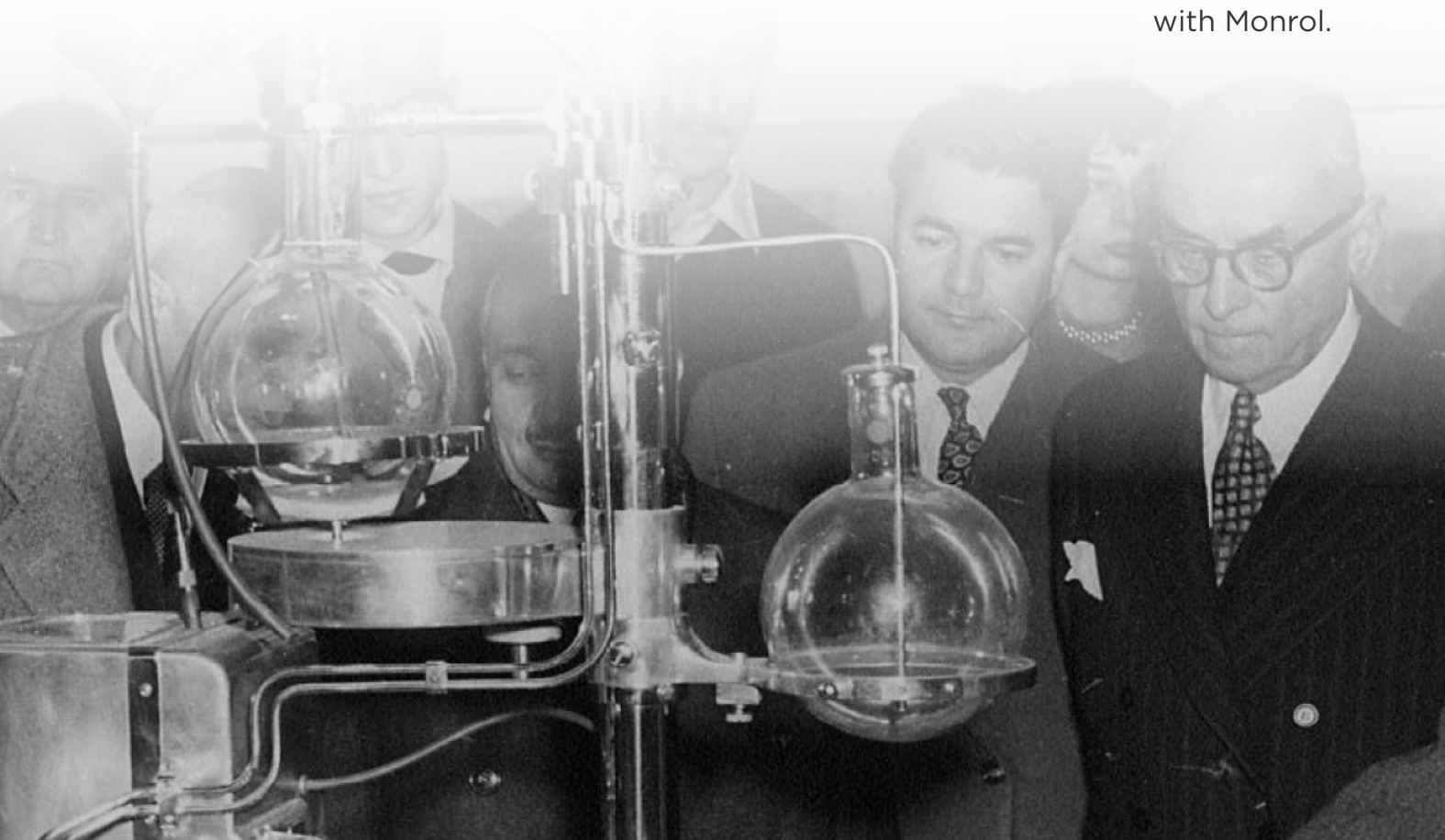
The first local Lutetium production was made by Eczacıbaşı-Monrol.

2022

Eczacıbaşı Pharmaceutical and Industrial Investment Co. acquired Gensenta.

2024

A Share Transfer Agreement was signed with Curium International Trading B.V. on 05.04.2024 for the sale of our 50% shares in our joint venture, Eczacıbaşı-Monrol.





## Flagship Brands

### ECZACIBAŞI İLAÇ PAZARLAMA

Eczacıbaşı Pharmaceuticals Marketing carries out the marketing, promotion, sales and distribution of imported and contract manufactured pharmaceuticals. Its portfolio comprises both products licensed by Almirall, Biogaia, Chugai, Galderma, Procter&Gamble, Sanofi and Tillotts Pharma, as well as its own nutritional supplements.

### GENSENTA

Gensenta is a leading Turkish manufacturer of finished medicines and pharmaceutical raw materials, employing over 570 highly qualified professionals in state-of-the-art facilities and offering 165 products.

### Dynavit

Eczacıbaşı's nutritional supplement brand Dynavit offers holistic solutions to consumers' various health needs with its comprehensive product portfolio spanning different categories such as immune support, multivitamin and mineral combinations, collagen, joint and bone health, products specially formulated for children, herbal supplements, and specialized formulations. In 2024, Dynavit carried out strategic communication activities to strengthen its master brand perception. It also significantly increased brand awareness with an intensive communication approach focusing on target audience in its priority product categories. In the same year, it expanded its product range and strengthened its market position by launching 6 new products in 6 different categories.

### selfit

Eczacıbaşı Pharmaceuticals Marketing Co.'s healthy living brand Selfit has a product portfolio consisting of essential dietary supplements and offered through online sales channels in order to quickly and conveniently meet consumers' evolving expectations on healthy living, nutrition and fitness.

Eczacıbaşı Pharmaceuticals Marketing Consumer Health Group's brand Selfit only operates through e-commerce channels, and its performance is assessed entirely through digitally driven metrics. Within this scope, the key performance indicators used to assess brand success include competitive pricing strategies, visitor traffic, sales volume, purchase conversion rates and operational efficiency. By launching three new products in 2024, Selfit continued to maintain its competitive strength in the digital marketplace and remained among the standout brands in its category.

### imutor®

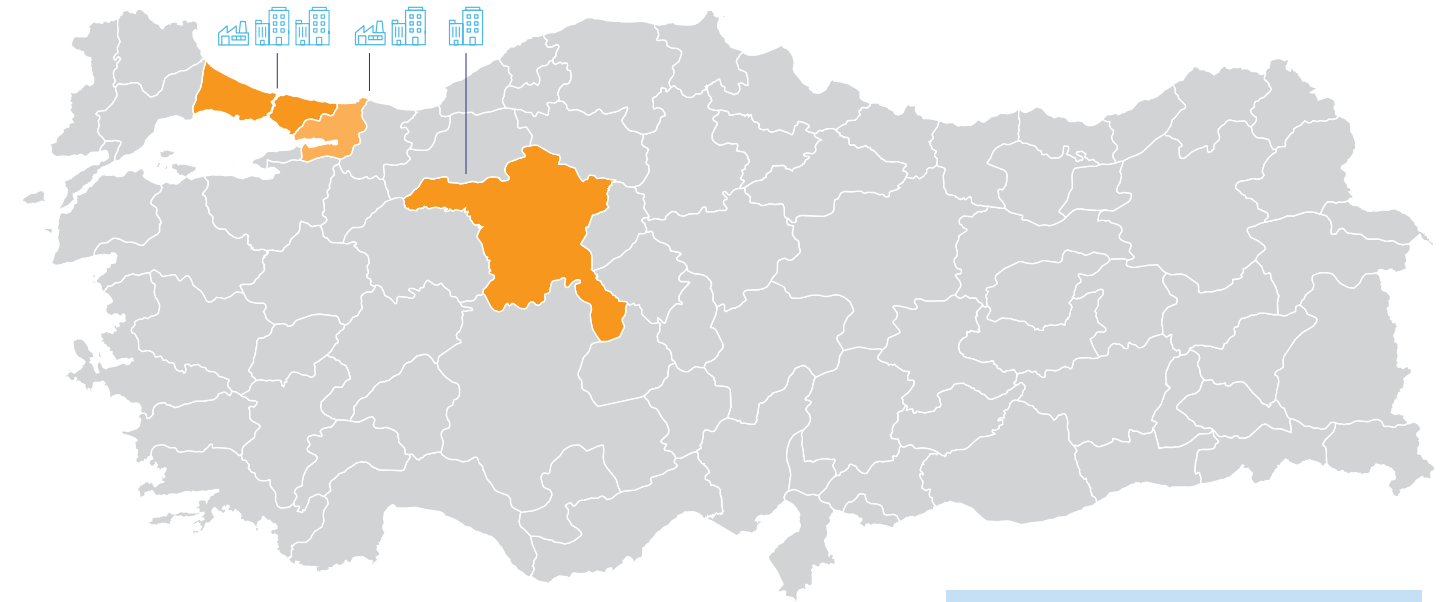
The brand is an expert in the immunity category with three different products, and provides consumers with strong and reliable options. It aims to expand its product portfolio with two additional products currently under development.

### Proxceed PLUS

Eczacıbaşı Proxceed Plus is a dietary supplement that helps to increase the sperm quality, count and motility in men with key vitamins and minerals it contains.

## Our Global Footprint<sup>1</sup>

### Türkiye



2 Factory | 4 Office



<sup>1</sup> This illustration belongs to Gensenta, Eczacıbaşı Pharmaceutical and Industrial Investment and Eczacıbaşı Pharmaceuticals Marketing, covering one Gensenta office, one EIS office and two Eczacıbaşı Pharmaceuticals Marketing offices.

GRI 2-1

## Products and Services of Our Affiliates

### Eczacıbaşı Pharmaceuticals Marketing

**+400**

Employees



**+10**

Partnerships



**5**

Treatment Areas



**+80**

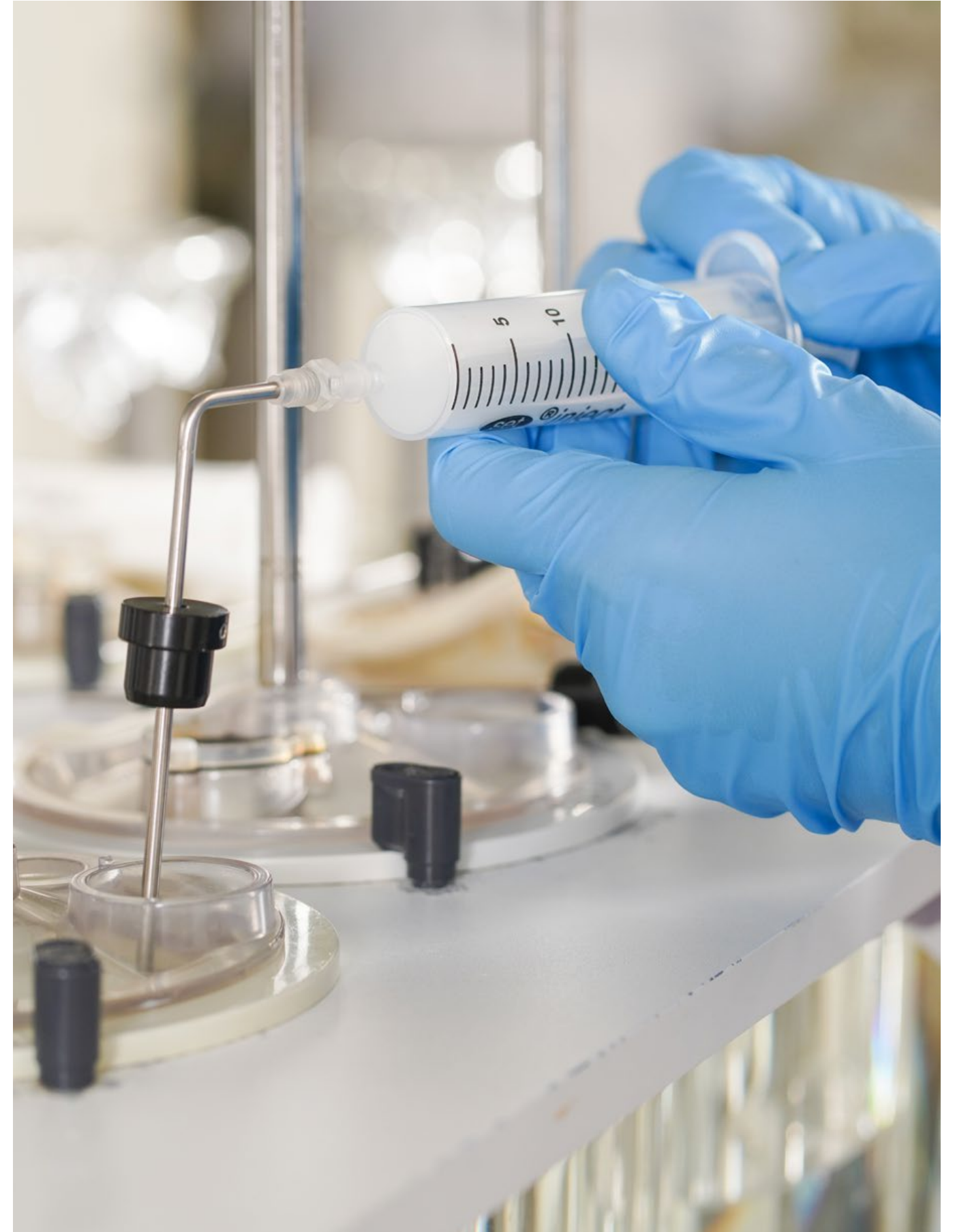
Years of Experience



Established in 1989 in Istanbul, **Eczacıbaşı Pharmaceuticals Marketing** carries out promotion, marketing, sales and distribution activities for medicinal products and over-the-counter products that it imports, outsources and adds to its portfolio through sales and marketing agreements. It conducts these activities through three core business areas: “Specific Treatments,” “Basic Treatments” (urology, dermatology, central nervous system, oncology-hematology, diabetes), and “Consumer Healthcare Products.”

In addition to its own products, Eczacıbaşı Pharmaceuticals Marketing represents the products of licensor companies. Eczacıbaşı Pharmaceuticals Marketing has 14 business partners that are specialized in their fields. Its product portfolio includes products from Abdi İbrahim, Almirall, Aspen, Biogaia, Galderma, Juvise, Novartis, Otsuka, P&G, Pharma Mar, Sanofi, Sigma Tau, Synthron and Tillotts. In January 2024, it ended sales and marketing activities for 2 Novartis hematology products, while extended the collaboration for 3 oncology and hematology products until the end of 2026.

In 2024, Eczacıbaşı Pharmaceuticals Marketing received approvals for 7 new products in the dietary supplements category and launched 2 new products under the Dynavit brand, one pediatric (Immukid Gummies) and one for adults (Multicollagen & NMN), increasing the total number of approved Dynavit products to 73. Selfit branded products are sold through e-commerce channels.





## Gensenta

+500

Employees



2

Production Facilities



+12

Countries of Export



+100

Years of Experience



**Gensenta holds 206 licenses belonging to 83 brands valid in Türkiye, as well as 116 licenses belonging to 26 brands valid internationally.**

The Company started its activities as a laboratory in 1923 and continued under the name Mustafa Nevzat Pharmaceuticals from 1957 onward. It became one of Türkiye's first manufacturers of injectable products in 1974. Mustafa Nevzat Pharmaceuticals was acquired by the US biopharmaceutical company Amgen in 2012 and renamed as "Gensenta Pharmaceuticals Inc. Co." in 2020. Gensenta joined Eczacıbaşı Group in 2022. Today, it has 2 separate production facilities, including a pharmaceutical production facility in Istanbul-Yenibosna and an active pharmaceutical ingredient production facility in Kocaeli-Şekerpınar. Carrying out its production in compliance with international quality standards as well as "Current Good Manufacturing Practices (cGMP)" and "Current Good Laboratory Practices (cGLP)", Gensenta exports its products to more than 12 countries.

As part of Gensenta's production strategies, a restructuring process was initiated in 2024. It was decided to close the Oncolytic Production Unit, one of the two production units at the Yenibosna facility. In addition, an investment is planned for the main finished pharmaceutical production unit. Applications for the relevant investment incentives have been submitted to official authorities and institutions. It is aimed to complete the project in the second half of 2026. Moreover, Gensenta's raw material production plant in Şekerpınar (excluding machinery and equipment) and its land were sold on 21 November 2024. The property will be handed over to the buyer at a later date. Gensenta plans to continue production at this facility in line with stakeholder needs.

In addition to its production activities, Gensenta focuses on R&D to contribute to the development of the healthcare sector. It is one of the first R&D centers approved by the Ministry of Industry and Technology of the Republic of Türkiye. Its R&D activities focus on developing formulations, dietary supplements and value-added generic products with a rational and science-driven approach.

## Gensenta Production Facilities

GRI 2-1

- Established in 1984
- 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 vials/hour**  
3 Filling Lines

**168 m<sup>2</sup> Capacity**  
6 Freeze Dryers




# Our Operating Environment



GRI 201-2

Global Trends	<b>Climate and Nature Crisis</b>  The climate crisis becomes increasingly evident due to extreme weather conditions that affect people, economies and nature. Economic and population growth cause deforestation, biodiversity loss, water insecurity and pollution. As climate change disrupts supply chains and reduces efficiency, businesses face the pressure to adopt sustainable practices. Regulatory demands for transparency in corporate climate efforts are also on the increase. Although various organizations focusing on the climate crisis, especially the IPCC, publish reports and make statements about the urgency of the situation, current measures remain insufficient to limit global temperature rise and increase the risk of failure in climate action.
Impact on the Industry	Water scarcity makes it difficult to maintain hygiene, increases the likelihood of outbreaks, and puts the continuity of pharmaceutical production at risk. Pollution of water sources hinders the availability of clean water required for pharmaceutical production, and environmental factors can disrupt production processes. Climate change threatens biodiversity, and polluted air and water sources jeopardize the availability of natural resources essential for pharmaceutical production. Furthermore, the impact of climate change on supply chains complicates both the procurement of raw materials used in pharmaceutical production and the distribution of medicines. In this context, it is crucial to consider the environmental impacts of materials used in pharmaceutical production and to avoid materials that result in high carbon emissions.
Our Response	As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are committed to reducing our environmental impact by minimizing energy and water consumption in our production processes, preventing waste at its source, and ensuring the proper disposal of waste.
Capitals Impacted	<div></div>

Global Trends	<b>Technological Progress and Digital Age</b>  Recent technological developments especially in the fields of artificial intelligence (AI), machine learning, robotics and 3D printing increase automation, R&D, innovation, efficiency and productivity, and are revolutionary for various sectors. AI reshapes business models by helping to predict equipment failures, optimize supply chains and enhance quality control. Data analytics becomes increasingly critical for all sectors, requiring attention to transparency, governance and cybersecurity. Addressing ethical considerations in AI usage and regulatory oversight is of vital importance. AI also contributes to sustainability by improving energy efficiency and resource allocation. Aligning technological advancement with sustainability is a matter of key importance for future resilience and growth.
Impact on the Industry	Inventory management is useful in areas such as accelerating business processes and controlling stock, thus ensuring more efficient and effective management of supply chains. These developments allow businesses to allocate resources to more strategic areas, and contribute to increased efficiency and productivity. Technological advancements also facilitate the mitigation of cybersecurity threats and address data privacy concerns. AI-supported systems contribute in areas such as early diagnosis, personalized treatment planning and management efficiency, thus increasing the quality of healthcare services and making them more accessible.
Our Response	In 2024, we strengthened our digital transformation by expanding AI-focused solutions with initiatives such as the Business Technology Specialist Program, GEN-IUS, Patient Flow AI and Festa AI. Collaborations with universities also moved forward our expertise in AI and digital health. Projects in low-code development, IoT data collection and robotic process automation optimized operational efficiency, enhanced transparency, and supported our sustainability objectives. By prioritizing ethical AI usage and governance, we enhanced our digital maturity and positioned ourselves for resilient and technology-driven growth.
Capitals Impacted	<div></div>





Global Trends	<b>Cyber Security</b>  Together with the rapidly evolving digital transformation, cybersecurity has become a critical global risk that affects business continuity and national security. The WEF 2025 Global Risks Report highlights increasing threats such as data breaches and ransomware attacks that impact critical infrastructure and personal data. Complex digital networks also increase these risks, forcing organizations to enhance cybersecurity and digital identity management. The 2024 MSCI report emphasizes these risks, especially in the financial services sector. Technologies such as AI and blockchain present both opportunities and challenges for cybersecurity. Companies need to prioritize strong cybersecurity frameworks to protect against emerging threats and maintain operational stability.
Impact on the Industry	Cybersecurity is critical for the pharmaceutical industry to protect sensitive data, intellectual property and patient safety. Together with increasing digital dependence, risks such as data breaches and ransomware are on the rise, threatening clinical trial data and production processes. Advanced technologies such as AI and blockchain offer benefits while also introducing new security challenges. Pharmaceutical companies need to strengthen cybersecurity to ensure data protection, regulatory compliance and business continuity.
Our Response	As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we prioritize information and data security. We operate systems complying with the ISO 27001 standard, and organize cybersecurity awareness trainings for our employees. We continuously monitor against cyber threats, and conduct regular tests to maintain business continuity and crisis management. We take information security performance into consideration in supplier selection, and ensure full compliance with legal and regulatory requirements in all processes.
Capitals Impacted	<div></div>


Global Trends	<b>Economic Recession and Global Inflation</b>  Global inflation shows itself with rising raw material and service prices due to supply chain disruptions, increasing energy costs, monetary policies and higher labor expenses. Climate-related events such as extreme weather conditions exacerbate these pressures by affecting agricultural production and resources. These factors impact companies' cost management, pricing, profitability and growth strategies. To overcome these challenges, businesses require flexible approaches such as optimizing cost structures and diversifying supply chains.
Impact on the Industry	Fluctuations in raw material and energy prices continue to restrict profitability and operational flexibility in an environment of global inflation. Under these conditions, businesses need to strengthen cost management and utilize predictive analytics to anticipate cost changes and improve pricing strategies.  Companies opt for sustainable practices, energy-efficient technologies and more cost-effective alternatives to control long-term costs. Geopolitical tensions and inflation drive up labor costs, and bring together the need for innovative human resource strategies. Diversification of supply chains, optimization of inventory management and collaboration with multiple suppliers are critical for mitigating risks and enhancing resilience.
Our Response	Fluctuations in raw material and energy prices have impacted product profitability and pricing flexibility. We respond to this situation by focusing on sustainable energy sources, dynamic pricing strategies and energy-efficient technologies to reduce long-term costs. We aim to increase the resilience of supply chains by sourcing alternative raw materials, using recycling techniques and diversifying our suppliers. We also aim to respond quickly to changes in demand by optimizing inventory management. With these strategies, we turn the challenges we face into opportunities and support our sustainable growth.
Capitals Impacted	<div></div>

Global Trends	<p><b>Social Polarization and Inequality</b></p> <p>The World Economic Forum’s 2025 Global Risks Report emphasizes that rising income inequalities and social divisions create significant risks together with uneven economic recoveries across regions. Increasing public awareness and advocacy activities about social injustices force businesses to take a more proactive role in addressing inequality and protecting human rights.</p> <p>Despite globalization and economic growth, structural inequalities have continued in many cases, and even deepened, weakening social cohesion. Regulatory frameworks increasingly require companies to demonstrate accountability in safeguarding human rights and advancing social justice. In this evolving environment, organizations are expected to integrate diversity, equity, inclusion and sustainability into their core strategies, not only to make a positive societal impact but also to strengthen their ability to attract, retain and engage talent.</p>
Impact on the Industry	<p>Companies are encouraged to implement diversity and social responsibility initiatives, which contribute to positive changes by addressing justice and social equality concerns. Inequalities reduce employee morale and motivation, and negatively affect their performance and job satisfaction, increasing turnover rates and leading to costly recruitment processes. Job insecurity causes an increase in adverse situations such as dismissals, while the lack of a safe working environment heightens employees’ overall stress and discomfort levels. Treating employees unfairly damages the company’s reputation in the eyes of potential customers, business partners and investors, and negatively impacts customer satisfaction. It also weakens the employer brand, reduces the willingness of qualified candidates to apply, and undermines the desire of existing employees to remain at the company.</p>
Our Response	<p>We implement diversity initiatives focusing on justice and equality to address inequalities within the sector. By prioritizing human rights and environmental impact, we enhance accountability and transparency in our supply chain. We aim to increase employee satisfaction and performance, reduce turnover, and prevent recruitment-related costs by embracing fair practices. We also protect our corporate reputation and present a positive corporate image by ensuring fair treatment. These strategies help us to strengthen our position as a trustworthy and appealing company in the eyes of both customers and potential employees.</p>
Capitals Impacted	<div></div>

Global Trends	<p><b>Geopolitical Developments and Economic Instability</b></p> <p>Increasing polarization, populism and protectionism reshape the geopolitical landscape radically, weakening multilateral cooperation and diminishing the influence of international organizations. In many parts of the world, populist leaders prioritize domestic political agendas without regard for global interdependencies, and this situation contributes to an increasingly fragmented and radicalized political environment. Geopolitical tensions become concrete with armed conflicts and create great pressure on the global economy, and increase the risk of persistent inflation or long-term economic stagnation.</p> <p>The World Economic Forum’s 2025 Global Risks Report identifies interstate conflict as a critical threat, and underlines that it is intensified with the spreading of misinformation, declining corporate trust and increasing barriers to international cooperation. In this context, multinational enterprises may be forced to align with geopolitical blocs, potentially accelerating global economic fragmentation. Moreover, efforts to regionalize supply chains for the purpose of increasing resilience may unintentionally expose companies to more concentrated risks such as labor shortages and climate-related disruptions.</p>
Impact on the Industry	<p>Türkiye’s geopolitical position at the intersection of Europe, Russia and the Middle East creates challenges in attracting international investment due to economic uncertainty potential, also affecting skilled labor force’s willingness to migrate to countries with lower economic and political volatility.</p> <p>Geopolitical tensions disrupt global supply chains that are vital to innovation and timely medicine delivery, and significantly threaten R&amp;D activities in the pharmaceutical sector. Such disruptions can delay the launch of new medicines and affect the availability of existing ones.</p> <p>Global production is based on various raw materials, and supply chains are vulnerable to shocks arising from conflicts, which lead to price increases and medicine shortages. Regulatory changes during conflicts can raise costs even more and complicate pharmaceutical trade and operations.</p>
Our Response	<p>We offer safe and flexible working conditions to our employees in a period of global economic challenges, declining investments and supply chain disruptions. We diversify our investment strategies, strengthen risk management, and develop alternative supply sources and flexible logistics solutions. We also proactively monitor regulatory changes and continuously review our operations. We aim to minimize the impact of sectoral disruptions and secure our sustainable growth with the help of these strategies.</p>
Capitals Impacted	<div></div>



Global Trends	<b>Lifestyle and Behavioral Changes</b>  Developed economies and especially younger generations have shifted to valuing experiences and accessibility over material possessions, emphasizing holistic wellbeing and personal development. This trend raises awareness on limited planetary resources and environmental responsibility. Generations Y and Z lead the sustainable living movement, increasing demand for ethical products and influencing purchasing behaviors. Consumers are willing to pay more for products that align with their values, and encourage companies to adopt more sustainable and ethical practices in response to this conscious consumer base.
Impact on the Industry	<p>The pharmaceutical industry undergoes a transformation in line with the growing consumer demand for sustainable and ethical products. Especially Generations Y and Z prioritize sustainable packaging and manufacturing practices. This situation pushes companies to adopt biodegradable or recyclable packaging and energy-efficient production techniques.</p> <p>Demand for products with sustainable and natural ingredients is also on the rise, directing companies to reconsider their product formulations. Transparency and social responsibility become critical elements that require more transparent supply chain processes and active engagement in social issues. The adoption of sustainable technologies such as energy-efficient production brings significant benefits to the sector. Certifications that document ethical practices also enhance companies' brand value and competitiveness.</p>
Our Response	Based on the increasing demands of Generations Y and Z for sustainable products, we adopted energy-efficient production techniques and 100% renewable energy utilization. We prioritize transparency in our supply chain, production processes and social responsibility efforts, and actively participate in various initiatives for improving public health and increasing access to healthcare services. In the areas of innovation and R&D, we focus on technologies with high energy efficiency, low waste generation and sustainable packaging solutions. These strategies provide us with a competitive advantage among younger consumers as well as supporting our sustainable growth.
Capitals Impacted	<div></div>

Global Trends	<b>Energy Transition</b>  S&P Global's 2025 Global Sustainability Trends Monitor report highlights the challenges in energy transition due to rising global energy demand that are driven by data centers and emerging technologies and increasingly complicate carbon neutrality targets. Developed countries move away from fossil fuels, while developing nations need to balance low-carbon transitions with economic needs. Clean energy technologies such as batteries, hydrogen, solar and wind are of great importance, and carbon market regulations help enhance investor trust. However, most companies still do not have adequate plans to address climate risks. This situation underlines the need for stronger policies and strategies in the energy sector.
Impact on the Industry	The increasing global energy demand and carbon-neutrality targets as highlighted in sustainability trends are strategically important for companies that are engaged in high-technology manufacturing and prioritize quality in healthcare services. The adoption of sustainable solutions is essential, especially due to the increasing energy requirements in pharmaceutical production and storage conditions. In developing countries, balancing economic stability with low-carbon transitions can lead to uncertainties in production and service costs. Regulations related to clean energy technologies and carbon markets play a critical role in shaping long-term investments and operational strategies.
Our Response	In 2024, we allocated an investment budget for energy consumption reduction projects in our production facilities. As part of our Low Carbon Transition Roadmap project, we calculate our greenhouse gas emissions and implement projects to reduce them. We successfully reduced our energy consumption at Gensenta Yenibosna facility with initiatives such as insulation applications, outdoor LED lighting upgrades, laboratory relocation, heat pump installation and HVAC sleep-mode optimization. As of 2024, we started to use renewable energy to carry out production activities in our facilities. We also continue to consider projects that will reduce dependence on external sources for renewable energy. We started the installation of Gensenta Yenibosna rooftop Solar Power Plant in 2024, and commissioned the plant in April 2025. In addition, we conducted a Climate Scenario Analysis for Gensenta and Eczacıbaşı Pharmaceuticals Marketing. We qualitatively assessed climate-related risks and opportunities, and examining our current situation from short-, medium- and long-term perspectives.
Capitals Impacted	<div></div>

# Year in Review

Significant performances of EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. in 2024:

## Economic and Financial Performance

**TRY 8,767 million**

Proceeds

**17%**

Share of international sales



## Investing in Planet

**100%**

Share of renewable electricity consumed<sup>1</sup> ✓



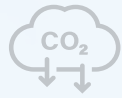
**30%**

Reduction in energy intensity compared to the base year<sup>2</sup> (2021)



**52%**

Reduction in total carbon emissions (Scope 1 + Scope 2) compared to the base year<sup>3</sup> (2021)



**38.6%**

Reduction in water intensity compared to the base year<sup>2</sup> (2021)



**87%**

Share of recycled waste<sup>6</sup> ✓



**96.9%**

Packaging waste recycling rate<sup>2</sup>



## Investing in People

**40%**

Women among new recruits<sup>5</sup> ✓



**39%**

Total share of women professionals<sup>5</sup> ✓



**35%**

Women in management positions<sup>5</sup> ✓

**25.84%**

Share of women in revenue-generating roles<sup>4</sup>

**18.8%**

Share of women in STEM positions<sup>2</sup>

**0.17**

Lost Time Incident Rate (LTIR)<sup>1</sup> ✓



**0.39**

Total Recordable Incident Rate (TRIR)<sup>1</sup> ✓

**48 hours**

Training hours per employee<sup>5</sup> ✓



## Investing in Future

**7**

New patent applications<sup>1</sup>



**206**

Total number of licenses in Türkiye<sup>2</sup>

**116**

Number of licenses valid in international markets<sup>2</sup>

**TRY 37 million**

R&D investments<sup>2</sup>



<sup>1</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye operations.

<sup>2</sup> The data represent Gensenta.

<sup>3</sup> The data represent Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

<sup>4</sup> The data represent Eczacıbaşı Pharmaceuticals Marketing.

<sup>5</sup> The data represent white-collar employees at Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

<sup>6</sup> The data represent Gensenta and Eczacıbaşı-Monrol Türkiye.



# 2

## Our Sustainability Approach

Our Value-Creating Business Model	34
Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co.	39
Double Materiality Analysis	40
Sustainability Objectives	44
Contribution to the UN 2030 Agenda	46
Stakeholder Relations	48



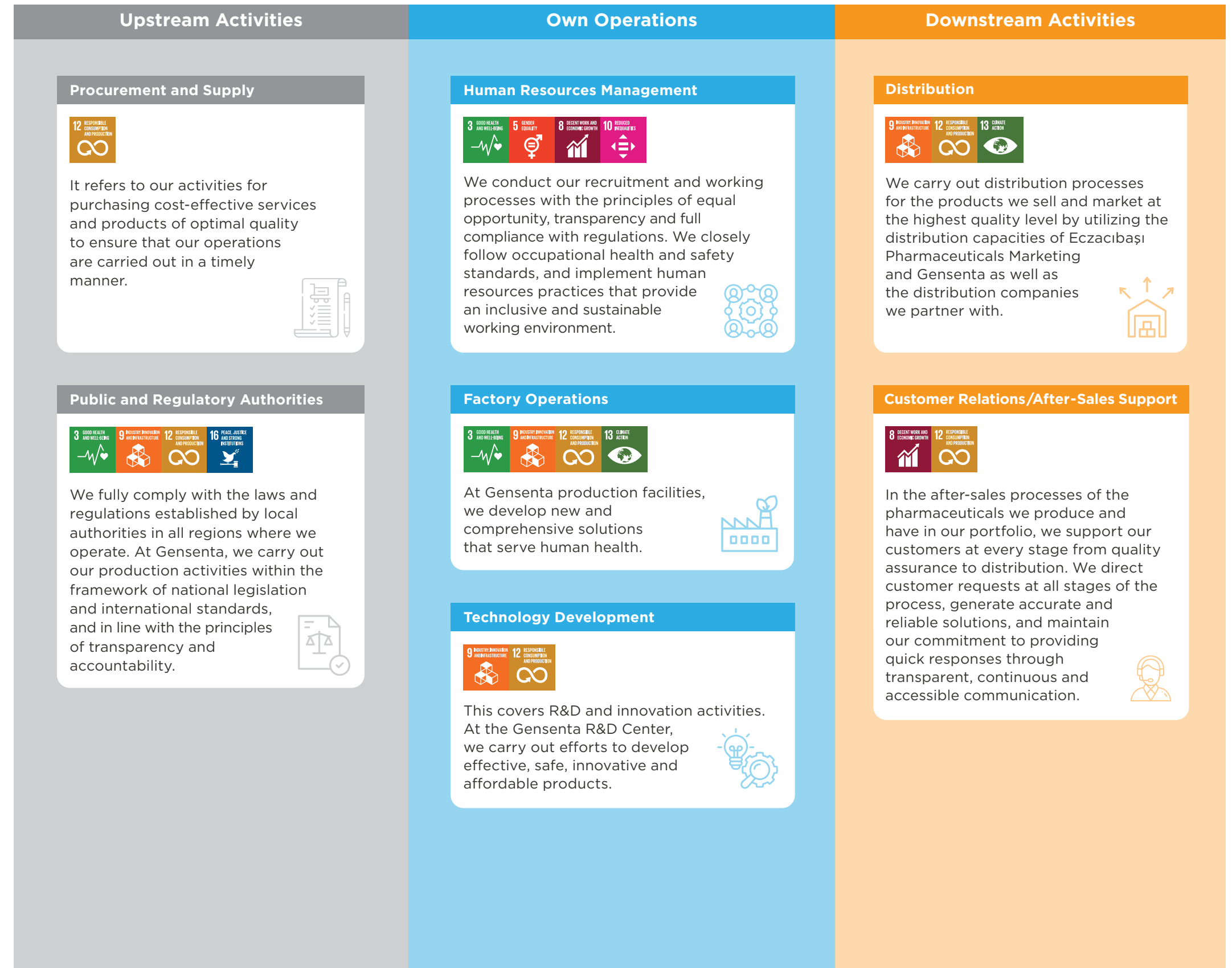
## Our Value-Creating Business Model

Our value creation approach provides a view into our business manners, and outlines how we allocate our capital resources to create long-term value for all our stakeholders.

### Our six capitals

-  **Our financial capital** contributes to our sustainable growth and profitability through investments in areas such as pharmaceutical production, marketing, sales and distribution with modern technology.
-  **Our human capital** is the most important item that supports our Company's success, reinforced with our experienced and proficient employees, our inclusive corporate culture, and strong corporate knowledge.
-  **Our natural capital** includes valuable resources that are essential for the functioning of our operations. In this regard, we ensure efficient water, energy, waste and emissions management by reducing our environmental impacts, and aim to ensure a habitable and healthy planet for both present and future generations by utilizing resources responsibly.
-  **Our intellectual capital** consists of information and competencies that facilitates the development of innovative solutions and products with high economic value, advancement of pharmaceutical R&D activities, and transformation of our business processes towards a strategic vision.
-  **Our social capital** draws its strength from our stakeholder relationships, built on the values of honesty, trust and mutual respect. We aim to create shared value through our collaboration-oriented relationships with stakeholders.
-  **Our manufacturer capital** is based on physical resources and infrastructure used in production. By effectively utilizing these assets, we aim to optimize our production processes and to provide pharmaceuticals produced with modern technology to domestic and foreign markets.

## Our Value Chain





## Our Value-Creating Business Model

### Inputs



**TRY 8.8 billion**  
Total net sales<sup>6</sup>

**TRY 2.8 billion**  
EBITDA<sup>6</sup>

**6**  
Brands<sup>4</sup>



**1,000+**  
Total employment<sup>6</sup>

**Over 1,300** employees  
around the world<sup>4</sup>

**TRY 10.4 million**  
Training and development  
expenses<sup>4</sup>

**TRY 319,320**  
Occupational Health and  
Safety investments<sup>1</sup>

**1,978.9 hours**  
Occupational Health and  
Safety trainings<sup>1</sup>



**46,430 MWh**  
Energy consumption<sup>4</sup> ✓

**73,434 m<sup>3</sup>**  
Water Withdrawal<sup>4</sup> ✓

**8**  
Energy efficiency projects<sup>1</sup>

**TRY 10.2 million**  
Cost of energy projects<sup>1</sup>



**206**  
Total number of licenses  
in Türkiye<sup>1</sup>

**116**  
Number of licenses valid in  
international markets<sup>1</sup>

**TRY 37 million**  
R&D investments<sup>1</sup>

**3,702 hours**  
Digital Transformation  
training<sup>4</sup>



**2,952**  
Suppliers<sup>3</sup>

**73**  
Customers<sup>3</sup>



**2**  
Production facilities<sup>1</sup>

Yenibosna Production Facility  
**275.57 tons** of production

Şekerpınar Production Facility  
**40.37 tons** of production

### Value Created

**-7%**  
Decrease in net sales revenue<sup>6</sup>

**TRY 80 million**  
Total taxes paid<sup>6</sup>

**TRY 936 million**  
Paid to capital providers<sup>6</sup>

**39%**  
Total share of women  
professionals<sup>5</sup> ✓

**40%**  
Women among new recruits<sup>5</sup> ✓

**35%**  
Women in management  
positions<sup>5</sup> ✓

**18.8%**  
Share of women in STEM  
positions<sup>1</sup>

**25.84%**  
Share of women in  
revenue-generating roles<sup>2</sup>

**48 hours** of average training  
hours per employee<sup>5</sup> ✓

**12.72%**  
employee turnover rate<sup>4</sup>

**100%**  
Share of renewable electricity  
consumed<sup>4</sup> ✓

Electricity consumption from  
renewable resources with  
I-REC certification<sup>7</sup>

**30% reduction** in energy  
intensity compared to 2021<sup>1</sup>

**6,153 MWh**  
Energy savings<sup>1</sup>

**20.18% reduction** in total water  
withdrawal compared to 2021<sup>1</sup>

**2,989 m<sup>3</sup>**  
Amount of recycled water<sup>1</sup>

**87.69%**  
Share of recycled waste<sup>1</sup>

**TRY 6.9 million** cost savings  
thanks to energy investments<sup>1</sup>

**52% CO<sub>2</sub>e** emission reduction  
(Scope 1+2) compared to 2021<sup>3</sup>

**7**  
Patent applications<sup>4</sup>

**12**  
R&D Projects<sup>3</sup>

**81%**  
Share of local suppliers<sup>3</sup>

**100 students**  
participating in  
internship programs<sup>4</sup>

**316 tons**  
of production<sup>1</sup>

**+12**  
Countries of export<sup>1</sup>

<sup>1</sup> The data represent Gensenta.

<sup>2</sup> The data represent Eczacıbaşı Pharmaceuticals Marketing.

<sup>3</sup> The data represent Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

<sup>4</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.

<sup>5</sup> The data represent white-collar employees at Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

<sup>6</sup> The data represent Eczacıbaşı Pharmaceutical and Industrial Investment Co.

<sup>7</sup> The data represent Eczacıbaşı-Monrol.

# Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co.

As EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co., we are aware of the importance of our Company’s environmental and social impact. Together with our subsidiaries that make production and provide services in the healthcare sector, we carry out efforts to protect not only human health but also the environment.

We regularly review our sustainability strategy and act in line with the extensive strategy of the Eczacıbaşı Group in the evaluation of risks and opportunities. Our Company begins to assess sustainability-related topics under the leadership of Eczacıbaşı Group, and shapes the daily operations of our employees.

On our journey towards creating sustainable value, we attach importance not only to our economic performance but also to environmental values, use of natural resources and communities. We integrate our sustainability approach into all our business processes and corporate culture while carrying out our activities for a healthier future.

The governance of sustainability-related topics is under the responsibility of our Board of Directors, which organizes regular meetings every year to evaluate the Company’s strategy, and addresses sustainability topics in an integrated manner and in line with our corporate governance approach.

At Eczacıbaşı Pharmaceutical and Industrial Investment Co., the governance of sustainability- and climate-related topics is under the responsibility of the Board of Directors, which is the Company’s highest governance body, and is managed by the Company’s General Manager.

The Company’s sustainability- and climate-related activities are centered around the operations of Gensenta, the subsidiary operating in the field of pharmaceutical manufacturing and sales. Sustainability governance, division of duties, responsibilities, and reporting mechanisms have been structured within Gensenta. The Gensenta Operations Director ensures that the Company’s activities are carried out in compliance with sustainability objectives, and is responsible for the management of the Gensenta Sustainability Department.

The Gensenta Sustainability Department is responsible for carrying out and coordinating sustainability efforts within Gensenta. The Gensenta Sustainability Manager leads the department, and is also a member of the Gensenta Management Team. The Gensenta Sustainability Department organizes quarterly meetings to evaluate Gensenta’s sustainability and energy management topics. The decisions and outputs of these meetings are reported to the Gensenta Management Team.

Active participation is ensured in the coordination meetings, committees and boards organized by the Group through Gensenta. Regular reports about the Company’s sustainability-related risks, opportunities and performance are submitted to the ESG Committee, which operates under the Eczacıbaşı Holding Board of Directors. Monthly briefings on our sustainability performance and current status are provided at the Group Sustainability Coordination Meetings, which are held with the participation of the sustainability team.

### Overview of Low Carbon Strategy

The Low-Carbon Transition Project encompassing all members of the Group was initiated at the end of 2023 financial year in line with the target of developing and implementing a climate strategy in compliance with the European Union regulations. This project was addressed in line with the European Commission’s 2050 Low-Carbon Economy Roadmap. The project consists of three phases.

1. Impact Measurement Phase is the process of preparing an inventory of Scope 1-2-3 emissions covering the entire value chain in order to establish long-term targets in line with the Greenhouse Gas Protocol.
2. Climate Strategy and Carbon Reduction Phase aims to align the Group’s Climate Strategy with the business models, values and goals of all subsidiaries; ensure consistency among subsidiaries; and re-discuss and improve the strategy in accordance with recommendations.
3. Climate Risks Phase consists of efforts to integrate climate-related risks into the corporate governance approach in accordance with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD).

We are delighted to share the outcomes of this instructive process, in which we addressed our business manners in an integrated manner.

You can find detailed information on the outputs of our project in the [Investing in Planet](#) section.



Corporate Governance	Investing in Planet	Investing in People	Investing in Future
<p>Our responsible, fair, transparent and accountable management approach lies at the foundation of our success, and plays an important role in ensuring the long-term sustainable growth of our operations.</p> <p>We adopt responsible supply chain management practices and develop business partnerships with companies that are aligned with our business ethics. We value feedback mechanisms and carry out efforts to ensure that these mechanisms are developed and effectively function in line with our accountability approach.</p>	<p>As climate-related topics intersect with all business activities of the Group, managing our impact on the planet is one of our core business strategies. We work intensively to reduce our environmental impacts caused by our value chain, from raw material selection to production and all other business processes. We focus on increasing the efficiency of our natural resource use, implementing circular business models, and transitioning to renewable energy sources that limit emissions.</p> <p>Our efforts to leave future generations a healthy and livable world and ecosystem are centered around actions for combating and adapting to climate change. We create innovative and sustainable business models by conserving our resources, ensuring their effective management, and taking preventive actions to avoid environmental pollution.</p>	<p>Our employees are among the most important elements of our sustainable success, and form the foundation of our corporate culture.</p> <p>We carry out efforts to provide the best development opportunities and to create equal and inclusive working environments. Our most important responsibilities include prioritizing their mental and physical health, ensuring that they work in safe environments, and protecting human rights throughout our entire value chain.</p>	<p>We closely follow changing global conditions and do not compromise on the safety and quality of our products in all activities we carry out to improve people’s lives as well as offering a better and more sustainable future.</p> <p>We turn global and regional opportunities in our industry into investments, and integrate new technological applications into our processes. We design technology-driven processes with our R&amp;D investments and studies.</p>



# Double Materiality Analysis

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

The healthcare sector is an area that constantly changes due to technology, human habits and new diseases. Especially the rapid development of health technologies in recent years has changed the ways of providing healthcare services, sales of pharmaceuticals and dietary supplements, and people's expectations from these services.

In 2023, we updated our sustainability-related material topics by focusing on people, the future, governance and the planet in order to keep up with this transformation in the healthcare sector and meet stakeholder expectations. In 2024, we reassessed these material topics by applying the **Double Materiality Analysis (DMA)** method, taking the activities of Gensenta and Eczacıbaşı Pharmaceuticals Marketing into consideration.

This comprehensive assessment included Gensenta and Eczacıbaşı Pharmaceuticals Marketing's impacts on society and the environment (impact materiality) as well as the potential risks and opportunities for our operations and financial performance due to sustainability-related topics (financial materiality).

We conducted the 3-step double materiality analysis, which allowed us to address impact materiality and financial materiality in an integrated manner:

1. Sector Analysis
2. Stakeholder Engagement
3. Impact and Financial Materiality Assessment



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

## 1. Sector Analysis

During the first stage of our double materiality assessment, which identifies our key sustainability topics, we analyzed developments both within the broader business environment and our specific sector. The purpose of this assessment is to keep pace with changing trends and maintain our competitive advantage in the sector. To this end, we conducted a sectoral and peer analysis that included a review of industry-specific research from authoritative organizations such as the Sustainability Accounting Standards Board (SASB), the World Economic Forum, and S&P Global, as well as international reporting standards and sustainability reports published in the sector. The insights were obtained played a critical role in shaping our Double Materiality Analysis process and helped us to better understand the changes in our stakeholders' expectations.

## 2. Stakeholder Engagement

We conducted a comprehensive and inclusive stakeholder engagement process, encompassing internal and external stakeholder surveys, workshops, and executive interviews, to evaluate 28 material issues aligned with our strategic pillars: Investing in Planet, Investing in People, Investing in the Future, and Corporate Governance. This process also integrated the findings from the external environment and peer analysis carried out during the identification of our sustainability material topics.

The insights gathered during the stakeholder engagement process, together with the outcomes of workshops and interviews, were considered in the evaluation of the impacts, risk and opportunities (IROs) lists and scores, while survey results had a direct impact on the development of the matrix.

### • Internal and External Stakeholder Surveys

We conducted an online stakeholder survey to capture the perspective and expectations of our internal and external stakeholders concerning our sustainability-related material topics.

A total of **235** stakeholders participated including our employees, investors, customers, suppliers, academics, media representatives, public authorities and local communities. The survey results provided an important basis for determining the Company's sustainability-related material topics.

### • Workshops

To evaluate the impact of sustainability topics identified through internal and external stakeholder surveys, we organized workshops focused on assessing the environmental, social, and financial effects of our activities. These sessions were attended by the General Manager, key directors and managers, representatives from Human Resources and Finance teams, as well as members of our Sustainability Department.

During the workshops, participants were asked to identify the five most critical sustainability topics for the company from those highlighted in the materiality survey. Subsequently, working groups were formed to assess various, dimensions of the selected topics, including their significance, strengths, challenges, and strategic implications for Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

### • Interviews

Another important component of the stakeholder engagement process was in-depth interviews with C-level executives and key directors or managers of Eczacıbaşı Holding. These interviews followed a semi-structured format, with separate question sets tailored for C-levels executives and key directors. Additionally, the questions were customized for each Eczacıbaşı Group business sector.

A total of 45 interviews were conducted with Eczacıbaşı Group executives, and 6 interviews were conducted at Gensenta and Eczacıbaşı Pharmaceuticals Marketing. Within this scope, one-on-one interviews were conducted with internal stakeholders at the executive management level. The interviews ensured that the executive management's strategic perspective and industry-specific insights were incorporated into the process of determining sustainability-related material topics.

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

3. Impact and Financial Materiality Assessment

In determining potential material issues, we developed a long list based on the sustainability topics at the sub-sub-topic level in ESRS 1 Application Requirement 16 (AR 16) and prevailing industry trends, while considering the impacts, risks and opportunities (IROs). This list was further refined by assessing key sustainability topics identified through extensive input from both internal and external stakeholders, as well as insights gathered from senior management interviews.

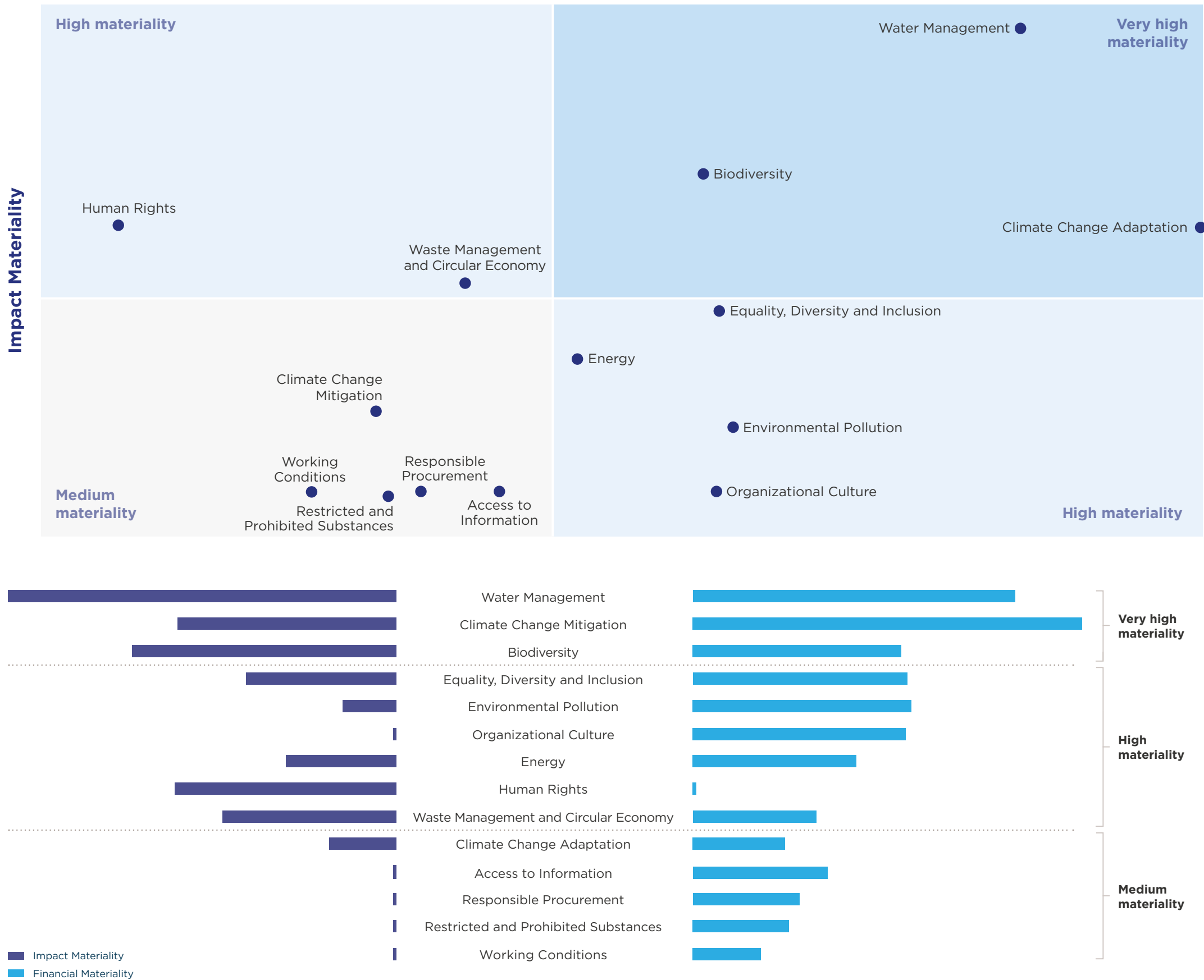
Impact materiality focused on the company's actual or potential effects on people and the environment, while financial materiality evaluated risks and opportunities that may affect financial performance, such as cash flow and financial position.

Both assessments were carried out across short- (0-1 year), medium- (2-6 years), and long-term (7-25 years) horizons, in accordance with the Eczacıbaşı Group's strategic planning framework and ESRS requirements. Key internal and external stakeholders were engaged to support this phase. Our evaluation incorporated multiple factors, such as the nature and timing of risks and opportunities, their impact on our value chain, and existing mitigation and precautionary measures. IROs were calculated using the following formulas, in accordance with [EFRAG's Materiality Assessment Implementation Guidance and the Enterprise Risk Management Procedure](#).

In the materiality matrix, financial and impact materiality were plotted on the X and Y axes of respectively, using a threshold score of 6. Topics that scored above this threshold on both axes were classified as very high materiality, topics that scored above the threshold on only one axis were classified as high materiality, and topics that fell below the threshold on both axes were classified as medium materiality.

The results of our double materiality analysis that will form the basis of our sustainability strategy in the short, **medium and long term** starting from this year are given on the side.

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





# Sustainability Objectives

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we support our activities with measurable targets in order to create a lasting impact in our sustainability efforts.

As we take firm steps towards these targets, we continuously measure our performance and share our progress transparently with our stakeholders.

Material Topics	Targets	Key Performance Indicator	Performance				Status
			2021	2022	2023	2024	
<b>Energy Management and Carbon Emissions</b>	We aim to achieve an energy intensity of 157 MWh/ton of product by the end of 2024. <sup>1</sup>	Energy Intensity (MWh/ton)	181.41	190.73	163.43	<b>127.8 ✓</b>	Achieved
<b>Water Management</b>	We aim to reduce water consumption to 303 m³/ton of product by the end of 2024. <sup>1</sup>	Water Intensity (m³/ton)	351	295	340.21	<b>215.3 ✓</b>	Achieved
<b>Waste Management</b>	By the end of 2028, we will reduce total non-recyclable waste amount by 30% compared to the base year (2021). <sup>1</sup>	Total amount of disposed waste (tons)	233.21	202.07	183.52	<b>178.30</b> 23.54% decrease compared to the base year (2021)	In progress
<b>Equal, Diverse and Inclusive Workplace</b>	We will increase the proportion of female employees among new hires to 50% by the end of 2028. <sup>2</sup>	Women among new recruits (%)	39.5%	43.4%	51.3%	<b>40% ✓</b>	In progress
	We will increase the proportion of female employees in recruitment to 45% by the end of 2028. <sup>2</sup>	Total share of women professionals (%)	33.1%	38.2%	39.7%	<b>39% ✓</b>	In progress
	We will increase the proportion of female employees in management positions to 40% by the end of 2028. <sup>2</sup>	Share of women in management positions (%)	36.8%	36.6%	41.2%	<b>35% ✓</b>	In progress
<b>Health, Safety and Wellbeing</b>	We will reduce lost time incident rate below 0.6 by the end of 2024. <sup>3</sup>	Lost time incident rate	0.17	0.31	0.68	<b>0.17 ✓</b>	Achieved



✓ The marked data represent the data subject to limited assurance.

<sup>1</sup> The data represent Gensenta.

<sup>2</sup> These data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye operations, and only cover white-collar employees.

<sup>3</sup> These data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye operations.

# Contribution to the UN 2030 Agenda

As EIS, we continuously review and improve our processes to ensure that our activities align with the UN Sustainable Development Goals. Accordingly, we shape our works with a focus on creating value for our internal and external stakeholders.

An overview of the UN Sustainable Development Goals and our contributions to these goals is given below:

## Good Health and Wellbeing



- We consider the safety and well-being of our employees, their families and our stakeholders as one of our top priorities.
- We adopt a “Zero Accident” approach by creating a healthy and safe working environment in our facilities.

## Quality Education



- We aim to build a work culture based on continuous learning and development, and offer development opportunities that enhance the skills and competencies of our employees.
- We support the professional development of our employees with training programs, and contribute to equipping them with the capabilities they need to be successful in their current or future roles.

## Gender Equality



- We create a corporate culture that promotes diversity and inclusion, and adopt an approach that prioritizes gender balance in all projects and practices.
- In line with the principles of the **Eczacıbaşı Group's Gender Equality and Diversity Policy**, we strengthen our commitment to gender equality and equal opportunity.
- We undertake to ensure equal opportunities in employment, leadership and compensation for all employees.

## Clean Water and Sanitation



- We set targets to reduce our water consumption and implement comprehensive water management initiatives.
- We closely monitor the use of our water resources, ranging from grid and groundwater sources to our water consumption per ton of product.

## Affordable and Clean Energy



- We opt for practices that provide energy savings and prevent carbon emissions by focusing on minimizing the direct and indirect impacts of energy consumption in our operations.
- We increase the availability of green energy sources in our operations thanks to the Solar Power Plant (SPP) installed in the Other Pharmaceuticals Unit of our Yenibosna facility.

## Decent Work and Economic Growth



- We create economic value in the sector and continue to contribute added value to society by reaching a turnover of **TRY 8.8 billion and more than 1,000 employees** throughout our value chain.
- We base our long-term growth on solid foundations by allocating our resources to areas such as innovation, entrepreneurship, R&D and digital transformation.

## Industry, Innovation and Infrastructure



- We carry out our works to develop new products and enhance existing products by prioritizing customer needs with our approach to innovation and entrepreneurship.
- We not only increase operational efficiency but also reshape our organizational structure with our digital infrastructure investments.

## Reduced Inequalities



- We aim to increase the proportion of female employees among new hires, and focus on creating an inclusive work environment in our recruitment processes.
- We promote diversity in leadership roles with the aim of increasing the proportion of female employees in professional staff.

## Responsible Production and Consumption



- We reduce waste and pollution in our processes, and strive to conserve resources and fulfill our environmental responsibilities.
- In line with circular economy principles, we ensure that the waste generated from our operations is recycled and minimized.

## Climate Action



- We are committed to fulfilling our responsibility in the most effective way with our efforts to prevent the lasting impacts of climate change on our planet.
- We take various measures to reduce carbon emissions from the supply process to distribution, and to minimize our environmental impact throughout our supply chain.

## Partnerships for the Goals



- As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we implement various sustainability projects and establish strong collaborations with a wide range of stakeholders from universities to non-governmental organizations.
- We organize and actively participate in various technical workshops, guest lectures and career events throughout the year.



# Stakeholder Relations

Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method and Frequency
Financial Community	Shareholders and Investors	Shareholders and investors support our financial health and profitable growth by securing access to capital and strengthening 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"> <li>• Integrated Sustainability Report (Annual)</li> <li>• TSRS-Aligned Sustainability Report (Annual)</li> <li>• Annual Reports (Annual/Quarterly)</li> <li>• Financial Reports (Annual/Quarterly)</li> <li>• Corporate Website (Continuously)</li> <li>• Material Disclosures (Instant)</li> <li>• General Assembly Meetings (Annual)</li> </ul>
	Financial Institutions	Financial institutions contribute to expanding our operations by providing access to financing instruments and opportunities to trade in investment and capital markets.		<ul style="list-style-type: none"> <li>• Integrated Sustainability Report (Annual)</li> <li>• TSRS-Aligned Sustainability Report (Annual)</li> <li>• Group's Annual Reports (Annual)</li> <li>• Social Media (Continuously)</li> <li>• Corporate Website (Continuously)</li> </ul>
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 as well as competitive compensation and additional 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"> <li>• Integrated Sustainability Report (Annual)</li> <li>• TSRS-Aligned Sustainability Report (Annual)</li> <li>• Annual Reports (Annual)</li> <li>• Social Media (Continuously)</li> <li>• Corporate Website (Continuously)</li> <li>• Group Meetings (Continuously/Periodically)</li> <li>• Material Disclosures (Instant)</li> <li>• Cash-Flow Reports (Monthly)</li> <li>• Group Financial Result Reports (Monthly)</li> <li>• Group Profit and Loss Forecast Reports (Quarterly)</li> </ul>
	Employees	Employees are the driving force behind our operations and processes of developing high quality products. They have a vital role for our Company's growth within the framework of our economic and sustainability strategies.		<ul style="list-style-type: none"> <li>• Integrated Sustainability Report (Annual)</li> <li>• TSRS-Aligned Sustainability Report (Annual)</li> <li>• Annual Reports (Annual)</li> <li>• Social Media (Continuously)</li> <li>• Corporate Website (Continuously)</li> <li>• Group Meetings and Publications (Continuously / Periodically / Instant)</li> <li>• Bulletins / Announcements (Continuously / Instant)</li> <li>• Material Disclosures (Instant)</li> <li>• Employee Engagement Surveys (Annual)</li> <li>• Trainings (Continuously)</li> <li>• Social Responsibility Projects (Continuously)</li> <li>• Human Resources Handbook (Continuously)</li> </ul>

Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method and Frequency
Customers	Clients			<div><div>• Integrated Sustainability Report (Annual)</div><div>• TSRS-Aligned Sustainability Report (Annual)</div><div>• Social Media (Continuously)</div><div>• Corporate Website (Continuously)</div><div>• Customer Research (Continuously)</div><div>• Audits (Instant / Periodically)</div><div>• Material Disclosures (Instant)</div><div>• Fair Participant (Instant / Periodically)</div><div>• Customer Meetings (Periodically)</div></div>
	End Users and Patients	Our customers, service recipients and end users play a vital role in shaping our activities: Our sales and sustainable success are directly affected by their preferences. Therefore, maintaining their strong satisfaction, gaining their loyalty, listening to their feedback and taking necessary actions are essential to our success and competitiveness in the industry.	We offer new designs, features, and technologies to add value to customers' lives and enhance their experiences with our approach to high-quality products and innovative solutions.	<div><div>• Integrated Sustainability Report (Annual)</div><div>• TSRS-Aligned Sustainability Report (Annual)</div><div>• Group's Annual Reports (Annual)</div><div>• Social Media (Continuously)</div><div>• Corporate Website (Continuously)</div></div>
	Physicians			<div><div>• Integrated Sustainability Report (Annual)</div><div>• TSRS-Aligned Sustainability Report (Annual)</div><div>• Social Media (Continuously)</div><div>• Corporate Website (Continuously)</div><div>• Visits (Continuously)</div><div>• Research (Instant / Periodically)</div><div>• Conventions (Instant)</div></div>
	Pharmaceutical Warehouses / Distributors			<div><div>• Integrated Sustainability Report (Annual)</div><div>• TSRS-Aligned Sustainability Report (Annual)</div><div>• Social Media (Continuously)</div><div>• Corporate Website (Continuously)</div><div>• Visits (Continuously)</div><div>• Research (Instant / Periodically)</div></div>



Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method and Frequency
Supply Chain	Business Partners		We strengthen our relationships, drive mutual growth and success, and contribute 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"><li>Integrated Sustainability Report (Annual)</li><li>TSRS-Aligned Sustainability Report (Annual)</li><li>Annual Reports (Annual)</li><li>Social Media (Continuously)</li><li>Corporate Website (Continuously)</li><li>Material Disclosures (Instant)</li></ul>
	Suppliers	Our business partners, suppliers and contractors play a vital role in the continuity of our operations and the quality of products we offer by supplying the materials and services required for our production processes.		<ul style="list-style-type: none"><li>Integrated Sustainability Report (Annual)</li><li>TSRS-Aligned Sustainability Report (Annual)</li><li>Social Media (Continuously)</li><li>Corporate Website (Continuously)</li></ul>
	Contractor Firms			<ul style="list-style-type: none"><li>Integrated Sustainability Report (Annual)</li><li>TSRS-Aligned Sustainability Report (Annual)</li><li>Social Media (Continuously)</li><li>Corporate Website (Continuously)</li></ul>

Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method and Frequency
Government and Regulators	Public Institutions	Public institutions play an important role in our Company's ability to take the correct actions within the framework of regulatory legislation, obtain permits and licenses, and support economic development.	We strictly adhere to regulations and standards set by public institutions within the framework of our business ethics. We carry out efforts to actively support the development of regulations and to promote compliance with legislation in the sector in which we operate.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Projects (Project Based)</li><li>• Audits (Instant / Periodically)</li><li>• Material Disclosures (Instant)</li><li>• One-on-one Visits (Instant)</li></ul>
	Local Government	Local administrations play a vital role in our operations by providing essential services and infrastructure, regulating land use and zoning, issuing permits and licenses, and supporting our economic development initiatives.	We contribute to local administrations by providing employment opportunities, contributing to the economy with our investments, and supporting community development projects in the regions where we operate.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Annual Reports (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• One-on-one Visits (Instant)</li></ul>
	Government Institutions	<p>In Türkiye, the Ministry of Health works in 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 licensing and pricing processes.</p> <p>The Ministry issues strict regulations and carries out inspections to ensure the safety and effectiveness of medicines. Pharmaceutical companies contribute to the healthcare sector with innovative product development and marketing strategies. This bilateral relation is critical in terms of improving the quality of healthcare services and facilitating access to medicines.</p>	We comply with the regulations and undergo inspections carried out by the Ministry to ensure the safety and effectiveness of medicines. During the licensing process, we provide the necessary data to the Ministry in the most effective way, ensuring that our products are approved and reach patients.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Annual Reports (Annual)</li><li>• Corporate Website (Continuously)</li><li>• Visits (Continuously)</li></ul>



Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method 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 values, invest in innovative products and technologies, maintain transparency and accountability, and participate in international collaboration and networking efforts.	By meeting these expectations, our Company produces high-quality and safe products, promotes environmental sustainability, upholds ethical standards and social responsibility, invests in innovative products and technological advancement, ensures transparency and accountability, and creates value by fostering international collaborations and networks.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Annual Reports (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li></ul>
	Sectoral Organizations	Sectoral organizations enable and support us to closely follow the dynamics of the sector and the business world and to be prepared for new developments regarding sectoral standards.	We creates value for sectoral organizations by raising sectoral standards with high-quality and innovative products, and enhancing sustainability and efficiency.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Projects (Project Based)</li><li>• Conferences (Instant / Periodically)</li></ul>
	Professional Chambers	Professional chambers expect fair wages and benefits for employees, safe and healthy working conditions, respect for workers’ rights, access to training and development opportunities, job security and employment continuity, and the implementation of environmental sustainability and social responsibility policies.	Our Company creates value by ensuring fair wages and benefits, maintaining safe and healthy working conditions, respecting workers’ rights, providing training and development opportunities, ensuring job security and employment continuity, and implementing environmental sustainability and social responsibility policies.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Annual Reports (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Material Disclosures (Instant)</li></ul>
	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 such as providing financial support, implementing practical research solutions, developing talent and enhancing reputation. 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"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Career Days (Annual / Periodically)</li><li>• Projects (Project Based)</li><li>• Internship Programs (Seasonal / Project Based)</li><li>• University Events (Instant)</li><li>• Student Field Visits (Instant)</li></ul>

Stakeholder Group	Stakeholder	Importance for Eczacıbaşı Pharmaceutical and Industrial Investment Co.	Value Created for Stakeholders	Communication Method 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 believe that our commitment and constructive attitude to social responsibility, sustainability and community engagement will positively impact the society. We enhancing the quality of life for individuals and communities with both our products and our social responsibility activities. By actively listening and collaborating with our stakeholders, we believe that we can build trust, foster dialogue, and address relevant social, environmental and economic issues.	<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Customer Research (Continuously)</li><li>• Projects (Project Based)</li><li>• Memberships (Continuously)</li></ul>
	Local Communities			<ul style="list-style-type: none"><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Projects (Project Based)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Social Responsibility Projects (Project Based)</li></ul>
	Society			<ul style="list-style-type: none"><li>• Integrated Sustainability Report (Annual)</li><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Annual Reports (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Important Declarations (Instant)</li></ul>
	Media	Media assists 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.	We ensure that media has access to reliable data and insights enabling them to effectively convey our Company's strategy.	<ul style="list-style-type: none"><li>• TSRS-Aligned Sustainability Report (Annual)</li><li>• Social Media (Continuously)</li><li>• Corporate Website (Continuously)</li><li>• Press Releases (Instant)</li></ul>





# 3

## Corporate Governance

Corporate Governance Approach	62
Risk Management	68
Ethics and Compliance	76
Supply Chain Management	79
Economic Sustainability	81



# Corporate Governance Approach

**As part of the Eczacıbaşı Group, we aim to create sustainable value with our strong governance, strategic planning, and risk management approach while adapting to market trends and stakeholder expectations.**

In our journey towards creating sustainable value, we comply with the Eczacıbaşı Group's overall strategic objectives and expand our strategy within this framework.

Accordingly, we reinforce our commitment to the principles of transparency, accountability, responsibility and fair management by adopting the "Corporate Governance Principles" issued by the Capital Markets Board ("CMB"). Thanks to these principles that align with our sustainability-oriented approach and long-term value creation targets, we strengthen the trust with our stakeholders and contribute to our stable and sustainable growth.

## Board of Directors

As EIS, we adopt an effective governance approach established within the framework of corporate governance principles and centered around the Board of Directors, which is the highest management body. The Board of Directors is responsible for managing the Company in a way that maintains long-term profitability, monitoring the risks related to our operations, and ensuring compliance with internal regulations and policies. It also ensures that the strategic decisions taken by the Eczacıbaşı Group are integrated into our operations.

The Board of Directors under the leadership of Ferit Bülent Eczacıbaşı, consists of 6 members, 2 of whom are independent members. The Board members are designated in a way that will allow them to make fast and rational decisions, form committees and organize their work effectively in order to determine their strategies and targets.

The CVs of the members of our Board of Directors are accessible on [our website](#).



**Ferit Bülent Eczacıbaşı**  
Chairperson of the Board



**Rahmi Faruk Eczacıbaşı**  
Vice Chairperson of the Board



**Emin Fadilloğlu**  
Member



**İpek Güleç**  
Member

Corporate Governance Committee  
Early Detection of Risk Committee



**Erol Ulukutlu**  
Independent Member

Audit Committee  
Corporate Governance Committee



**İhsan Rifat Öktem**  
Independent Member

Early Detection of Risk Committee  
Audit Committee





Board Committees

Name of Committee	Members	Responsibilities
Audit Committee	Erol Ulukutlu (Chairperson)  İhsan Rifat Öktem	<ul style="list-style-type: none"><li>The Audit Committee ensures transparency and accountability by auditing the accuracy and reliability of the Company’s financial reports and effectiveness of the internal control systems.</li></ul> <p>Please visit <a href="#">our website</a> for more information.</p> <p>The Audit Committee held four meetings regarding its activities in 2024.</p>
Corporate Governance Committee	Erol Ulukutlu (Chairperson)  İpek Güleç Tuğçe Fetvacı	<ul style="list-style-type: none"><li>The Corporate Governance Committee ensures that the Company operates in accordance with corporate governance principles, enhances good governance practices, leads the nomination and remuneration processes, and closely monitors ESG performance.</li></ul> <p>Please visit <a href="#">our website</a> for more information.</p> <p>The Corporate Governance Committee held three meetings regarding its activities in 2024.</p>
Early Detection of Risk Committee	İhsan Rifat Öktem (Chairperson)  İpek Güleç	<ul style="list-style-type: none"><li>The Early Detection of Risk Committee identifies and evaluates all risks (strategic, operational, financial, legal, etc.) that the Company may encounter, develops management plans, and reports them to the Board of Directors. Its duties are defined in accordance with the Capital Markets Board regulations and the Turkish Commercial Code. It prepares evaluation reports every two months to enable the Company to take measures against potential threats.</li></ul> <p>Please visit <a href="#">our website</a> for more information.</p> <p>The Early Detection of Risk Committee held seven meetings regarding its activities in 2024.</p>

Executive Management

The Executive Management Team of Gensenta and Eczacıbaşı Pharmaceuticals Marketing offers strategic guidance and direction with a strong commitment to providing reliable, transparent and high-quality services to all stakeholders. The team carries out its works with the target of achieving sustainable excellence and leadership.

The Executive Management Team plays a vital role in managing the Company’s business performance in line with the efficient governance approach, determining strategic priorities, and quickly responding to the evolving needs of its stakeholders. It works to integrate sustainability into all processes in compliance with corporate governance standards. The Executive Management Team of Gensenta and Eczacıbaşı Pharmaceuticals Marketing consists of 19 members, among whom female representation rate is 47%.

Name	Gender	Position
Emin Fadılloğlu	Man	EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. General Manager
İrem Yenice	Woman	Gensenta Operations Director
Başbuğ Öke	Man	Eczacıbaşı Pharmaceuticals Marketing General Manager
Başar Güncü	Man	Gensenta Sustainability Manager
Begüm Bartık	Woman	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Information Technologies Director
Belgin Özdilsiz	Woman	Eczacıbaşı Pharmaceuticals Marketing Medical Director
Berkay Bozkuş	Man	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Supply Chain Director
Doğa Eroğlu	Man	Gensenta Production Director
Ece Özay Sefiloğlu	Woman	Gensenta Production Director
Elif Gürsoy	Woman	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Corporate Communication Director
Işıl Ünal	Woman	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Quality Director
Kaan Alparslan	Man	Gensenta Engineering Director
Kader Karaca	Woman	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Human Resources Director
Kerem Fidan	Man	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Finance Director
Murat Bastem	Man	Eczacıbaşı Pharmaceuticals Marketing Business Excellence, Commercial Operations and Personal Care Director
Pelin Kırıcı	Woman	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Growth Director
Orkun Erkuş	Man	Gensenta & Eczacıbaşı Pharmaceuticals Marketing Public Relations and Market Access Director
Ömür Salman	Man	Eczacıbaşı Pharmaceuticals Marketing Marketing and Sales Director
Sena Faga	Woman	Eczacıbaşı Pharmaceuticals Marketing Marketing and Sales Director

# Sustainability Management

### Group-Wide Sustainability Organization

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

#### Eczacıbaşı Holding Board of Directors

At Eczacıbaşı, ESG topics are overseen by the Board of Directors, which plays a crucial role in making strategic decisions regarding sustainability management.

#### Eczacıbaşı Holding ESG Committee

Reporting directly to the Board, the ESG Committee is responsible for ensuring the effectiveness of ESG strategies, governance structures, and implementation mechanisms across the Group. Members of the ESG Committee are selected from among the members of the Eczacıbaşı Holding Board of Directors, based on their expertise and prior experience in relevant areas.

The Committee:

- Advises the Board of Directors on environmental, social, and economic matters.
- Evaluates ESG performance and the integration of ESG goals into strategic planning.
- The Committee convenes four times a year, scheduled quarterly prior to Board of Directors' meetings. The Committee Leader presents key findings and recommendations to the Board. The main ESG topics addressed in Board and ESG Committee meetings include:
  - Review of sustainability- and climate-related investments,
  - Review of progress on the Group's low carbon transition strategy,
  - Review of energy and water KPIs and sustainability project performance,
  - Review of Group companies' ESG roadmaps,
  - Review of sustainability-related policies.

Both the ESG Committee and the Board of Directors adopt a proactive approach in all strategic decision-making processes, considering the risks and opportunities that may impact the long-term resilience and sustainability of the organization. Both the ESG Committee and the Board of Directors take a proactive approach in all strategic decision-making processes to risks and opportunities that may impact the organization's long-term resilience and sustainability. Material sustainability-related risks and opportunities are reported to the ESG Committee by the Holding Sustainability Department as appropriate. As an example, in a 2024 ESG Committee meeting, the Sustainability Department presented a comprehensive assessment of the potential implications and impacts of the Carbon Border Adjustment Mechanism (CBAM) on the Group's energy-intensive operations.

#### Eczacıbaşı Holding Sustainability Department

The Eczacıbaşı Holding Sustainability Department leads the coordination of the Group's ESG strategy, under the oversight of the CEO. The Department provides quarterly updates to the ESG Committee and is responsible for the following:

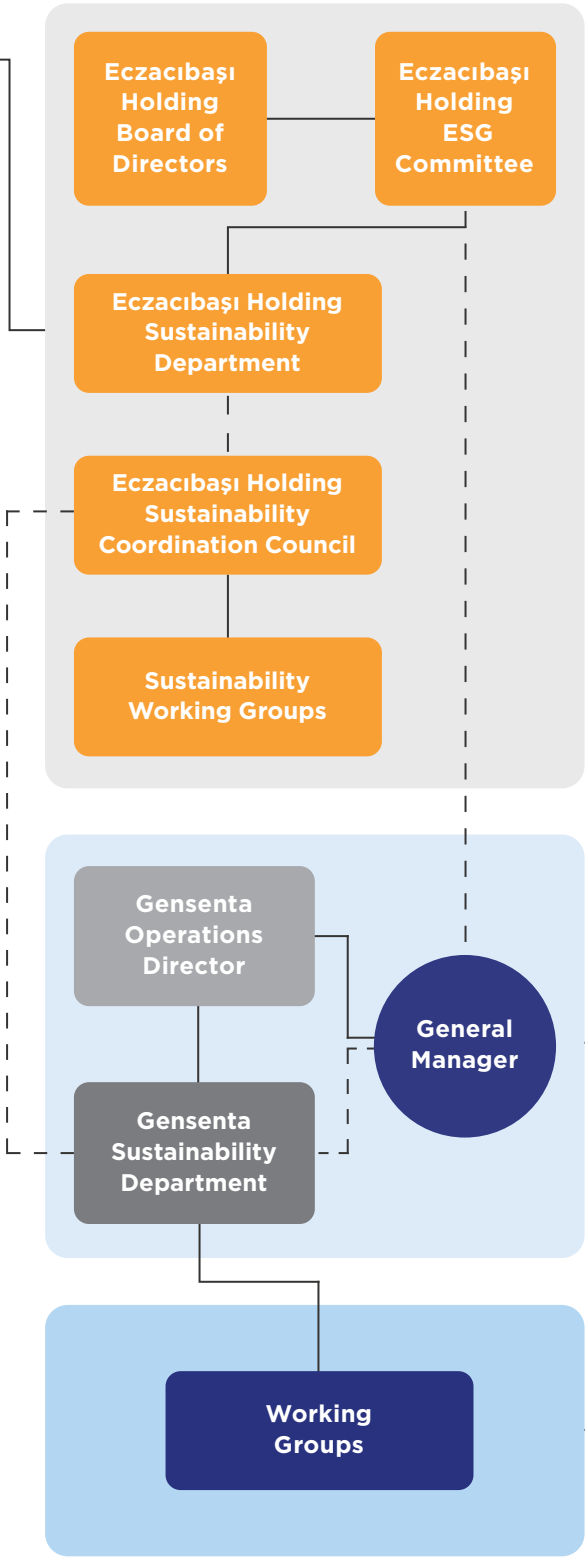
- Develop, publishing, and regularly updating the ESG policies of the Eczacıbaşı Group,
- Establishing the Group's sustainability strategy, roadmap, and targets,
- Guiding project planning in alignment with each company's sustainability strategy and to contribute to value creation through expertise and consultancy.
- Coordinating the identification, assessment, and management of ESG risks and opportunities across the Group in alignment with corporate risk management processes,
- Monitoring trends, developments, competitor activities, and customer expectations regarding sustainability, and steer the Group's sustainability efforts accordingly,
- Organizing awareness seminars, training programs, and workshops at the Group level to foster a culture of sustainability and build internal capacity,
- Guiding the Group companies in setting, monitoring, and enhancing ESG-related targets and key performance indicators.

#### Eczacıbaşı Holding Sustainability Coordination Council

Alignment across Group companies is ensured through the Sustainability Coordination Council, which is composed of representatives from the sustainability teams of Group companies. The Council convenes monthly, providing a platform that strengthens strategic coordination. During these meetings, ESG projects and best practices implemented by Group companies are shared and reviewed, emerging and existing regulatory developments are assessed, and ongoing initiatives addressing sustainability and climate-related risks and opportunities are followed. Topic-specific Working Groups, formed as needed, bring relevant agenda items to the Council meetings for discussion and evaluation. When necessary, external experts are invited to share their insights on specific topics. This structure supports effective coordination and informed decisionmaking in the Group's ESG strategy and implementation processes.

#### Sustainability Working Groups

Sustainability Working Groups, established under the Sustainability Coordination Council, serve as the execution bodies of the Group's sustainability efforts.



### EIS ESG Commission

The ESG Commission, which operates under the Corporate Governance Committee, is responsible for developing and implementing the Company's sustainability- and climate-related policies. The ESG Commission reports the Company's performance and activities on sustainability and climate matters to the Board of Directors annually through the Corporate Governance Committee.

#### EIS ESG Governance

**Responsibility: Sustainability Audit and Monitoring and Implementation of the Sustainability Strategy**

Sustainability- and climate-related matters within the Company are overseen by the General Manager of Eczacıbaşı Pharmaceutical and Industrial Investment Co.

As the Company's sustainability and climate-focused initiatives are primarily concentrated in the operations of its subsidiary Gensenta, which is active in pharmaceutical manufacturing and sales, sustainability management has been systematically structured within Gensenta, with clearly defined duties, responsibilities, and reporting processes.

#### Gensenta Operations Director

The Gensenta Operations Director ensures that plant operations are carried out in line with the sustainability approach to achieve Gensenta's strategic plans and annual targets related to sustainability and climate change. As the executive leading the management teams at Gensenta's plants, the Company's sole production operations, the Operations Director evaluates and manages Gensenta's sustainability- and climate-related risks and performance.

The Gensenta Sustainability Department holds quarterly meetings to assess sustainability matters. Members of the Gensenta Sustainability Department also participate in Group-wide coordination meetings led by Eczacıbaşı Holding and contribute to the activities of the Eczacıbaşı Holding ESG Committee.

### Working Groups

**Responsibility: Execution of Sustainability Action Plans**

Working Groups function as the operational arms of the Eczacıbaşı Group's sustainability initiatives and are tasked with translating the Group's ESG strategies and policies into concrete objectives and actionable plans. They monitor both global and local trends, provide recommendations to the Sustainability Department, and lead the implementation of related projects.

Working Groups focused on specific sustainability topics are organized to develop strategies around their respective themes. These groups convene regularly to prepare detailed roadmaps and to work on follow-up projects.



## Risk Management

**As EIS, we manage our risks and opportunities in accordance with the COSO Enterprise Risk Management Framework, which is known for its comprehensive and integrated approach, as well as the Eczacıbaşı Group's Corporate Risk Management Policy.**

Our subsidiaries and affiliates at EIS conduct their activities based on the unique market dynamics, risk profiles and value chain structures of the sectors in which they operate. They both follow central strategy and utilize local expertise in operational decision-making processes.

This structure in risk management provides our Company with strong advantages in terms of sustainable growth, risk diversification and operational efficiency.

As an Eczacıbaşı Group company, we follow the Eczacıbaşı Group Corporate Risk Management (CRM) methodology, which involves active participation of all business units responsible for risk management.

## Eczacıbaşı Group's Risk Management Structure and Approach

Risk management at the Eczacıbaşı Group is carried out comprehensively and in integration with management processes. It is aimed to ensure risk awareness in all operations and to adopt a risk-focused culture throughout the organization.

EIS is responsible for managing its own risks, while Eczacıbaşı Holding oversees the effectiveness of practices across the Group. Our Board of Directors conducts risk management activities through the Early Detection of Risk Committee.

The Corporate Risk Management Units of our subsidiaries Gensenta and Eczacıbaşı Pharmaceutical Marketing are responsible for overseeing the management of risks specific to their operations as well as providing support and expertise in the identification, assessment and oversight of risk management processes.

Department Managers at Gensenta and Eczacıbaşı Pharmaceutical Marketing identify and manage the risks within their areas, report to the CRM unit on risk management activities and significant risks, and implement risk-mitigation strategies in compliance with the Eczacıbaşı Group's Corporate Risk Management Policy. All employees contribute to the development of our risk management approach by identifying, monitoring and reporting potential risks within their work areas.

The ERM structure of the Eczacıbaşı Group consists of multiple layers to ensure a robust and systematic approach across all levels of the organization.





The ERM structure of the Eczacıbaşı Group consists of multiple layers to ensure a robust and systematic approach across all levels of the organization.

- **Eczacıbaşı Holding Board of Directors**

Responsible for overseeing the ERM framework, approving the ERM policy, and monitoring the overall effectiveness of risk management efforts.

- **Audit, Risk and Governance Committee**

Monitors the implementation and effectiveness of the ERM framework and ensures its alignment with strategic objectives.

- **Holding and Company ERM Departments**

Responsible for overseeing risk management across the organization, and provide support and expertise in ensuring that risks are identified, assessed, and managed.

- **Company Management**

Integrates ERM into strategic and operational decision-making processes, ensures the allocation of resources for effective risk management, and regularly reviews significant risks and mitigation strategies.

- **Department Managers**

Identify and manage risks within their areas of responsibility, report risk management activities and key risks to the company ERM team, and implement mitigation strategies in line with the ERM policy.

- **All Employees**

Identify, monitor, and report potential risks in their respective areas and support risk management initiatives.

In addition, a designated Board member at both the company and Holding level is assigned to oversee the assessment of risks and opportunities and to ensure their respective boards of directors are regularly informed on these matters.

The Holding Sustainability Department plays a key role in the governance of sustainability- and climate-related risks and opportunities in the ERM structure. The department oversees Group-level processes by monitoring assessments carried out by Group companies, evaluating material risks and opportunities, informing both the Holding ERM Department and the ESG Committee, and ensuring that necessary actions are initiated or implemented. In parallel, the sustainability departments in Group companies provide their respective risk managers with information regarding relevant sustainability and climate-related risks and opportunities, thereby ensuring alignment across the organization.

Risk reporting at EIS and throughout the Group aims to provide information for decision-making processes at all levels. **Board Reports** are submitted to the Board of Directors quarterly via the Audit, Risk and Governance Committee, and focus on strategic risks, enabling high-level oversight and response. **Management Reports** allow senior management to regularly review the overall risk profile and risk management plans, ensuring alignment with strategic objectives. **Department Reports** prepared by department managers, address operational-level risks and mitigation actions, and serve as input for both management and board-level reporting.

All types of risks—strategic, operational, financial, compliance, sustainability, and climate-related—are evaluated from a holistic perspective. These risks are considered in terms of their potential to hinder the achievement of strategic goals, negatively impact corporate value, or pose a threat to the Group's continuity and growth. Risk assessment is carried out at all levels of the Group, starting from the Board of Directors.

## Identification and Assessment Process of Climate-Related Risks and Opportunities

In 2024, a qualitative assessment of climate-related risks and opportunities was conducted at the Eczacıbaşı Group level.

This assessment comprised **problem definition, qualitative scenario development, and scenario review and implications**. The purpose of this qualitative Climate Scenario Analysis (CSA) was to make an initial assessment of potential risks and opportunities within the framework of possible future scenarios for Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

During the problem definition stage, discussions with sustainability teams facilitated the identification of key questions and assessment boundaries to ensure the analysis provided the companies with relevant and actionable information to guide subsequent steps. These stages included the following elements:

- Defining focal questions and list of stakeholders.
- Data collection (e.g., site locations for physical exposure analysis)
- Identification of key locations as well as critical suppliers and their locations<sup>1</sup>

In the scenario development stage, five workshops were organized with the participation of key stakeholders from various departments. These workshops aimed to understand how our business strategy and related drivers could be affected by climate change and to identify potential risks and opportunities that could be significant, taking site-specific sensitivities into consideration.

<sup>1</sup> Suppliers that account for 80% of total monetary purchases and/or that have no viable alternatives under procurement criteria were prioritized in the determination of critical suppliers.



We categorized our climate-related risks as physical risks and transition risks in line with the framework **Task Force on Climate-related Financial Disclosures (TCFD)**.

In the workshops, discussions were held regarding on both physical and transition risks and opportunities. These discussions focused on how these risks and opportunities could affect the operations and business strategies of the subsidiaries in the short, medium and long term across key locations and the critical supply chain. Additionally, the discussions addressed what actions should be taken to manage these risks and opportunities, as well as the timing for these actions.



The table below outlines the categories of risks and opportunities:

Risk and Opportunities Name	
Physical Risks	Flooding from rivers, coasts (exacerbated by sea level rise and increase storm surges), and surface waters (caused by extreme rainfall)
	Water stress and drought
	Heatwaves and extreme high temperatures
	Storms and strong winds (e.g., hurricane, tornado, medicanes)
	Increase in average temperatures
	Increase in average rainfall and/or seasonal patterns
	Chronic shifts in climate changes impacting supply and demand
	Acute shifts climate impacting supply and demand
Transition Risks	Carbon prices
	Energy costs and volatility in the market
	Use or production of high embodied carbon materials
	Decreased lifecylce of existing assets and enforced technology changes
	Increase in reporting, regulatory requirements and stakeholder concerns
	Reputation: Greenwashing and/or failure to meet climate targets resulting in reduced capital flows and difficulty attracting talent
Opportunities	Increased scrutiny over environmental topics related to climate
	Sustainable Products
	Circular Economy
	Renewable Energy
	Climate Adaptation Measures
	Climate Resilience Products

Insight from the workshops, combined with outputs from various datasets and sources, enabled the identification and assessment of risks and opportunities under both low- and high- carbon scenarios in the short-, medium and long-term.

For physical risks, climate risk tools, WRI Aqueduct Tool, and the World Bank Climate Change Knowledge Portal were reviewed to determine likelihood levels for individual sites and supplier regions. Impact levels were informed by a literature review and insights gathered during the workshops. For transition risks, a comprehensive literature review of International Energy Agency (IEA) publications was conducted covering current and emerging national and international regulations, standards, and reports.

At the Group level, risk value is calculated with the following formula:  
**Risk Value = Probability x Impact**

The same calculation was applied to opportunities. Following the development of the risk and opportunities database, stakeholders from each Group company reviewed the identified risks and opportunities considering existing risk reduction actions. This led to the prioritization of material risks according to the risk matrix shown in the figure.

Probability and impact are categorized into five levels (very low to very high) according to Enterprise Risk Management Procedure.

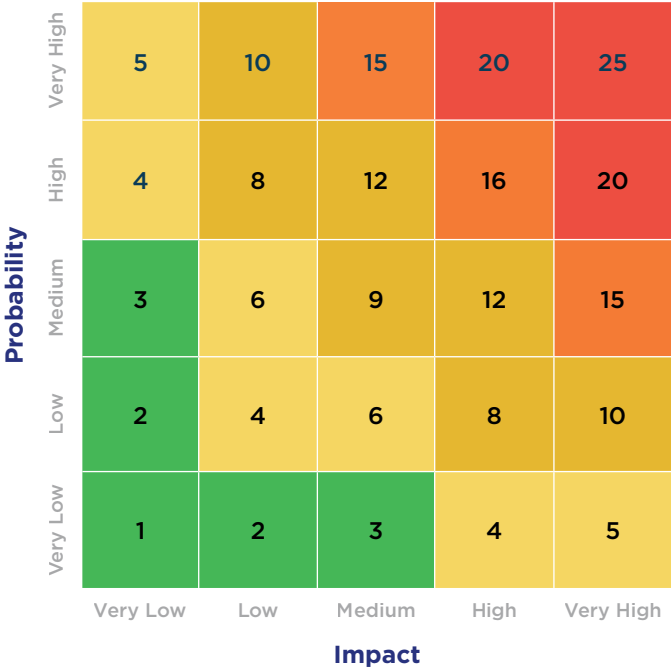
The levels in the risk matrix are indicated by specific colors: the yellow and green areas represent acceptable risk levels (secondary risks), the orange area represents significant risks, while the red and burgundy areas indicate critical risks.

This system enables the systematic assessment, prioritization and management of risks and opportunities, thus providing clear guidance for strategic decision-making processes.

**Probability**  
The probability of a specific event depends on factors that are independent of the event itself, such as the frequency of heatwaves, carbon pricing or the introduction of new regulations.

**Impact**  
The extent to which a specific event could affect the Eczacıbaşı Group depends on the level of preparedness of its companies. The potential impact of each identified risk on the assets, operations and supply chain of Gensenta and Eczacıbaşı Pharmaceuticals Marketing is assessed. Impact is initially assessed as inherent risk, and existing risk reduction measures of subsidiaries is incorporated into the review of impact scores.<sup>2</sup>

Eczacıbaşı Group’s Risk Matrix



<sup>2</sup> In 2025, a quantitative financial impact assessment of high and very high risks and opportunities, as well as a comprehensive qualitative analysis of sustainability risks, will be conducted. This assessment will be based on sources such as climate scenario analyses, organizational projections, and IEA reports.

## Climate-Related Risks and Opportunities Integration

Identified risks and opportunities are categorized in accordance with Eczacıbaşı Group's risk and opportunity categories and are monitored through inventories. The potential impact of each risk or opportunity on the company is evaluated across financial, reputational, operational, compliance, sustainability, and climate change dimensions.

Climate-related risks and opportunities are identified based on the results of the qualitative climate scenario analysis. The risk and opportunity inventory is created in accordance with the Eczacıbaşı Enterprise Risk Management Procedure and the COSO Enterprise Risk Management framework, and monitored by the relevant departments. Business units and employees are responsible for informing the Group and company ERM, Gensenta and Eczacıbaşı Pharmaceuticals Marketing about existing or newly emerging risks or opportunities within their areas of responsibility, as well as any changes to existing definitions or scoring.

The assessment of climate-related risks and opportunities, along with the effectiveness of the actions taken, is reviewed periodically by the ERM teams of the Group, Gensenta and Eczacıbaşı Pharmaceuticals Marketing. Sustainability teams are responsible for tracking the progress of the actions taken on a quarterly and for regularly tracking all developments, especially short-term risks and opportunities. Changes in impact and probability are evaluated, and if significant adjustments are identified, the assessment process is revisited.

The relevant department must notify the Group and company ERM teams in the following cases, where risks, opportunities, and controls are reviewed, evaluated, and necessary actions are determined:

- During process changes,
- Following modifications to workplace buildings,
- After updates in workplace technology and equipment,
- Following significant changes in production methods,
- In the event of major quality incidents,
- After substantial product and process design changes,

- Upon the enactment of new legislation or amendments to existing regulations.

The identified risks and opportunities are monitored by the relevant departments, and any changes are reported to the Enterprise Risk Management teams of Eczacıbaşı Holding. Climate-related risks and opportunities and effectiveness of actions taken are reviewed quarterly.

The Audit, Risk and Governance Committee of Eczacıbaşı Pharmaceuticals Marketing and Gensenta convenes quarterly to evaluate legal, audit, risk and financial agendas. The committee consists of Holding representatives, independent board members of Eczacıbaşı Pharmaceuticals Marketing and Gensenta, and directors from the executive management team. In addition, the Early Detection of Risk Committee within EIS convenes every two months, and the ESG Commission reports the Company's performance and activities on sustainability and climate-related topics to the Board of Directors once a year through the Corporate Governance Committee.

## Risks and Opportunities: Responses and Actions

In the risk and opportunities response phase, options for addressing risks and opportunities are identified, evaluated, and action plans are developed. Responses to risks are shaped based on the level of risk exposure and risk appetite determined in consequence of the assessment. Strategies for responding to risks include risk avoidance, risk acceptance, risk reduction or control and risk transfer.

For climate-related risks and opportunities having a value of 8 or higher in the short, medium, and long term, the following details are documented in the prepared inventory: actions taken or planned, their anticipated impact on the respective risks or opportunities, the departments responsible for implementation, the required investment budget, and the projected timeline for completion. The risk and opportunity inventory is maintained by the sustainability teams and relevant departments, while it is also monitored by the risk managers of the organization.

In the process of taking actions and evaluating effectiveness, attention is paid to the following points:

- **The risk and/or opportunity owner**, is responsible for ensuring that the action is implemented on time, within the specified budget, and effectively.
- **The action owner**, implements the action according to the plan, within the specified budget and timeline, and reports progress to the risk and/or opportunity owner. Upon completion of the action, the risk and/or opportunity owner is informed.
- If an action cannot be completed by the pre-determined completion date, the reason, regulatory activities, and updated completion date are documented in the relevant inventory. All updates regarding completion dates are documented after approval by the appropriate personnel.

## Cyber Security

As EIS, we are aware that upholding a strong stance for security is critically important for protecting our reputation, ensuring business continuity, and strengthening the trust relationship with our stakeholders. Ensuring the security of all types of information belonging to our company, customers and stakeholders is among our highest priorities.

We comply with all legal regulations, international standards and corporate policies and procedures related to information security. We implement the ISO/IEC 27001 Information Security Management System. We integrate globally recognized standards and risk management methodologies such as **ITIL** and **COBIT** into our cybersecurity approach.

At EIS, we identify and analyze information security risks with a proactive approach, and take the necessary measures to mitigate their potential impacts. In addition, we provide protection against cyber risks and cybercrime, which have been gaining increasing global significance, with a cyber risk insurance policy covering all companies within the Eczacıbaşı Group.

We adopt a cyber-resilience approach and proactively monitor emerging technologies and cybersecurity threats. We enhance the organization's resilience by implementing up-to-date security measures, and become ready to respond to potential cyberattacks rapidly and effectively.

Our organization also operates a 24/7 cybersecurity intelligence service designed to monitor existing threats and cyberattacks throughout the Group.

We center our security architecture around data with the awareness that data is the most valuable asset. As part of our commitment to data security, we regularly monitor our data in line with our framework rules for competition and protection of financial, sensitive and confidential information as well as Personal Data Protection Law and General Data Protection Regulation (GDPR). We initiate disciplinary procedures when we encounter any suspicious activities.

One of the most critical problems faced by our industry is the cybersecurity of Industrial Control Systems. We established a comprehensive cybersecurity strategy and strengthened our network structure and access controls in order to enhance the cybersecurity of Industrial Control Systems. We also regularly conduct risk assessments, audits and trainings. We work on systems that ensure the security of Industrial Control Systems and provide deep network visibility in order to secure Operational Technology (OT) networks in production environments, detect threats and improve business continuity.

We create and manage our business continuity plans and crisis management plans in an integrated manner to prevent and minimize business interruptions that may arise from potential cybersecurity risks. We implement our business continuity processes across the Group within an organizational structure involving all teams. We review our business continuity and incident response procedures annually and test them twice a year.

As with all other risks, cybersecurity risks managed at the Group level. It is important to adhere to established protocols and guidelines to ensure full compliance and continuous improvement within the Group. We conduct internal audits using the Information Security Management System, and assess the results at Executive Management level. In line with our cybersecurity risk management framework, these risks are reviewed quarterly by the Group's Audit, Risk and Management Committee consisting of the Group's Board members. The results of audit activities guide our cybersecurity investment planning.



# Ethics and Compliance

**Business ethics and compliance with the legislation are integral parts of our business manners. Accordingly, we contribute to quality of life by developing reliable and innovative solutions.**

Within the framework of the Compliance Principles and Code of Conduct adopted by all members of the Eczacıbaşı Group, we prioritize conducting all our activities in compliance with laws; acting honestly, transparently, impartially, ethically and professionally towards our colleagues, customers, suppliers and all business partners; and preserving the reputation and trustworthiness of the Eczacıbaşı name.



## Business Ethics and Legal Compliance

As EIS, we carry out our activities with the highest level of diligence in accordance with business ethics and legal requirements. We are committed to acting in line with the principles of honesty and transparency.

The Eczacıbaşı Group has a Code of Conduct covering not only its employees but also all third parties that it conducts business activities with. In line with our principle of transparency, our **Code of Conduct** is accessible to all stakeholders on our website.

For more detailed information, please refer to the [Eczacıbaşı Group's Code of Conduct](#).

### Our Code of Conduct encompasses the following fundamental aspects:

1. Principles Regarding Working Relations
2. Conflict of Interest Principles
3. Third Party Relations
4. Social Responsibility
5. Environment and Sustainability
6. Bribery and Anti-Corruption
7. Eczacıbaşı Group Policy on Gifts and Invitations
8. Properties And Assets of the Eczacıbaşı Group
9. Occupational Health and Safety
10. Media Relations
11. Code of Conduct Implementation Principles

By signing the United Nations Global Compact (UN Global Compact), the Eczacıbaşı Group has undertaken to ensure that these principles are adopted as an integral part of the Group's strategy and culture. A zero-tolerance principle is adopted regarding discrimination, bribery and corruption. Within this scope, all employees and business partners are expected not to be involved in such practices directly or indirectly.

As a member of the Eczacıbaşı Group, we operate as per the highest business ethics and legal compliance standards. Oversight of ethical behavior, internal audit processes and legal compliance across the Group are carried out by the Group's Audit Unit, Human Resources Directorate, Legal Department and Ethics Committee.

As a member of the Eczacıbaşı Group, we meticulously work to comply with legal regulations in all regions where we operate. Our colleagues do not accept any benefits such as gifts or discounts, regardless of their value.

We create a fair and equitable work environment respecting our colleagues' rights. In addition, we strictly do not allow child labor or forced and compulsory labor. We conduct our recruitment processes in accordance with the principle of equality, without discrimination based on gender, religion, language or race.

We protect our colleagues' rights to unionize, and support the establishment of constructive and productive relationships with unions. The Group's detailed business ethics rules on topics such as human rights, equality, non-discrimination and working conditions are given in the **Eczacıbaşı Group's Human Rights Policy**. As a member of the Eczacıbaşı Group, we fully comply with this policy. You can find more detailed information in the [Eczacıbaşı Group's Human Rights Policy](#), which covers all Group companies.

If Group employees become aware of any actions that do not comply with laws or the Code of Conduct, they are expected to contact the Ethics Committee and report the situation.

All reports are handled and protected in a confidential manner. Each case submitted to the Ethics Committee is thoroughly examined, and disciplinary action is taken if deemed necessary.

All applications, reports, notifications and complaints regarding suspected unethical behavior can be reported anonymously via the online form (<https://www.speak-hub.com/eczacibasi>) - a web-based reporting system that is active 24/7), e-mail address ([eczacibasi@speake-hub.com](mailto:eczacibasi@speak-hub.com)) or telephone (+90 212 800 01 05). These channels are managed by an independent, professional service provider, and accessible to all stakeholders. Detailed information can be found in the Eczacıbaşı Group's Code of Conduct.

### Communication and Training on Ethical Behavior

We provide comprehensive training to ensure that our employees fully understand and adopt the regulations and standards related to their roles. We also carry out communication activities to explain how the rules are applied in daily operations.

Our current employees are required to complete this training annually, and new employees are required to complete the necessary training within their first month. As of 2024, our employees completed:

- **404.75 hours of Ethics and Code of Conduct Training<sup>1</sup>** and
- **68 hours of Anti-Corruption and Anti-Bribery Training<sup>2</sup>**

<sup>1</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.

<sup>2</sup> The data represent Gensenta.

## Our Corporate Policies

As part of the Eczacıbaşı Group, we conduct our works by improving our business manners in compliance with global business standards and corporate sustainability management systems. With this approach, we assure the quality of all Group activities.

Please visit [our website](#) for detailed information regarding policies covering all Eczacıbaşı Group companies.

- Environmental, Social and Corporate Governance Policy
- Gender Equality and Diversity Policy
- Human Rights Policy
- Occupational Health and Safety Policy
- Environment and Climate Change Policy
- Corporate Risk Management Policy
- Prevention of Retaliation Policy for the Protection of Employees
- Artificial Intelligence and Generative AI Policy
- Anti-Bribery and Corruption Policy
- Prevention of Retailation Policy for the Protection of Employees
- Tax Policy

As EIS, we have developed additional policies to strengthen our commitment to different aspects of our operations. Thanks to these policies, we promote compliance, efficiency and responsible practices within our organization and provide necessary guidance.

Please visit [our website](#) for more detailed information on our policies.

- Donation and Aid Policy
- Remuneration Policy
- Dividend Distribution Policy
- Disclosure Policy
- Occupational Health and Safety Policy
- Gender Equality and Equal Opportunities Policy
- Human Rights Policy
- Environment and Climate Change Policy
- Environmental Social Governance Policy



## Supply Chain Management

GRI 204-1, GRI 308-1, GRI 414-1

**We adopt sustainability principles as a fundamental element of our business processes, and continue our efforts uninterruptedly to build a healthy and prosperous world for future generations.**

**With this approach, we base our production on an approach covering both our internal operations and our supply chain, and considering the environment, employees and society.**

We maintain our commitment to ensuring that every stage of our supply chain operates in compliance with global standards and all applicable laws and regulations. As part 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. We adhere to these principles at every stage of our supply chain operations.

We evaluate our suppliers' sustainability practices and procurement standards comprehensively, and conduct periodic audits as part of this evaluation process.

When selecting our suppliers, we prioritize purchases based on global or local contracts or working principles with companies within the Group wherever possible. In the selection process, we consider various criteria such as the customer's production and service capacity, quality management, technological competence, production efficiency, cost, market position, compliance with delivery conditions, financial status, after-sales support competence, environmental responsibility practices, energy efficiency, occupational health and safety approach, references and experience. Gensenta evaluates waste disposal companies in terms of legal compliance, environmental and energy practices, facility and employee safety and other relevant topics before entering into agreements with them, and signs agreements only if it deems appropriate. In 2024, one waste disposal facility was evaluated before entering into an agreement.

In 2024, we established an **81%** locally-based business network in our supply chain, with **2,391** out of a total of **2,952** suppliers sourced locally.

Number of Suppliers (#) <sup>3</sup>	2023	2024
Total Number of Suppliers	2,314	2,952
Number of Local Suppliers	1,758	2,391

<sup>3</sup> The data represent Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

**81%**

Local Supplier Ratio





We achieved tangible progress in our procurement and supply practices throughout 2024 by taking significant steps that contributed to our business processes:

- In the first half of the year, the conceptual structure of the procurement module within the scope of **our S4 Hana project** was established, and the process for filling in PQ/OQ quality documents was finalized.
- Master material lists were created with the relevant teams in order to enable inventory tracking of indirect materials, and procurement was carried out by opening requests as needed.

Within the scope of our supply chain processes at Eczacıbaşı Pharmaceuticals Marketing, we aim to improve the Demand Planning and S&OP processes and implement SAP's integrated business planning product.

### Gensenta Yenibosna Facility Earthquake Reinforcement Project



Within the scope of our project, we carried out structural and non-structural reinforcement works for production and auxiliary buildings at Yenibosna Facility in order to ensure production continuity and sustain our operations in the event of a potential major earthquake.

As part of our project, we made our buildings resilient to disasters through investments worth **USD 3.26 million** in structural reinforcement and **USD 220,000** in non-structural reinforcement.

## Economic Sustainability

**As EIS, we do not compromise on our sustainability approach while maintaining our position in the healthcare sector and adding value to the industry in which we operate with the vision of reaching different markets.**

We make our strategic decisions by considering the planet, people and the future in line with our sustainable growth objective, and aim to create a positive impact for all stakeholders in our decisions and seize economic growth opportunities.

## Economic and Financial Performance

We continue to work uninterruptedly in line with our mission to achieve constant increase in our competitiveness in the global market and create long-term and sustainable value for all stakeholders.

Thanks to our sustainable investments, we not only contribute to economic growth but also actualize our vision of building a better world for future generations by meticulously fulfilling our environmental and social responsibilities.

In 2024, our subsidiary Gensenta's production facilities were restructured in consequence of a strategic decision taken. Capacity expansion decisions were made to advance strategic sales and production processes in line with its growth strategy.

<sup>4</sup> <https://www.kap.org.tr/tr/Bildirim/1333751>

<sup>5</sup> <https://www.kap.org.tr/tr/Bildirim/1369389>

<sup>6</sup> <https://www.kap.org.tr/tr/Bildirim/1359763>

<sup>7</sup> <https://www.kap.org.tr/tr/Bildirim/1333742>



In addition to its existing vial filling capacity, Gensenta took an investment decision for a High-Speed Isolator-Based Vial Filling Line (Vial 4) for Liquid and Lyophilization Fillings with a budget of EUR 32 million for the purpose of achieving 60% increase in sterile liquid vial filling capacity and 24% increase in lyophilized vial capacity.<sup>4</sup> Gensenta obtained an Investment Incentive Certificate from the Ministry of Industry and Technology of the Republic of Türkiye for this investment.<sup>5</sup> In line with its production strategy, Gensenta sold its raw material production facilities located in Şekerpınar, and will deliver the facility in the upcoming period.<sup>6</sup> It also ceased production and packaging activities and closed the Oncolytic Production Unit in Yenibosna.<sup>7</sup>

Eczacıbaşı Pharmaceuticals Marketing continued its efforts to increase the market share or sales share of its high-profit products and licensor products, and achieved a market share of 1.41% in the Turkish pharmaceutical market in 2024 in line with the new drug licenses and sales it obtained during the year.

In consequence of these strategic decisions, we achieved total proceeds of TRY 8,767 million and profit of TRY 1,024 million in 2024. You can find detailed financial information for 2024 in the [2024 Annual Report](#).







# 4

## Investing in Planet

Climate and Environment	84
Eczacıbaşı Pharmaceutical and Industrial Investment Co.	
Climate Risks and Opportunities	85
Climate-Related Risks	87
Energy Management and Carbon Emissions	91
Renewable Energy	95
Water Management	96
Circular Economy	98
Waste Management	98



# Climate and Environment

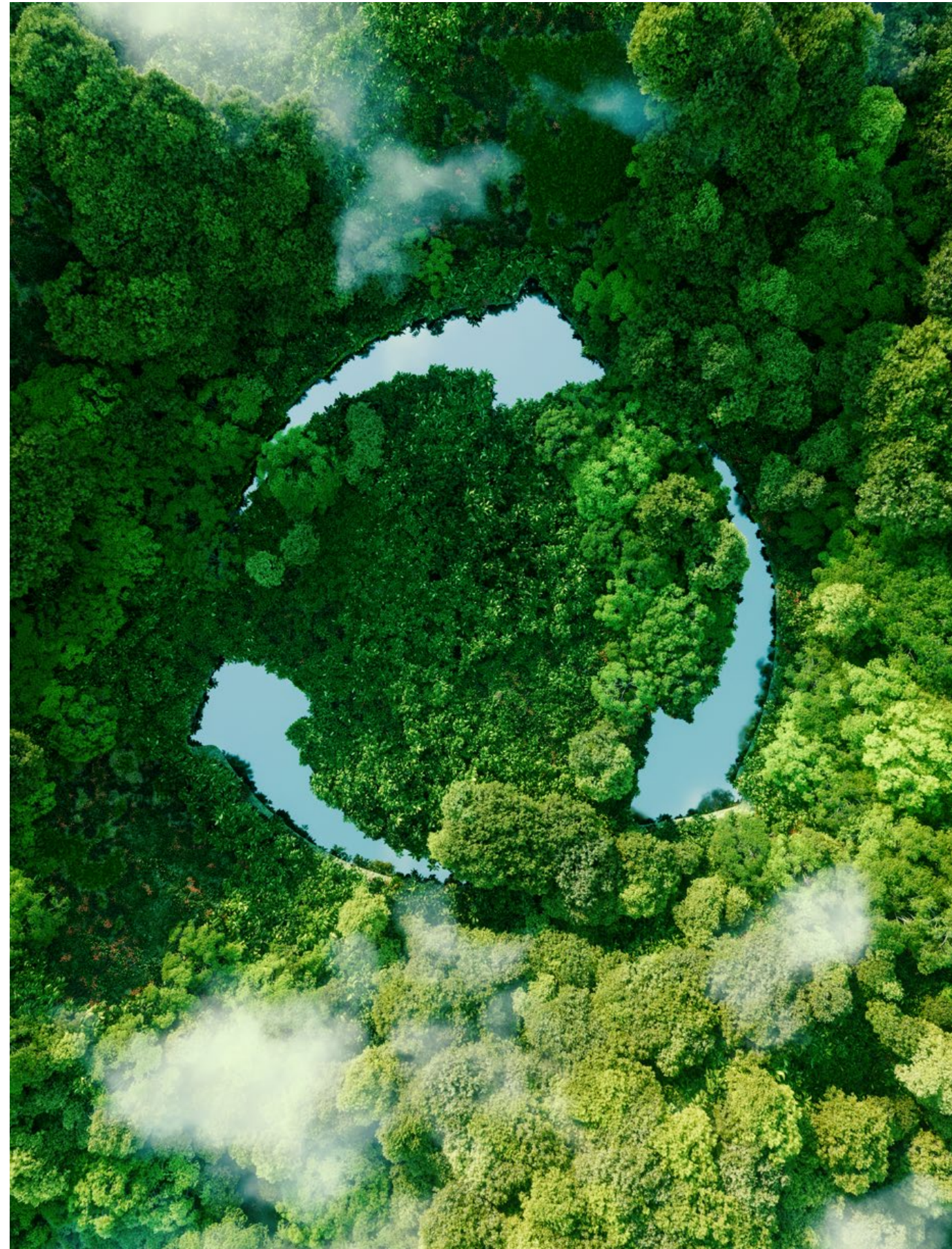
As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we develop adaptation strategies to address climate change and to enhance our resilience against environmental impacts caused by climate change.

We carry out work on energy management and efficiency, responsible use of our water resources, conscious waste management, and contribute to the circular economy; we take proactive actions to reduce environmental pollution caused by our operations; and we implement initiatives to preserve biodiversity and life on our planet. We regard mitigating the impacts of climate change on our planet and building climate resilience as our fundamental environmental responsibility, and we develop necessary preventive and adaptive mechanisms.

We take all necessary measures to prevent potential environmental incidents in our operations. Thanks to these measures, we did not encounter any environmental incident at Gensenta production facilities in 2024. Since we fully complied with all environmental legislation, we also did not receive any environmental fine during the reporting period.

Within the scope of mitigating and adapting to climate change, we are implementing the **Low-Carbon Transition Roadmap**. The project we initiated in 2023 was prepared in line with the European Union's path toward a Low-Carbon Economy by 2050; it focuses on developing a long-term climate strategy, reducing greenhouse gas emissions, and establishing the related monitoring and control mechanisms.

The Low-Carbon Transition Roadmap we designed to implement our climate change strategy plays a pioneering role within our company in raising awareness about climate change and enabling proactive actions to be taken.



In this context, we closely monitor our energy, water and waste management and circularity efforts, environmental pollution reduction, and biodiversity protection initiatives and we prepare action plans for the next period and implement them.

To leave a sustainable world for future generations, we take proactive steps to prevent the potential impacts of pollution, waste, and resource use. With an operational expenditure of TRY 4,178,780.2 in 2024, we further reinforce our commitment to reducing our environmental footprint.<sup>1</sup>

## Overview of Low Carbon Strategy

At the end of 2023, Eczacıbaşı Group launched its Low-Carbon Transition Roadmap project.

The initiative focuses on developing and implementing an effective climate strategy that is fully aligned with global standards and frameworks. The project is structured around three main stage:

- Measurement of climate impacts,
- Identification of climate risks and opportunities, and
- Identification of greenhouse gas emission objectives and development of climate strategy.

As of 2024, our process of identifying climate risks and opportunities was complete.

In 2025, we continue our efforts to model carbon-reduction initiatives and to define our greenhouse gas (GHG) emission objectives. In line with increasing expectations from customers and financial stakeholders, the definition of these objectives stands out as one of the most critical components of this process.

<sup>1</sup> The amount is not calculated in accordance with International Financial Reporting Standards (IFRS).



# Eczacıbaşı Pharmaceutical and Industrial Investment Co. Climate Risks and Opportunities

Eczacıbaşı Pharmaceutical and Industrial Investment Co. conducted a qualitative assessment of climate-related risks and opportunities in 2024. The potential impacts of these risks on the Company were evaluated across different facility types, including offices and manufacturing plants.



Climate scenario analysis was carried out for the short, medium, and long term. Each timeframe were defined in alignment with the Eczacıbaşı Group's strategic planning, investment timelines, and sustainability objectives.

## Short Term (0-1 year)

In the short term, we focus on the **follow-up of short-term operational objectives and annual performances** as stated in our strategical planning. This term is aligned with our annual budget cycles and urgent risk management initiatives. It enables a rapid response to evolving market conditions and regulatory requirements.

## Medium Term (2-6 years)

The medium term reflects a **strategic investment and transition planning** period in which key sustainability initiatives, such as renewable energy investments and alignment with the EU Green Deal's 2030 objectives, take shape. This timeframe is also critical for aligning budget planning with climate objectives and ensuring long-term business resilience.

## Long Term (7-25 years)

In long-term analyses, **decarbonization objectives** and **nationally determined contributions** were taken as the basis. This timeframe enables the integration of transformative sustainability strategies into the organization's business practices, the shaping of long-term investment plans, and continued compliance with regulatory requirements. It is also particularly important for assessing physical climate risks, which are expected to become more pronounced over time. Considering the design life and operational lifespan of the Company's critical assets, integrating these risks into long-term planning is essential for ensuring climate resilience and operational continuity.

Gensenta and Eczacıbaşı Pharmaceuticals Marketing conducted climate scenario analysis under two primary scenarios, an optimistic and a pessimistic scenario, to assess the resilience of their strategies.



**A “high carbon” scenario** – This scenario projects a global temperature increase of approximately 3-4°C or higher by 2100. Emissions continue to rise at current or accelerated rates, resulting to significant increases in physical risks, while transition risks remain relatively low due to limited climate action. In this context, economic growth and technological development are prioritized, energy- and resource-intensive lifestyles become more prevalent, and environmental awareness remains low.

Scenario references:  
SSP5-8.5, IEA STEPS, IEA APS

**A “low carbon” scenario** – This scenario envisions a global temperature increase of approximately 2°C or below (around 1.5°C) by 2100. It assumes that a rapid and comprehensive transition to a low-carbon economy will significantly limit the increase in physical risks. However, due to the swift departure from current business practices, transition risks remain elevated. The scenario highlights human well-being, sustainable technologies, and renewable energy as key priority areas.

Scenario references:  
SSP1-2.6, IEA SDS, IEA NZE2050

## Climate-Related Risks

In 2024, we conducted a comprehensive qualitative climate scenario analysis to better understand the potential impacts of climate change on our business model and value chain. In this context, we assessed potential risks and opportunities for Eczacıbaşı Pharmaceutical and Industrial Investment Co.'s healthcare subsidiaries, Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

Of the eight physical risks identified and evaluated for Gensenta's direct operations, **two** were classified as potentially significant: water stress and drought, and heatwaves and extreme temperatures. Of the seven transition risks assessed, **one** was identified as potentially significant: energy costs and market fluctuations.

Although the three risks identified in the evaluated risks fall within the high-risk category, we closely monitor them due to their potential impacts on the Company's medium- and long-term operations and their strategic importance.





Risk Type	Risk Title	Risk Description	Materiality Time Horizon	Overview of Impact	Expected Financial Impact	Our Reduction and Compliance Activities
Physical / Chronic	Water Stress and Drought	The pharmaceutical industry is one of the sectors that require high water withdrawal due to sensitive situations such as the production and storage of products under certain temperature conditions and the preparation of the content of products, especially sterile injectable products, with water. This makes the sustainable management of water resources critical for the industry. In the area where Gensenta also operates, increasing water stress and potential constraints on water access in the regions where production takes place have the potential to cause operational delays in production processes and higher production costs. Continuous and reliable access to water is particularly critical for production processes that require high hygiene and quality standards, such as sterile injectable production. In this context, planned or unplanned water outages at Gensenta's production facilities, difficulties in water supply, or increases in water prices may compromise operational continuity and adversely affect the cost structure. Additionally, water-use restrictions that may be imposed during periods of scarcity are considered a significant risk factor that could threaten production capacity across all dosage forms.	Long-term	<ul style="list-style-type: none"><li>Increased operational costs</li><li>Supply risks and the need for alternative water sources</li><li>Disruptions to operational continuity</li></ul>	<ul style="list-style-type: none"><li>Higher operating expenses due to rising water procurement costs</li><li>Reduced production volumes resulting from water-use restrictions</li></ul>	<p>In line with the Company's water management procedure, water efficiency and water recycling projects are being implemented. The results of the projects completed in 2023 are listed below, and monitoring of these outcomes continues in 2024:</p> <ul style="list-style-type: none"><li>Thanks to the projects implemented, the volume of recycled wastewater reached 23,600 m³ in 2023, representing a 43% increase compared to the previous year.</li><li>As of 2024, our total water withdrawal decreased by 20.18%, falling to 68,036 m³.</li><li>In 2024, water consumption per unit of product improved by approximately 4% compared to the previous year, decreasing to 218 m³/ton.</li></ul>
Physical/ Acute	Extreme temperatures and heatwaves	Extreme temperatures and the increasing frequency of heatwaves lead to a significant rise in energy consumption for cooling needs. Temperature control in pharmaceutical production is critical for product safety and quality. Products must be produced, stored, and transported within defined temperature ranges. Any disruption in the cold chain could jeopardize patient safety. Therefore, considering the rising temperatures associated with climate change, it is essential that production facilities and warehouses in the healthcare sector are properly designed and equipped to withstand these conditions. Extreme heat is expected to increase Gensenta's cooling-related energy demand across its production and storage operations. Additionally, cooling systems that become inadequate or fail to operate effectively during periods of excessive heat may need to be upgraded or fully replaced.	Long-term	<ul style="list-style-type: none"><li>Increased Cooling Costs and Capital Expenses</li><li>Potential income loss resulting indirectly from adverse impacts on the workforce and disruptions in production schedules</li></ul>	<ul style="list-style-type: none"><li>Higher operating costs due to increased cooling demand, and a potential rise in capital expenditures required to implement appropriate cooling systems</li><li>Indirect income reductions arising from productivity constraints linked to extreme heat and deviations from production plans</li></ul>	<p>To mitigate the impact of extreme temperatures and heatwaves on cooling demand and energy consumption, Gensenta is implementing on-site projects focused on energy generation and energy-efficiency. In this regard, through the energy efficiency initiatives deployed at the Gensenta Yenibosna facility, energy optimization is being achieved particularly in temperature-controlled production areas, thereby enhancing operational resilience against climate-related risks.</p> <ul style="list-style-type: none"><li>In 2024, energy consumption per unit of product improved by approximately 21% compared to the previous year, decreasing to 460.8 GJ/ton.</li></ul>
Transition / Legal Market	Energy costs and market volatility	Risks related to energy and carbon pricing have gained importance due to the energy-intensive nature of pharmaceutical production and the multinational structure of the production regions and supply chain. The healthcare sector requires high levels of energy consumption because of controlled production and storage environments and the continuous operation of HVAC systems. This makes the reliable and sustainable sourcing of energy resources critical. Rising energy costs driven by market volatility and carbon pricing policies pose a direct risk to the cost structure of our production processes. Especially the unpredictable surges in energy prices, potential supply disruptions, or regulatory changes may reduce operational efficiency, adversely affecting both our budgeting processes and competitive position.	Medium-term	<ul style="list-style-type: none"><li>Carbon costs</li></ul>	<ul style="list-style-type: none"><li>Increasing operational costs</li><li>Sudden and unexpected changes in energy costs</li></ul>	<p>To reduce energy costs and strengthen resilience against market fluctuations, Gensenta continues to implement energy efficiency projects at its production facilities. Optimization of HVAC systems, installation of energy monitoring systems, and improvements aimed at increasing energy efficiency are expected to lower operational costs. Additionally, energy consumption is regularly monitored to identify improvement opportunities.</p>



At EIS, we view climate change not only as a source of risk but also as an area that presents strategic opportunities. Accordingly, we focus on assessing potential opportunities and aim to position ourselves as the “preferred brand” by offering sustainable products and services through Gensenta and Eczacıbaşı Pharmaceuticals Marketing, in line with environmental considerations and regulatory requirements.

We anticipate that rising temperatures associated with climate change, along with their impacts on daily life and consumer behavior, will reinforce the individuals regarding trend toward adopting healthier lifestyles.

These trends create significant opportunities for our subsidiaries to enter growing markets and increase revenues through the development of new products. Furthermore, we believe we can turn climate-related risks, such as fluctuations in energy costs, carbon pricing, and increasing reporting requirements, into opportunities by managing them proactively.

For more information on climate-related risks and opportunities, please see our [TSRS-Aligned Sustainability Report](#).



## Energy Management and Carbon Emissions

As part of our efforts to combat climate change, we closely monitor relevant government regulations and take the necessary actions accordingly. At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we conduct all of our operations in full compliance with Eczacıbaşı Group policies and sustainability standards. For every financial and operational decision we make, we also assess its environmental impacts and carry out the required evaluation and analysis processes.

For more detailed information, please refer to our [Environment and Climate Change Policy](#).

We approach environmental management in an effective and systematic manner and rigorously apply its principles across all our operations.

**100%**

of Gensenta’s production facilities are certified under the [ISO 14001 Environmental Management System](#).

We conduct our activities with a responsible approach to emissions management. In this context, at Gensenta’s Yenibosna facility, we comply with the **Emission Control Instructions** developed to reinforce environmental awareness and emission control, continue our practices concerning the identification of emission sources, control measures, required monitoring, and compliance with legal requirements.

<sup>2</sup> The amount is not calculated in accordance with International Financial Reporting Standards (IFRS).

<sup>3</sup> The data represent Gensenta.



**TRY 6,960,506**

Cost savings achieved through energy investments<sup>2</sup>

To reduce the negative impacts of our operations on the climate and environment, and to strengthen the long-term resilience of our business model, we carry out operational improvement projects that enhance energy optimization and reduce our greenhouse gas emissions, and we continue to invest in environmental sustainability practices. In this regard, through the **energy investments** implemented at Gensenta, we achieved cost savings amounting to **TRY 6,960,506**.<sup>2</sup>

### Benefits obtained from environmental investments at Gensenta

**6,153 MWh**  
energy savings<sup>3</sup>



**2,989 m<sup>3</sup>**  
water recovery<sup>3</sup>





Additionally, we organize training programs to raise awareness of and inform our employees about environment, climate and waste management. In 2024, we offered totally **123.1 hours** training to our employees on environmental consciousness.

We continue our efforts to minimize greenhouse gas emission at Gensenta. In this context, we follow our energy consumption regularly, and address the energy management of our company comprehensively together with our efforts on energy efficiency and renewable energy use.

To strengthen our energy management system and implement practices within a systematic framework, we obtained the **ISO 50001 Energy Management System Certification** for our Yenibosna facility.

Reducing electricity consumption, which constitutes the majority of our greenhouse gas emissions, and implementing energy optimization projects not only decreases the Company’s Scope 1 emissions but also enhances the resilience of our operations.

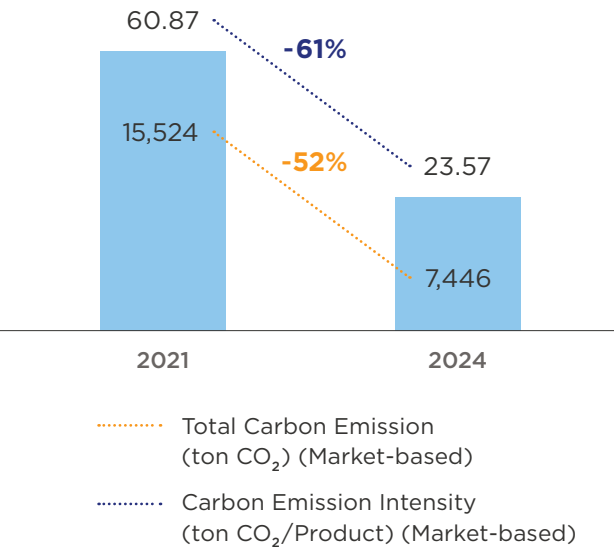
In 2024, we calculated the greenhouse gas emissions of Gensenta and Eczacıbaşı Pharmaceutical and Industrial Investment Co. in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, and reduced our Scope 1 and Scope 2 emissions to a total of **7,446 tons of CO<sub>2</sub>** equivalent. In this regard, taking 2021 as the base year, we achieved a reduction by **52%**. In addition, we significantly reduced Gensenta’s product-based carbon emission intensity from **60.87 tCO<sub>2</sub>e** to **23.57 tCO<sub>2</sub>e**.

**52%**  
Reduction rate in Scope 1 and Scope 2 Carbon Emissions compared to the base year<sup>4</sup> (2021)



<sup>4</sup> The data represent Gensenta and Eczacıbaşı Pharmaceuticals Marketing.  
<sup>5</sup> The data represent Gensenta.

**Total Carbon Emission and Carbon Emission Intensity<sup>4</sup>**



In line with our sustainability commitments, we have achieved significant progress in energy management. To reduce our greenhouse gas emissions and limit our overall energy consumption, we continued to implement energy efficiency practices across our operations. As a result of these efforts, total energy consumption for the reporting period across Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol Türkiye amounted to **46,430 MWh** ✓.

Additionally, our total energy consumption at Gensenta’s for 2024 was recorded as **40,390 MWh**. Compared to the 2021 baseline year, we achieved a 30% reduction in energy intensity, reaching **127.8 MWh/ton** ✓, successfully meeting our 2024 objective.

**46,430 MWh**  
Total energy consumption<sup>6</sup> ✓

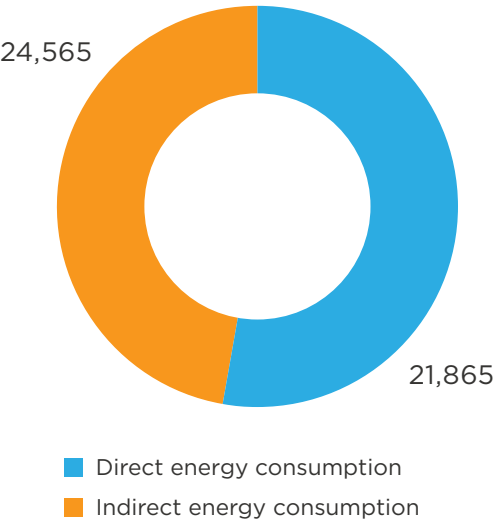


**127.8 MWh/ton**  
Energy intensity<sup>5</sup> ✓  
**30% reduction compared to base year (2021)**

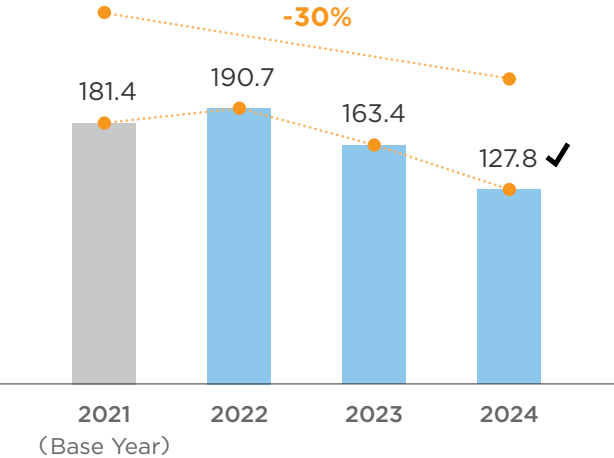


Energy Consumption (MWh)	2024
Gensenta	
Non-Renewable Energy	20,546
Renewable Energy	19,844
Eczacıbaşı Pharmaceuticals Marketing	
Non-Renewable Energy	130,882
Renewable Energy	106,289
Eczacıbaşı-Monrol Türkiye	
2024	
Non-Renewable Energy	1,188
Renewable Energy	4,614
Total Non-Renewable Energy	21,865
Total Renewable Energy	24,565
Total Energy Consumption	46,430 ✓

**Total Energy Consumption (MWh)<sup>6</sup>**



**Energy Intensity (MWh/ton product)<sup>5</sup>**



<sup>6</sup> This is the consolidated data of Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

## Energy Efficiency Projects

In 2024, we made significant progress in minimizing energy consumption through the implementation of energy efficiency projects and our consistent management approach.

### Gensenta Virtualization and Infrastructure Enhancement Project

As part of the Gensenta Virtualization and Infrastructure Enhancement Project launched in 2024 to improve energy efficiency, we virtualized 63 physical servers.

Led by the Information Technologies team with the involvement of R&D, Production, and Quality units, the project generated **TRY 880.000<sup>7</sup>** in savings and **220,000 kWh** of energy savings in 2024.



<sup>7</sup> The amount is not calculated in accordance with International Financial Reporting Standards (IFRS).



### Heat Pump Project

To increase operational energy efficiency and reduce environmental impacts, we implemented the Heat Pump Project at Gensenta's Yenibosna facility. Within the scope of the project, we fully eliminated the steam consumption previously required to generate hot water by heating the water used in air-handling units through heat pumps.

We redirected the hot water line circulating in the air-handling units to the heat pump system by taking a connection before the heat recovery exchangers. On the chilled water side, the system was integrated through a connection to the chiller supply collector.

Thanks to this implementation, we no longer need to generate steam to produce hot water for the air-handling units, resulting in annual **energy savings** of approximately **2,500 MWh**.

## Renewable Energy

The integration and widespread use of renewable energy sources in our systems play a vital role in supporting sustainable development and reducing environmental impacts. Recognizing the critical role of renewable energy in our Low-Carbon Transition Roadmap, we are actively incorporating renewable energy sources into the operations of Gensenta and Eczacıbaşı Pharmaceutical and Industrial Investment Co.

As part of our commitment to sustainable development and climate action, Gensenta and Eczacıbaşı Pharmaceuticals Marketing have been procuring green electricity with YEK-G certification since 2022.

With a strong sense of environmental responsibility, we continue to shift our energy consumption toward cleaner and more sustainable sources. In this context, **53%** of the total energy consumed in 2024 across Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol Türkiye was sourced from renewable energy.

**53%**  
Share of renewable energy  
in total energy<sup>8</sup>

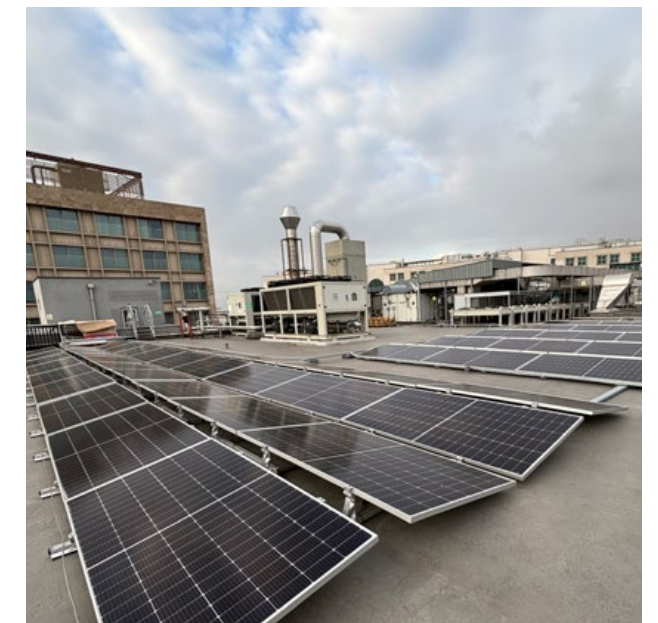


Throughout 2024, we continued our efforts by implementing projects aimed at increasing the use of renewable energy at Gensenta's facilities. Within Gensenta, **50.86%** of our total energy consumption was met through renewable energy sources, demonstrating our commitment to environmentally responsible operations and reinforcing our dedication to a sustainable future through concrete action.

<sup>8</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

By sourcing **100%** of our electricity consumption from renewable energy, we have taken our environmental responsibility one step further. These efforts underscore our determination to leave a cleaner environment for future generations.

**100%**  
Share of renewable  
electricity consumed<sup>8</sup> ✓



### Installation of a SPP on the Roof of the Gensenta Yenibosna Facility

In 2024, we completed the installation of solar panels with application area of 444 m<sup>2</sup> and an installed capacity of 97 kWe on the roof of the Other Pharmaceuticals Unit at our Gensenta Yenibosna Facility.

With the project commissioned in the first quarter of 2025, we expect to generate 110,414 kWh of electricity annually and achieve an estimated annual saving of **TRY 462,000**.



Water Management

The rapid increase in global water consumption driven by emerging technologies, coupled with diminishing water resources, presents significant risks.

As water is a fundamental and finite resource, its management and responsible use are essential components of our operations at Eczacıbaşı Pharmaceutical, Industrial and Financial Investment Co.

To address the challenges posed by water stress and ensure the responsible use and preservation of water resources, we take water management seriously and carry out initiatives that enhance water reuse and recovery practices.

At our manufacturing companies, we employ comprehensive process monitoring systems and implement water management procedures to enable responsible water consumption and effective wastewater management.

At Gensenta, condensate water, approximately 90°C and uncontaminated, from our sterile production lines is collected in a dedicated tank and directed to a heat exchanger system. Through this system, the thermal energy of the water is recovered and reused in the HVAC heating system and the general hot-water line, contributing to energy efficiency. After its thermal energy is recovered, the condensate water is transferred to storage tanks for general use. Additionally, clean water discharged after washing in the ultrafiltration system of the water pre-conditioning unit is stored and reused. In another system -the chlorine dosing unit- water in the line is recovered back into the system after measurements are taken. Through these applications, we optimize both water and energy consumption, making a meaningful contribution to environmental sustainability.

With a strong awareness of our responsibility to safeguard the environment and public health, we also continue to carry out all processes with precision in maintaining full compliance with water quality standards at Gensenta and we have successfully sustained 100% compliance, with no non-conformities reported.

2,989 m<sup>3</sup>

Amount of recycled water<sup>9</sup>

73,433.60 m<sup>3</sup>

Total freshwater withdrawal<sup>10</sup> ✓

215.34 m<sup>3</sup>

Water intensity<sup>9</sup> ✓

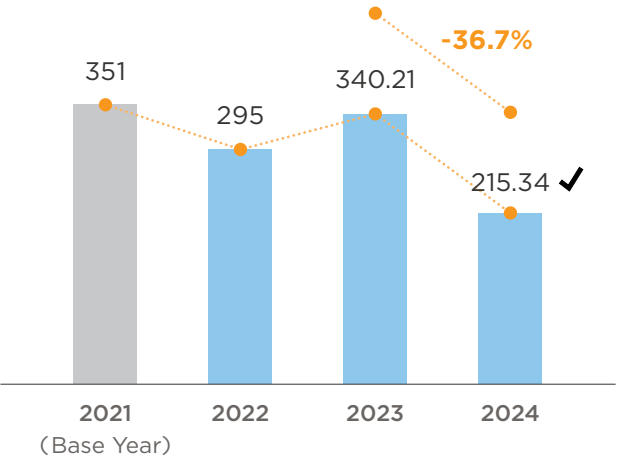
36.7% reduction compared to the previous year

We recognize our responsibility to use water resources sustainably and to ensure that future generations have access to clean and sufficient water. Thanks to the initiatives we have undertaken within this framework and our effective water management practices, the total water withdrawal of Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol in 2024 amounted to **73,433.60 m<sup>3</sup> ✓**.

At Gensenta, where production operations require significant water use, we successfully achieved our 2024 target of **303 m<sup>3</sup>** of water consumption per ton of product by reducing our consumption to **215.34 m<sup>3</sup>/ton ✓**. We also decreased our overall water consumption by **20.18%** compared to 2021, reducing it to **68,036 m<sup>3</sup>**. In addition, through our environmental investments, we recovered **2,989 m<sup>3</sup>** of water, enabling more efficient use of our resources.

Water Withdrawal	2024
Gensenta	
Municipal water consumption	62,203
Ground water consumption <sup>11</sup>	5,833
Eczacıbaşı Pharmaceuticals Marketing	
Municipal water consumption	4,606.60
Ground water consumption	-
Eczacıbaşı-Monrol Türkiye	
Municipal water consumption	791
Ground water consumption	-
Total Water Withdrawal (m <sup>3</sup> )	73,433.60 ✓

Water Intensity (m<sup>3</sup>/ton product)<sup>9</sup>



In the study we conducted to carry out our operations as part of water consumption, we made the following assessments regarding our total water consumption at Gensenta, based on the World Resources Institute’s classifications:

- 87.4% of our total water withdrawal is from regions categorized as Extremely High Water Stress,
- 12.6% is from High Water Stress regions.

<sup>9</sup> The data represent Gensenta.  
<sup>10</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.  
<sup>11</sup> The data represent Şekerpınar facility.

While we continue to implement projects that ensure responsible water use in high-stress areas, we also maintain our focus on further strengthening water efficiency initiatives. In 2024, we successfully met our water-intensity target in regions experiencing water stress. In the coming period, we will continue to intensify our efforts to ensure sustainable water management in these areas.

We implement water management procedures at our facilities to ensure the proper discharge of wastewater:

At our Yenibosna facility, wastewater streams are collected through two separate channels as domestic and industrial wastewater. We ensure industrial wastewater is treated before discharging. Domestic wastewater is discharged directly into the Istanbul Water and Sewerage Administration system.

At our Şekerpınar facility, wastewater streams are collected through two separate channels as domestic and industrial wastewater. Industrial wastewater is stored in tanks and transferred to authorized wastewater treatment facilities. Domestic wastewater is discharged directly into the Kocaeli Water and Sewerage Administration system.

## Circular Economy

We follow practices that contribute to circularity, reduce pollution, and protect resources, while continuing our efforts to increase recovery in our operations.

## Waste Management

The integration of circular economy practices into our operations is a critical strategy within the scope of sustainable development, ensuring that our resources and planet remain livable for future generations. According to the United Nations' Global Waste Management Report, without urgent action on waste management, global municipal waste is expected to rise by 56%, increasing from 2.1 billion tons in 2020 to 3.8 billion tons by 2050.<sup>12</sup>

To prevent pollution and ensure the responsible use of resources, effective waste management practices must be adopted and embedded into business models. In this context, we implement an effective waste management process at Gensenta to prevent potential adverse impacts of waste generated from our production operations on human health and the environment and we follow **Waste Management Procedure**. We also regularly fulfill our obligations under the Recycling Contribution Fee (GEKAP) by paying the required taxes on post-consumer product waste, thereby supporting the functioning of the recycling system.

Across all Gensenta facilities, we embrace a zero-waste approach. We provide training sessions to our employees on circular economy principles, waste management, and zero-waste practices to strengthen awareness and engagement. As an indicator of our commitment, our Yenibosna and Şekerpınar facilities have been awarded **Zero Waste Certificates** issued by the Ministry of Environment, Urbanization, and Climate Change.



We are also entitled to use the “Green Dot” symbol granted by ÇEVKO on the packaging of Gensenta pharmaceutical products, confirming that we comply with legal obligations related to packaging waste recovery and contribute financially to the recycling system.

We continue to advance waste management initiatives with determination in our operations at Gensenta and Eczacıbaşı-Monrol Türkiye. In 2024, we recycled **1,294 tons** of our total **1,484 tons** of waste, significantly contributing to our sustainability objectives, while ensuring the safe disposal of **190 tons** ✓ through certified waste disposal processes. These efforts further enhance the effectiveness of our waste management systems.

**87%**

Share of recycled waste<sup>13</sup> ✓



**13%**

Share of disposed waste<sup>13</sup>

**1,484 tons**

Total waste amount<sup>13</sup> ✓



**190 ton**

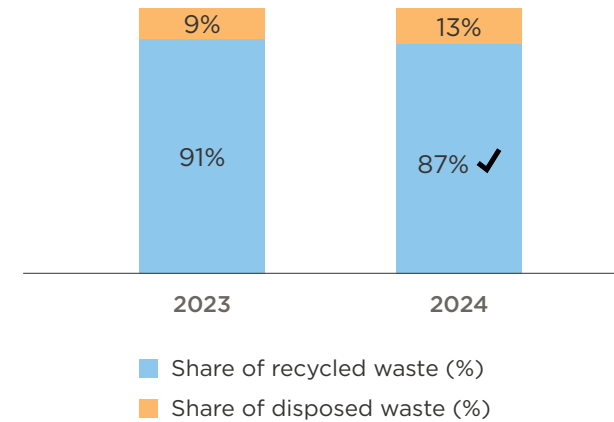
Total waste disposed<sup>13</sup> ✓

<sup>12</sup> [UN Global Waste Management Outlook 2024](#)

<sup>13</sup> The data represent Gensenta and Eczacıbaşı-Monrol Türkiye.

<sup>14</sup> The data represent Gensenta.

### Total Waste Distribution by Disposal Method (%)<sup>14</sup>



Moreover, in 2024, we at Gensenta continued our commitment to reduce our environmental impact and minimize the waste directly resulting from our operations. Of the total **1,449 tons** of waste we produce throughout the year, **921.40 tons** are hazardous and **527.65 tons** are non-hazardous. In this context, we have made significant progress in reducing our environmental impact by recycling **87.69%** of our total waste and disposing of **12.31%**. With the effective waste management understanding we adopt, we recycled **1,270.70 tons** of waste in 2024.

**87.69%**

Share of recycled waste<sup>14</sup>



At Gensenta, we aim to reduce our waste disposal rate by 30% by 2028 compared to the baseline year 2021.



Instead of destroying unused raw materials in Gensenta warehouses, we donated these to 9 universities in Türkiye for use in academic studies. In this way, we saved on disposal costs and contributed to the protection of resources and support of academic studies.







5

Investing in  
People

Equal Opportunity	102
Equal, Diverse and Inclusive Workplace	103
Talent Management	109
Attracting, Developing and Retaining Talent	109
Occupational Health and Safety	114
Employee Health, Safety and Wellbeing	114
Social Investments	116



## Equal Opportunity

We continue our operations with our employees over 1,000 at Eczacıbaşı Pharmaceuticals Marketing and Gensenta. We know that our long-term success is built on the valuable contributions of our human resources. With this understanding, we embrace a people-centered management approach and foster an organizational culture that promotes diversity and inclusion, enabling our colleagues to create lasting value.

We consider it a fundamental principle to provide equal opportunities to all individuals, regardless of gender, physical characteristics, political views, or religious beliefs. As a member of the Eczacıbaşı Group, we embrace the responsibility of being an employer that respects its employees under all circumstances, protects their rights, and adapts to the evolving needs of the modern world. In this regard, we aim to create a fair, safe, equitable, and dignified working environment for all our team members.

We design our human resources strategies in alignment with international standards, particularly the United Nations Universal Declaration of Human Rights, the Women's Empowerment Principles (WEPs), and the International Labour Organization (ILO) conventions. We view gender equality and inclusion not only as an ethical responsibility but also as a strategic advantage that enables us to better understand employee needs and develop inclusive solutions.

Across all areas of business, we remain committed to strengthening gender equality and fostering an inclusive work environment that supports diversity. We approach all initiatives and projects that we carry out in this context with a perspective that prioritizes gender balance.

Our **Gender Equality and Equal Opportunity Policy**, approved by our Board of Directors, reflects our commitment in this area and has become one of the foundational pillars of our corporate culture.

For more information on our Gender Equality and Equal Opportunity Policy, visit [our website](#).

This policy covers all of our companies and every level of our organizational structure. We also expect our business partners and suppliers to act within this framework.

We firmly believe that we can achieve our strategic objectives and ensure the long-term sustainability of our success through a working environment where ideas can be expressed freely, equality serves as the foundation, and diversity is embraced as a wealth.

### ALLforALL

We lead initiatives that support the active and equal participation of women in all areas of life, including the workplace. In this regard, our ALLforALL initiative, launched in 2017, contributes to the systematic implementation of the principle of equal opportunity within our corporate structure.

Furthermore, to promote the fair sharing of parenting responsibilities, we continue to offer the Nursery Support program across all our offices and locations, and we successfully maintain our Paternity Leave practice, which grants fathers three weeks of full-time leave followed by one day off per week after birth.

In 2024, the ALLforALL Manifesto was renewed to reaffirm Eczacıbaşı's commitment to providing equal opportunities for all individuals, regardless of their background or identity, and to clearly express our stance against all forms of discrimination. In the same year, our initiatives aimed at supporting gender equality in fields traditionally dominated by men were officially consolidated under the ALLforALL platform to enhance coordination and impact.



## Equal, Diverse and Inclusive Workplace

At Eczacıbaşı Group, we recognize diversities as a powerful value that move us forward. We aim to foster a working culture where diverse perspectives and ideas can be freely expressed, reflected across different platforms, and transformed into action -supported by an environment that promotes equality, diversity, and inclusion.

Ensuring that our employees work in a healthy, peaceful, and safe environment, free from violence, harassment, pressure, and threats, is among our top priorities.

Procedures to be followed in the event of such situations are detailed in the **Eczacıbaşı Group Code of Conduct**.

For more information on Eczacıbaşı Group Code of Conduct, visit [our website](#).

At the same time, we pay attention to gender balance in our internal activities and management structures, carrying out various development and support programs that ensure women take more active role in senior management and decision-making mechanisms.



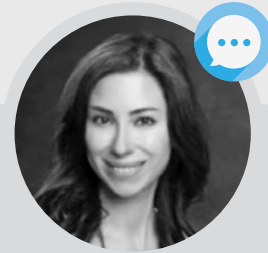


## Perspective of Our Stakeholders

**Evrım Ulukartal**

**Eczacıbaşı Pharmaceuticals Marketing**

ÜroDerma Ankara Regional Manager



As an employee who has served under the Eczacıbaşı Pharmaceuticals Marketing for 22 years, I greatly value our company's commitment to leading the digital transformation process. The fact that this transformation is carried out with openness to employee input reflects the inclusive, participatory, and trust-based corporate culture that defines who we are.

As a field manager, one of my primary responsibilities is to convey the company vision to my team in the most accurate and inspiring manner. Ensuring active employee participation in this process is critical to the success of the transformation.

Eczacıbaşı Pharmaceuticals Marketing's people-centric approach stands out as one of the key factors strengthening employee engagement. If I were to recommend our company to someone outside the organization, I would highlight its digital transformation vision, the importance it places on employee participation, and the clarity of its strategic targets.

At the same time, I am aware of the areas where we can further improve. Beyond increasing the participation of women in the organization, strengthening inclusive policies related to work-life balance, well-being, and working conditions is particularly important, especially in dynamic fields of work. I believe that Eczacıbaşı Pharmaceuticals Marketing will continue to strengthen its role in the industry through its gender-equality-focused policies and make strong contributions to its targets. I am confident that the steps taken in this direction will positively enhance both internal organizational balance and our company's reputation among external stakeholders.

## Perspective of Our Stakeholders

**Fatih Şahindur**

**Gensenta**

Senior Production Operator, Packaging



I have been working at Gensenta for 21 years. What makes this organization stand out for me is its deep-rooted history and its unique working culture. Beyond its corporate structure, one of its strongest qualities is its ability to make employees feel valued by offering a family-like environment.

One of the aspects of Gensenta that I appreciate the most is the importance it places on both personal and professional development. The company provides training opportunities that support us in gaining knowledge and competencies in our areas of responsibility, and our suggestions that contribute to our development are always taken into consideration. Thanks to its strong commitment to occupational health and safety, Gensenta offers a well-equipped and secure working environment for all employees. In addition, its support for social responsibility initiatives and the social events it organizes play an important role in strengthening employee motivation and engagement.

If I were to recommend working at Gensenta, I would highlight three core attributes: its unwavering commitment to quality standards supported by its long-standing and distinctive culture; the positive contribution it makes to employees through career development and personal improvement opportunities; and the importance it places on making employees feel like part of a family, thereby helping them maintain a strong sense of confidence.

Looking ahead, I highly value Gensenta's innovative structure and its ability to quickly adapt to changing global and sector dynamics. However, deeper integration of technological advancements, particularly more effective use of artificial intelligence and robotic systems, will significantly enhance the company's efficiency and competitiveness.

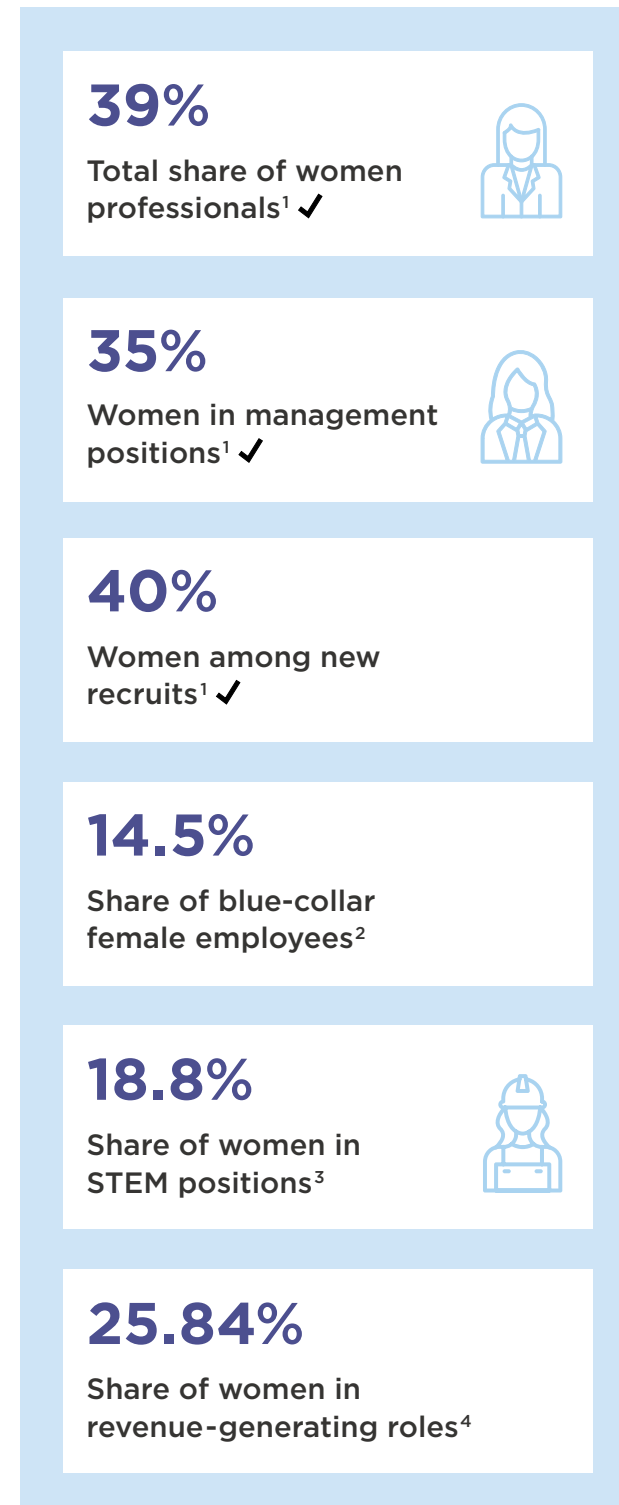
We believe that having diverse knowledge, skills, backgrounds, experiences, and perspectives represented on our Board of Directors under the roof of Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments Co. positively contributes to company performance and supports the Board's effectiveness.

Eczacıbaşı Holding Equal Opportunity Committee closely monitors progress toward the realization rates of defined targets at the organization, as well as areas for improvement. These priorities are also taken into account in the selection of Board candidates. During the reporting period, women's representation on the Board of Directors was 16.67%. One of our targets is to ensure a minimum target of 25% female representation on the Board and to establish time-based targets to support this. The Equal Opportunity Committee regularly monitors progress toward these targets and areas requiring improvement. Thanks to our ongoing efforts, we are making strong advancements toward achieving our targets.

As we shape our corporate culture around an inclusive work environment and a balanced workforce, we continue to prioritize diversity and gender balance. In 2024, **35% ✓** of our management team consisted of women. During the same period, women represented **39% ✓** of our professional workforce, and **40% ✓** of new hires were women.<sup>1</sup>

The increased presence of women in STEM roles and other value-added positions is a noteworthy development in terms of gender equality and serves as an example for young women pursuing careers in these fields. Across Eczacıbaşı Pharmaceuticals, Industrial and Financial Investment Co., we have a total of 62 employees in value-added STEM positions. Proportion of female employees in our STEM positions is 18.8%. Additionally, in 2024, our workforce included **28** male and **5** female employees with disabilities.

<sup>1</sup> This information represents white-collar employees at Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.



<sup>2</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.

<sup>3</sup> The data represent Gensenta.

<sup>4</sup> The data represent Eczacıbaşı Pharmaceuticals Marketing.

## Our Remuneration Policy

Ensuring equal opportunities in the workplace requires remuneration processes that are grounded in fair and objective criteria. Eczacıbaşı Group guarantees the implementation of an equitable remuneration policy without any discrimination based on religion, language, race, gender, or any similar factor among employees who hold equivalent roles and responsibilities.

In line with this approach, we adopt the principle of “equal pay for equal work” as a fundamental management practice. To ensure all employees are remunerated fairly and impartially, regardless of gender, ethnic background, or other personal characteristics, we fully implement the compensation policies established by Eczacıbaşı Group.

Additionally, our remuneration system and practices for members of the Board of Directors and senior executives with administrative responsibilities are carried out within the framework of the **Remuneration Policy** defined in accordance with the regulations issued by the Capital Markets Board.

For more information on our Remuneration Policy, visit [our website](#).

In the remuneration management, the education levels, competencies, individual and corporate performances of employees as well as the current market conditions are taken as basis. In this context, annual market remuneration researches are conducted by independent research companies under the coordination of the Group Presidency of Eczacıbaşı Group Human Resources. In light of the information obtained through this research, remuneration structures of group companies are compared with the sectoral and non-sectoral examples, and comprehensive analyses for each organization are presented to the management.

All of the remuneration data is individual and maintaining confidentiality is a core principle. In this regard, employees are expected to show the utmost sensitivity about this issue.

This approach reinforces justice and equality culture within the organization while contributing to the bring competent professional caring about these values in the organization.

We closely monitor the gender pay gap as a reflection of our commitment to gender equality. As of 2024, the average earnings of our female employees were at the level of **1.05** compared to male employees, indicating that, during the same period, our female employees achieved a higher level of earnings than their male counterparts. This outcome reflects the achievement of our egalitarian work environment recognizing the contributions and competencies of our women employees.

### Impact of Sustainability on Remuneration

To manage our financial success in an integrated manner with our sustainability objectives, we implement a performance-based compensation system at Gensenta. We structure our annual incentive bonuses to support the achievement of our sustainability objectives and the business outcomes associated with those objectives.

In this context, we have incorporated sustainability objectives and metrics related to Gensenta's sustainability performance into the performance criteria of the Gensenta Operations Director and the Gensenta Management Team. In 2024, sustainability objectives were weighted at 20% in the performance evaluation of the Gensenta Sustainability Manager and at 10% for other members of the Management Team. Through this approach, we aim to create holistic value by integrating sustainability principles into our business targets.

**1.05**  
Gender Pay Gap<sup>2</sup> (Woman / Man)





## Human Rights

Respect for human rights and the protection of these rights are among our core values in all our activities. As a member of the Eczacıbaşı Group, we are committed to safeguarding the rights and wellbeing of our employees within the framework of our **Human Rights Policy**, which aligns with national and international standards. Our target is to create a fair, safe, transparent, equitable, respectful, and participatory work environment in which our employees feel valued and secure.

**Eczacıbaşı Group Human Rights Policy** covers the following areas:

**Prevention of Child Labor and Forced Labor**

**Zero Tolerance for Violence, Discrimination, and Harassment**

**Equality, 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**

For more information on our Human Rights Policy, visit [our website](#).

In line with our Group values, we combat discrimination across all our human resources practices, starting with the recruitment process. We ensure that no employee or candidate is subjected to discrimination based on race, gender, belief, marital status, sexual orientation, gender identity, political opinion, ethnic origin, health condition, family responsibilities, economic circumstances, history of domestic violence, disability, age, or union activity.

Within the framework of our human rights-based management approach, we adhere strictly to ethical principles and the principle of fairness in our recruitment, compensation, promotion, and career development processes. To enhance the wellbeing of our employees, we offer comprehensive benefits such as marriage assistance, transportation and meal support, early childhood education contributions, health insurance including maternity coverage, and maternity/paternity leaves.

Eczacıbaşı Group maintains a zero-tolerance policy toward human rights violations and takes active measures not only within our own organization but also across our supply chain and business partners to prevent practices that undermine human dignity, such as child labor and forced or compulsory labor. Under no circumstances do we engage in such practices.

We respect our employees' rights to unionize and to engage in collective organization, recognizing these rights as fundamental and ensuring that they can be exercised freely and without pressure. As a member of the Eczacıbaşı Group, we fully support the union rights and freedoms of our employees.

Furthermore, we believe that political participation is not only a constitutional right but also a fundamental human right recognized universally. Accordingly, in Eczacıbaşı Group companies, employees' rights to engage in political activities, within legal boundaries and based on individual preference and voluntary participation, are respected and firmly protected.

As a member of the Eczacıbaşı Group, we uphold the principle of neutrality regarding political opinions and ideologies; under no circumstances are company resources permitted to be used in favor of any political party, candidate, or formation. This approach reflects our commitment to preserving our corporate integrity and ethical values.

For more information, see [Ethics and Compliance](#) section.

## Talent Management

### Attracting, Developing and Retaining Talent

At the foundation of our company's sustainable success are our employees, highly motivated individuals who continuously develop their capabilities and possess the qualities that move our business forward. In this regard, our human resources approach is shaped by a mindset that prioritizes continuous learning and individual development. A workforce that is open to change, eager to learn, and focused on improvement supports our progress in alignment with our corporate culture and contributes to our organizational transformation.

Our strategic priorities include attracting talented individuals to our organization, continuously supporting their development, and strengthening their long-term engagement.

To this end, we invest in the professional development of our employees and place great importance on creating a work environment where they feel valued and experience a strong sense of belonging.

By closely following changes in the business world and society, we take necessary steps to remove barriers our employees may face and prepare them for diverse career opportunities. We manage this process systematically by providing accessible resources and developmental tools.

At the same time, across the Eczacıbaşı Group, we actively utilize our existing talent pool by encouraging career advancement in various positions. Through regular career development discussions with our employees, we gain deeper insight into their individual targets and expectations, enabling us to create personalized career plans. This approach not only strengthens the alignment between individual and corporate targets but also enhances employee engagement, motivation for growth, and overall satisfaction. Through guidance and continuous support, we aim to maximize our employees' potential and help them achieve long-term success in their careers.





## Continuous Learning and Development Culture

At Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments, we consider our employees to be our most valuable asset. For this reason, we prioritize not only supporting the development of their current competencies but also helping them acquire the skills they will need in the future. In line with this understanding, we aim to build a work environment that fosters continuous learning and encourages personal and professional growth.

Our talent management strategy is designed to support the development of individuals who are team-oriented, highly motivated, and possess leadership potential, thereby contributing directly to our sustainability vision and strategic targets. Following the annual career and personal development discussions, we offer our employees a comprehensive and multidimensional development journey, including functional classroom trainings, hands-on project-based learning opportunities, learning content on digital platforms, as well as mentoring and reverse mentoring programs. This approach ensures that individual potential transforms into organizational success.

As of 2024, employees across Gensenta, Eczacıbaşı Pharmaceuticals Marketing, and Eczacıbaşı-Monrol Türkiye received an average of **48 hours** ✓ of training per person. This year, we also enhanced the effectiveness of our training programs by integrating development plans and competency analyses into our training processes. Through these programs, we continue to support the professional development of our employees and prepare them for their current or future roles.

**48 hours**

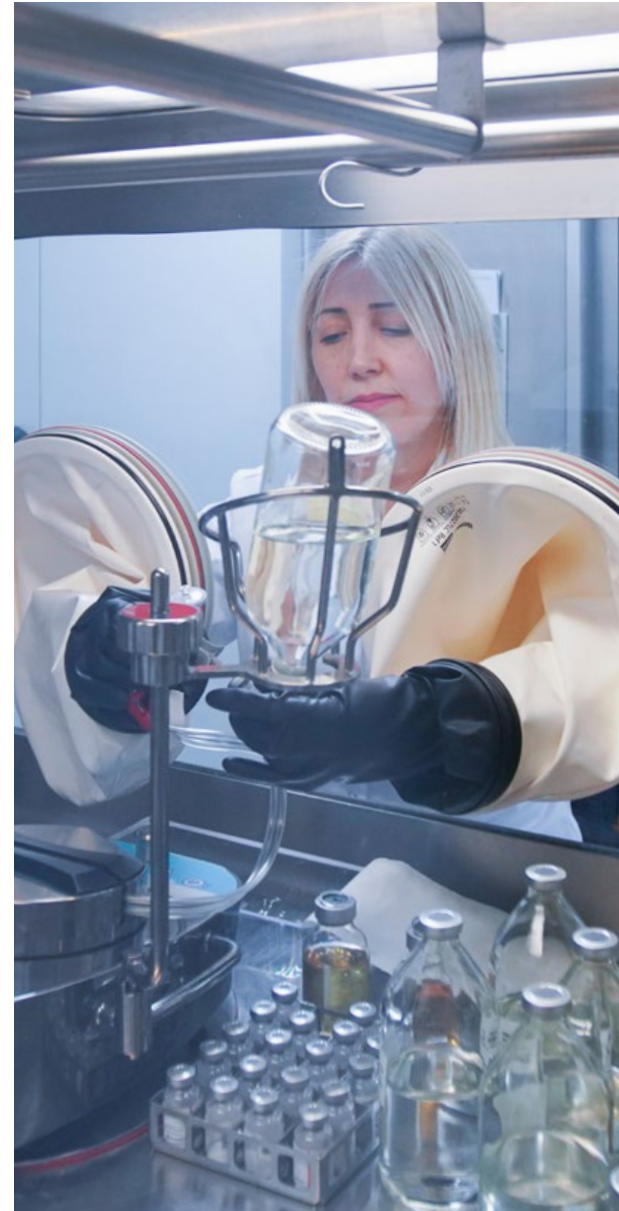
Average training hours  
per employee<sup>5</sup> ✓



<sup>5</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.

Throughout 2024, new training programs, mentoring and internal coaching initiatives, and projects aimed at improving the overall employee experience were implemented.

At Gensenta's production facilities, employees are provided with continuous development opportunities in training environments equipped with modern technology, aligned with the standards of "Current Good Manufacturing Practices (cGMP)" and "Current Good Laboratory Practices (cGLP)".



## Attracting the Best Talents

In line with the ethic- and human-oriented principles, we execute hiring processes elaborately, systematically, and consistently. In candidate evaluations, we use selection tools whose scientific validity and reliability have been proven, and we analyze the resulting data in a fair, objective, and transparent manner, managing every stage of the process in line with the principle of equality.

Our fundamental principle is to provide all candidates with an unbiased, fair, and discrimination-free evaluation environment. When assessing applicants, we consider not only whether they possess the knowledge, skills, and competencies required for the position but also whether they have the potential to embrace and uphold the values of the Eczacıbaşı Group.

Our target is to bring into our organization individuals who are highly educated, open to change and innovation, entrepreneurial, dynamic, focused on continuous development, compatible with teamwork, and capable of contributing to the Eczacıbaşı culture. To strengthen our workforce structure and respond to evolving needs, we recognize the strategic importance of integrating external talent into the organization and continue to expand opportunities in this direction.

At Eczacıbaşı Pharmaceuticals, Industrial and Financial Investment Co., we adopt a transparent approach not only in recruitment but also in career development. In this context, our internal career portal, designed to ensure that all employees can easily access development opportunities, is actively used. As of 2024, our voluntary leaving rate was 7.42%, and our overall employee turnover rate was **12.72%**.<sup>5</sup>

We firmly believe in the creativity, innovative perspectives, and value-adding potential of young talent. We are committed to offering them environments where they can express themselves freely, take responsibility in meaningful projects, and shape their professional development.

We see it as an important responsibility to accompany young professionals on their development journey and to provide them with opportunities that will enable them to take active roles in the future of our company. For this reason, we are delighted to engage with young talent across various platforms and to welcome them into the Eczacıbaşı family.

## Career Test Drive and Career Experience Drive

**Career Test Drive** is an internship program designed for third-year undergraduate and first-year graduate students. By offering part-time work opportunities until graduation, it provides students with real work experience and career-focused development opportunities. Within the program, interns, referred to as "pilots", work on projects throughout the summer under the guidance of their mentors, gaining firsthand insight into Eczacıbaşı's culture and business processes.

**Career Experience Drive** is aimed at senior undergraduate and graduate students. This program also offers part-time work opportunities until graduation and gives participants priority consideration for open positions within the Eczacıbaşı Group after they graduate.

In 2024, as part of the **Career Test Drive** program, a total of **19** interns, **9** from Eczacıbaşı Pharmaceuticals Marketing and **10** from Gensenta, completed their projects and presented them to their department managers. Within the **Career Experience Drive** program, a total of **23** interns, **8** from Eczacıbaşı Pharmaceuticals Marketing and **15** from Gensenta, completed their projects and shared their outcomes with their respective departments.



## Performance and Career Development

At Eczacıbaşı Group, performance management is positioned as one of the core pillars of our human resources practices. In this context, we place great importance on performance evaluation processes to support the individual development of our employees, closely monitor their career journeys, and ensure we maximize the value created by our human capital.

Our standardized, Group-wide three-stage Performance Management System consists of target-setting, mid-year evaluation, and year-end evaluation. This system not only supports ongoing performance improvement of our employees but also enables the recognition and rewarding of individuals who demonstrate exceptional achievement.

As of 2024, Leadership Behaviors aligned with the Eczacıbaşı Group's strategic priorities have been defined and brought together with our corporate values, historical strengths, future capability needs, and universal leadership principles. Developed with the contributions of Eczacıbaşı leaders, this behavior set serves as a guide for how our employees approach their roles, their teams, and themselves.

To ensure the effective adoption of Leadership Behaviors across the organization, specialized training was delivered to enhance managers' feedback-giving skills. In addition, this behavior set has been integrated into 360-degree performance evaluation processes and competency analyses, enabling a more holistic and measurable application of the practices.

**1,066**

**Number of employees receiving Regular Performance and Career Development Evaluations<sup>6</sup>**



## Employee Engagement

The success of our company is defined by the competencies and performance of our employees. For this reason, we pay attention to offer a motivating working environment where our employees show their potentials in the best way. We support open and continuous communication between senior management and employees, and we work to strengthen employee satisfaction by enhancing internal communication and information sharing.

This year's employee engagement surveys received high participation. According to the results, our employee engagement scores were 76 for Eczacıbaşı Pharmaceutical Marketing and 75 for Gensenta.

Eczacıbaşı Talent Hub, a digital platform developed by the Eczacıbaşı Group, was created to make it easier for employees to access their career and development pathways. The platform offers multilingual support and is accessible from all regions in which Eczacıbaşı operates.

As part of our performance-based reward practices, the specially designed "First-Level Reward Program" recognizes first-line managers (team leaders, group leaders, etc.) and their teams for achieving their targets. Teams that meet the program criteria receive a monthly achievement bonus.

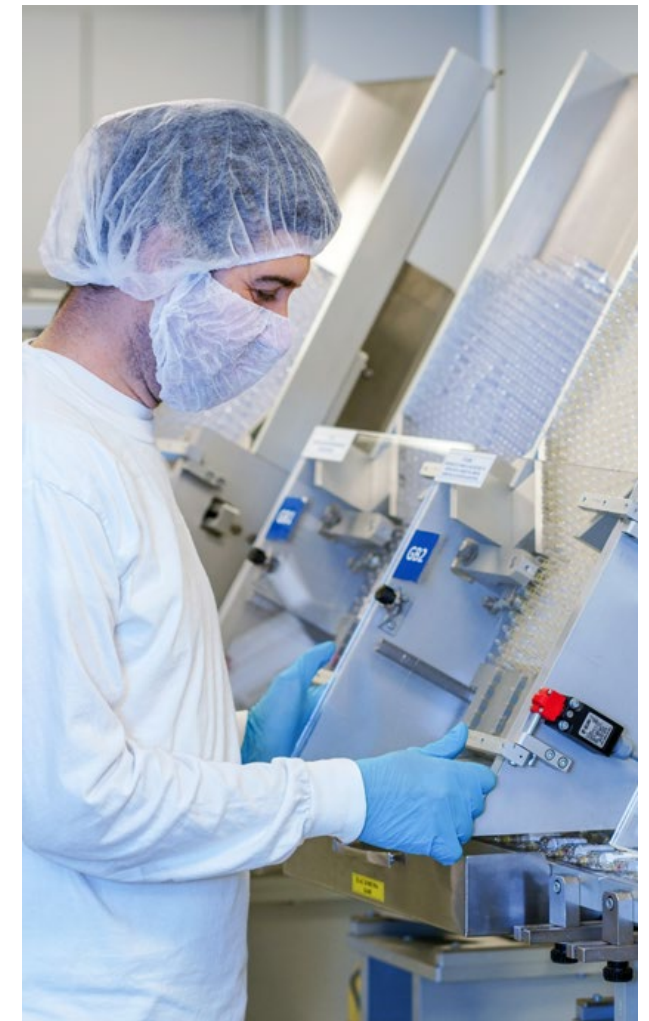
We are aware of the importance of providing a work environment that is both supportive and motivating for our employees. In this context, we take steps to enhance employee satisfaction and motivation with practices such as flexible working hours and remote work.

We are proud and delighted to announce that we were awarded the Great Place to Work certifications for Eczacıbaşı Pharmaceuticals Marketing in 2024 and for Gensenta in 2025 with our approach that always prioritizes employee satisfaction and development.

At Gensenta, we qualified for the Great Place to Work certification by meeting the criteria for an outstanding workplace with our positive employee experience and strong culture of trust.



At Eczacıbaşı Pharmaceuticals Marketing, we qualified for the Great Place to Work certification with our culture that values our employees and provides a positive working environment.



<sup>6</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol.



# Occupational Health and Safety

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we prioritize the health, safety and wellbeing of our employees. Within this scope, we implement systematic methods, procedures and effective control mechanisms that safeguard the wellbeing of not only our employees but also their families, our broader community and all stakeholders. Creating a healthy and safe working environment is an integral part of our responsibility towards our employees.

We also invest in our employees' long-term success by providing a workplace that prioritizes their wellbeing.

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we implement the **Occupational Health and Safety (OHS) Policy** designed in consideration of the highest standards of employee health and safety. This policy outlines comprehensive principles and commitments related to OHS. In addition, we approach all relevant topics holistically under the guidance of the Eczacıbaşı Group's Occupational Health and Safety Committee, which is responsible for identifying, reporting and monitoring best practices to improve OHS performance.

Please visit [our website](#) for detailed information on our Occupational Health and Safety Policy.

Gensenta Sustainability Department actively participates in the Eczacıbaşı Group's Occupational Health and Safety Coordination Board meetings every month.

We integrated the **ISO 45001 Occupational Health and Safety Management System** into our Gensenta production facilities to establish a systematic, safe and concrete OHS strategy. As of 2024, **100%** of our production facilities hold this management system certification. Thanks to this system, workplace accidents are prevented, and potential risks are identified and effectively managed.

**100%** of Gensenta production facilities hold the **ISO 45001 Occupational Health and Safety Management System** certification.

## Employee Health, Safety and Wellbeing

Employee safety is one of the most important elements that materialize our commitment to sustainability. Supporting the overall wellbeing of our employees is an integral part of this approach, in addition to ensuring our employees' safety and preventing all types of workplace accidents.

Our top priorities include the health and safety of our employees, their families, our communities and our stakeholders. Accordingly, we implement practices that support both the physical and psychological wellbeing of our workforce. We act with a **zero-accident** philosophy, and aim to create a safe and healthy working environment in line with the United Nations Sustainable Development Goals (SDGs), especially SDG 3 and SDG 8. Within this scope, we apply comprehensive safety procedures to minimize potential risks.

We regularly conduct periodic health examinations for our employees in compliance with applicable regulations.

In order to improve our OHS performance continuously, we use performance indicators that help us to assess the effectiveness of our practices and identify areas for improvement. In this context, we regularly monitor two key metrics: **Lost Time Incident Rate (LTIR)** and **Total Recordable Incident Rate (TRIR)**. We take all necessary measures to ensure a safe working environment by establishing an on-site Occupational Health Unit in compliance with legal regulations. We also safeguard our employees' health by offering various health insurance options such as private **health insurance** or supplementary health insurance based on their roles within the organization.

In 2024 reporting period, our **Lost Time Incident Rate (LTIR)** was **0.17 ✓**, and **Total Recordable Incident Rate (TRIR)** **0.39 ✓**.

In 2024, we continued to provide occupational health and safety trainings to our employees in line with legal requirements.

We provided OHS Orientation Training to all subcontractor employees assigned to our facilities prior to starting work. These trainings covered legal obligations as well as site-specific health and safety rules in detail.

In 2024, we delivered a total of **1,978.9 hours** of OHS training to **264 employees** at Gensenta.





# Social Investments

Contributing to social development is one of the Eczacıbaşı Group's fundamental areas of responsibility. The social responsibility projects, awareness initiatives and training activities within this scope carried out in full compliance with the Group's fundamental values, and aim to attract attention to the importance of sustainability and increase awareness in this field.

One of the Eczacıbaşı Group's primary targets is to support the advancement of social life in areas such as culture, arts, sports, education, science and information technologies.

Social initiatives implemented for this purpose are carried out directly by the Group or through organizations that the Group has established or in which it plays an active role during their foundation and management processes.



## Social Investments Across the Eczacıbaşı Group

### Career Events

As Eczacıbaşı Pharmaceuticals Marketing and Gensenta, we meet with university students and young professionals in various events, and share industry knowledge and experience. Our Company executives participate in these gatherings, which increase young people's interest in the pharmaceutical sector and guide their career planning.

Our recruitment-focused "Career Test Drive" program also offers young talents hands-on experience opportunities to make a strong start to their professional lives.



### Eczacıbaşı Volunteers

Eczacıbaşı Volunteers was established in 2007 to contribute to the society and environment in regions where the Group operates.

The volunteers are active in fields such as education, health, culture and arts, nature conservation and humanitarian aid. In 2024, they supported more than 900 children and hundreds of animals in shelters, collected 2 tons of waste in Yalova, provided scholarships to students, and planted trees.



### Eczacıbaşı Sports Club

The Eczacıbaşı Sports Club was founded in 1966 by Dr. Nejat F. Eczacıbaşı and Şakir Eczacıbaşı with the aim of promoting sports in large masses and training professional athletes for the country.

The Eczacıbaşı Sports Club was founded in 1966 by Dr. Nejat F. Eczacıbaşı and Şakir Eczacıbaşı with the aim of promoting sports in the society and training professional athletes for the country. The Club is home to the Eczacıbaşı Dynavit Women's Volleyball Team, which has the highest number of championships in the Turkish Women's Volleyball Leagues. The team stands out with 28 Turkish Championships, 9 Turkish Cups and 12 European Cup finals. It is also the first team in history to win the FIVB Women's Club World Championship in two consecutive years (in 2015 and 2016).

In 2018, the Club received the International Olympic Committee's "Women and Sport World Trophy" for its contributions to empowering women in sports. Its youth development programs have produced over 40 championships, and more than 11,000 licensed athletes have been trained through its educational initiatives until today.

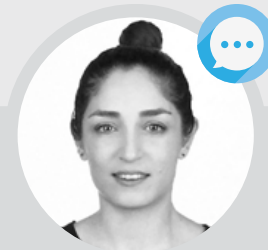
Launched in 2015 in collaboration with ES Volleyball Sports Club, the "Geleceğe Smaç" (Spike for the Future) project has introduced 28,000 young girls to volleyball across 22 campuses in 8 provinces. In 2024-2025 season, 4,650 students participated in the project, 3,450 continued to attend volleyball schools, and 2,100 became licensed athletes.

### Perspective of our Stakeholders

#### Nazen Kantarcı

#### LÖSEV

Assistant Coordinator of Istanbul Trade Operations



As LÖSEV, we carry out a meaningful social responsibility initiative in collaboration with Gensenta, at the Gensenta & LSV Shop goodwill stands that are periodically set up at Gensenta's production facilities. The products at these stands are handcrafted by mothers registered with LÖSEV. Proceeds from the sales not only provide economic support to these mothers but also help fund the healthcare and education expenses that we offer completely free of charge to children with leukemia.

The strong interest and sensitivity of Gensenta employees at every level have been an important factor that added true meaning to this initiative. This is not only a financial contribution but also heartfelt solidarity and genuine social awareness.

As LÖSEV, we have several suggestions for enhancing the sustainability and expanding the scope of this valuable partnership. The LÖSEV awareness presentation held at the beginning of our collaboration was an important step in raising awareness. By periodically organizing such activities, we can develop new social responsibility projects that will cultivate volunteering among employees. We believe that emotional connections to be established between Gensenta employees and our children and young people will inspire projects with a strong impact on the society.

We sincerely believe that we will create lasting value that touches not only the lives of LÖSEV families but also a broader segment of society as our collaboration continues to strengthen.



## Culture and Arts

### İstanbul Modern

The Eczacıbaşı Group plays a leading role in bringing art to the public as the founding sponsor of İstanbul Modern, the first modern and contemporary art museum in Türkiye. Established in 2004, the museum introduces modern and contemporary art to broad audiences as well as contributing to artistic production and carrying Türkiye's cultural identity to international platforms.

İstanbul Modern has hosted more than 3,500 events and screened approximately 4,000 films in its cinema until today. In 2024, Olafur Eliasson's exhibition named "Your Unexpected Encounter" was opened with the main sponsorship of the Eczacıbaşı Group and Vitra, and was visited by over 600,000 people.

The museum's new building, which was designed by Renzo Piano and opened in 2023, has won significant recognition in terms of its architecture, and deemed worthy of numerous international awards including ArchDaily's "Cultural Building of the Year".



### İstanbul Foundation for Culture and Arts (İKSİV)

The Eczacıbaşı Group is the founding sponsor of the İstanbul Foundation for Culture and Arts (İKSİV), which was established in 1973 under the leadership of Dr. Nejat F. Eczacıbaşı.

With the aim of enriching İstanbul's cultural life, İKSİV organizes major events such as Music, Film, Theatre and Jazz Festivals as well as the İstanbul Biennial. It also conducts creative programs for children and young people. In addition, İKSİV is responsible for the management of the Türkiye Pavilion at the Venice Biennale. It supports artistic production through awards, commissions and collaborations, and runs an artist residency program at the Cité Internationale des Arts in France.

In 2024, İKSİV reached a total audience of approximately 300,000 people by organizing 122 concerts, 192 film screenings and 19 theatre and dance performances. In 2024, İKSİV also hosted in İstanbul the Leyla Gencer Voice Competition, held every three years, where 42 young opera singers from 17 countries competed in the final.



### İzmir Foundation for Culture, Arts and Education (İKSEV)

İzmir Foundation for Culture, Arts and Education (İKSEV) was founded in 1985 with the initiative of Dr. Nejat F. Eczacıbaşı, and has been a member of the European Festivals Association (EFA) since 1993.

İKSEV organizes International İzmir Festival, which features music, dance and theatre performances, as well as İKSEV İzmir European Jazz Festival, where workshops and masterclasses are offered for participating artists and ensembles, and young people are provided with opportunities to receive jazz education.



### Eczacıbaşı Genç Bilet (Young Ticket)

Eczacıbaşı Genç Bilet (Young Ticket) is a social responsibility initiative launched in 2022 in order to support young people's access to art. For every event, a designated quota of tickets is allocated to students at symbolic prices.

The program has received great interest since its first year. More than 120,000 tickets were provided to students across over 1,700 events, and 95% of the tickets sold out within the first four hours.

In 2024, the project was recognized as Türkiye's most successful social responsibility initiative in the Corporate Social Responsibility Survey conducted by GfK and Capital magazine. The campaign film also received Kristal Elma and Felis awards.

### Genç Salı (Young Tuesday)

In order to make art more accessible for young people, Genç Salı (Young Tuesday) program was launched at İstanbul Modern in 2023 and 2024 with the support of the Eczacıbaşı Group.

More than 40,000 young visitors aged 18-25 found the opportunity to visit the museum free of charge during designated hours every Tuesday throughout 2024. Within the scope of the program, 337 young participants also attended workshops and conversations with artists for free.

### Contribution to Equal Opportunities in the Literature World

Dr. Nejat Eczacıbaşı Foundation launched the "Beyhan Eczacıbaşı Young Adult Literature Female Writers Award" in 2023 to promote gender equality in literature.

This award aims to encourage female writers in the field of young adult literature, and was presented in 2024 to **Meral Karamuk Uğurşan** for her work "**Köstebeğin Sırrı - Gizli İşler 2**" published by Sadık Uygun Yayınları.



## Collaborations with Universities and NGOs

At Eczacıbaşı Pharmaceuticals Marketing and Gensenta, we actively collaborate with universities to strengthen our employer brand and meet young talents. We help students to gain a closer understanding of the business world and support them in shaping their career paths through technical workshops, guest lectures, and career events.

These interactions help young people to discover their potential and also enable us to meet qualified candidates for our internship and graduate talent programs. Reaching more young people every day adds inspiration and motivation to our efforts.



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

Dr. Nejat F. Eczacıbaşı Foundation provided support to 500 university students with the scholarship program it launched in 2023 in collaboration with the Turkish Education Foundation (TEV). In addition to undergraduate and high-achievement scholarships awarded based on academic ranking, the program offers a special scholarship category for female students affected by the earthquake.

The program provides not only financial assistance but also comprehensive support such as internship and employment opportunities, career development resources and priority access to cultural, artistic and sports events organized by the Eczacıbaşı Group.

### Some collaboration activities carried out at Gensenta:

- At the event we organized at Robert College, we met with students to introduce our Company and industry. We shared detailed information about our sterile production processes and the operations of our production department.
- We participated in Marmara University's Chemical Engineering Days. Our Senior CMC Specialist provided valuable insights into the role and areas of work of chemical engineers in the pharmaceutical industry.
- We hosted students from Acıbadem University's Faculty of Pharmacy at our facility, offering them the opportunity to learn about our production processes and engage directly with our team members.
- We participated in Boğaziçi University's Alumni Day 2024. We met with alumni and students and answered their questions.
- We participated in sessions at Yıldız Technical University's EMBS BIOFORM XII and had pleasant conversations with students at our booth. We answered their questions about the industry and introduced the Group companies operating in the healthcare field.
- We met students from Yıldız Technical University and Biruni University at our facility. We gave them the opportunity to observe our production processes on site and provided detailed information about our industry.
- At the "Career in Healthcare" event, we introduced the healthcare companies within our Group and shared our career opportunities. We had one-on-one conversations with students to answer their questions.
- We donated all proceeds from our stand, which was set up in collaboration with our facility's Social Responsibility Club and LÖSEV, to support the treatment and needs of children with leukemia.







# Investing in Future

<b>Innovation and Entrepreneurship</b>	<b>124</b>
Innovation	124
Entrepreneurship	124
Research & Development	126
<b>Digital Transformation</b>	<b>128</b>
<b>Product Responsibility</b>	<b>132</b>
Product Quality and Safety	132



## Innovation and Entrepreneurship

Starting at Şifa Pharmacy in the beginning of the 1900s, our innovation journey continues today with the same curiosity, dedication and courage, while our sense of responsibility to create a better future grows stronger every passing day. We have remained committed to sustaining our innovative approach to the products we offer since the day we began our operations.

### Innovation

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., we develop new projects with the responsibility of creating a corporate culture that encourages innovation, and continue to create value for our society and our sector in every step we take.

We continuously evolve in response to transformations within the healthcare sector, and innovation plays a pivotal role in our efforts to develop new solutions and designs addressing emerging challenges. With our strong culture of innovation in the sector, we design new solutions that enhance our processes in every area—from data accuracy to operational efficiency.

We aim to build awareness and increase efficiency in the use of AI-driven solutions while further enhancing our operational performance through the integration of digital tools. In this direction, we have been determined to advance our efforts to strengthen technology, data, and artificial intelligence (AI) literacy across all business units through the **Business Technologist** Program, launched in 2023.



### Entrepreneurship

At Eczacıbaşı Group, entrepreneurship fosters contemporary and diverse perspectives by encouraging us to ask new and innovative questions about how we work.

Through the initiatives we implement, we expand the use of AI applications in our processes and take pioneering steps in the sector by delivering data-driven, innovative, and entrepreneurial solutions. Our commitment to each stage of this journey is reflected in the collaborative, entrepreneurial solutions we develop.

With our projects that create meaningful impact in the industry and the effective solutions we deliver, we were honored with some of the sector's most prestigious awards in 2024. Throughout the year, Dynavit crowned its success with innovative product development efforts and received multiple awards for its strong marketing strategy and digital transformation initiatives.

- Our products developed in line with consumer expectations—**Dynavit Multi-Daily**, **Dynavit Collagen Quatro** and **Dynavit Kids Immukid Gummies**—received awards in three categories at the “**Product of the Year 2024**” – Consumer Innovation Awards.
- Our “**Next Gen Website Powered by AI**” project stood out with its AI integration designed to enhance user experience and received recognition across several platforms:
  - “**Specially Selected Project by Eczacıbaşı Employees**” – Innovation Awards,
  - “**Best Artificial Intelligence Experience**” – Sen’le Dijitaliz,
  - “**Healthcare Services**” – The Next Gen Awards,
  - Crystal Award in the **Health Category** – Altın Örümcek Awards,
  - İstanbul Marketing Awards yarışmasında; “**Digital & Technology – Chatbot**”,
  - Multiple categories at the GIGI Awards, including: “**Advertising Music Adaptation**,” “**Strategy & Data Usage**,” “**Effective Use of Data**,” “**Motion Graphics Animation**,” “**Innovative Technology Usage**”,
  - “**Most Successful Non-Pharmaceutical Product of the Year**” and “**Healthcare Services**” – Golden Pulse Awards.
- Our **Dynavit Precision Marketing** project also received the “**Best Healthcare Services Communication**” award at the Golden Pulse Awards.





Research & Development

As Eczacıbaşı Pharmaceutical and Industrial Investment Co., every step we take is guided by our vision of delivering high-quality healthcare services. Our focus is on improving formulation processes, developing new products, and ensuring broad access to medicines. In line with this target, we work to deliver high-quality healthcare services to wider populations by designing new products and continuously improving existing ones based on customer needs.

Our new product development process begins with project identification by our business development team, followed by procurement of the necessary raw materials and dossiers by our purchasing department. The process continues with determining analytical methods based on available information from raw material sources.

Our formulation team then initiates pilot formulation studies in collaboration with relevant departments, advancing product development in a coordinated structure.

This interdepartmental collaboration enables us to respond swiftly to market needs and deliver innovative solutions to our customers.

At Gensenta, we combine our expertise with state-of-the-art technologies, shaping our efforts around the target of launching first-to-market generic products.

We place great emphasis on ensuring that the products we develop are innovative, high-quality, aligned with current market needs, economically viable, and compatible with supply and production continuity as well as regulatory requirements. By developing products with no existing generics in Türkiye and ensuring their inclusion under the Social Security Institution (SGK) reimbursement scheme, we make medicines more accessible nationwide.

Gensenta is home to one of Türkiye’s first R&D centers accredited by the Ministry of Industry and Technology, and we remain committed to strengthening our innovative capacity in the sector. Through our Project Management Office structure, we focus on enhancing efficiency in the management and monitoring of technology projects.

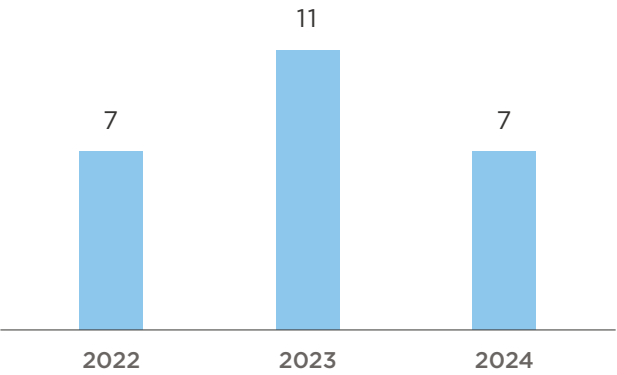


R&D	2022	2023	2024
Number of R&D employees*	41	33	24
Number of R&D projects**	15	20	12

\* Represents the total number of Gensenta employees.  
\*\* The specified total includes the data of Gensenta and Eczacıbaşı Pharmaceuticals Marketing.

Equipped with cutting-edge facilities and an advanced R&D center, we produce in full compliance with international standards. We prioritize the use of local resources throughout all stages—from raw materials to finished products—and deliver high-value-added products to both domestic and international markets. In line with this approach, with the **seven patent applications**<sup>1</sup> we filed in 2024, we continued to protect our product innovations, strengthen our competitive edge, and demonstrate our commitment to shaping the healthcare sector.

Patent Application



Reflecting our passion for innovation, we reinforced our commitment by investing **TRY 37 million** in R&D in 2024.

<sup>1</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.  
<sup>2</sup> The data represent Gensenta.

TRY 37 million  
R&D investment amount  
in 2024<sup>2</sup>





# Digital Transformation

Digital transformation is one of the fundamental pillars of our business model at Eczacıbaşı Group. In our operations, we closely follow digital solutions that can enhance operational efficiency and prioritize digital transformation investments and technology-driven ways of working.

Through our digital transformation investments, we strengthen our leading position in the sector while shaping the future with the opportunities we create. As we expand our digital infrastructure and consistently improve our production capabilities, we continue to crown our achievements with the awards we receive.

In 2024, we made significant progress in boosting efficiency across our production processes through digital transformation initiatives. At Gensenta, we successfully completed all targets outlined in our digital transformation roadmap and implemented new projects focused on enhancing operational efficiency as a part of our digital transformation portfolio. These initiatives aim to:

- Reduce time losses caused by manual processes,
- Lower costs and environmental impacts associated with high energy consumption,
- Increase efficiency through proactive monitoring of key performance indicators.

We further strengthened our digital transformation culture by offering employees training programs on AI, data literacy, and digitalization.

In 2024, our employees completed a total of **3,702 hours<sup>3</sup>** of training in digital transformation, and **2,201 hours<sup>3</sup>** of training on data privacy and security.

Additionally, to enhance our employees' awareness of digital transformation and data security, we supported them through a range of training programs, including "The Future Starts Now – Digital Transformation Talks," "GL'24 – Digital Transformation and Agile Training," the "Leading Digital Transformation Modular Development Program," and sessions on "Digital Transformation and Trends".

**3,702 hours**

Total training hours on digital transformation<sup>3</sup>



**2,201 hours**

Total training hours on data privacy and security<sup>3</sup>

In 2024, we continued to accelerate our digital transformation efforts, implementing initiatives that delivered significant improvements to our business processes.

## Festa AI



In collaboration with the DnA Lab team of Eczacıbaşı Bilişim, we launched the Festa AI project—an AI-powered chatbot system that provides quick answers to our employees' questions related to procedures and regulations. This system primarily supports our field teams but is available to all Eczacıbaşı Pharmaceuticals Marketing employees.

With this solution, developed to simplify information access and ensure standardization, we focused on enhancing our in-house AI capabilities at lower cost while creating broader societal value.

## OCE for Promo Brands



With this project, we strengthen our marketing activities through a customer-relationship-management-based digital solution. Our aim is to execute visits and promotional campaigns more effectively, enhance brand awareness, support sales, and drive digitalization across our operations. Compared to our previous system, the new platform allows us to reach a larger number of healthcare professionals through digital channels. Launched in 2023 with an investment of approximately TRY 13 million, the project successfully completed its second phase in 2024. We remain committed to advancing to the third phase in 2025, which will introduce additional system modules.

## CX



Starting in 2025, we will implement the necessary infrastructure to activate the Customer Experience (CX) capabilities of our in-house (Customer Relationship Management - CRM) system to evaluate social media customer satisfaction. Surveys will be delivered digitally, and responses will be analyzed and scored to inform actionable improvements. Our team will play an active role throughout the process.



<sup>3</sup> The data represent Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

## Perspective of Our Stakeholders

**Ece Özbilen**

**DnA Lab**

Data & Analytics Manager



As the DnA Lab Community Data & Analytics team, our collaboration with Eczacıbaşı Pharmaceuticals Marketing, which began in 2021, has evolved into a strategic partnership.

Our journey started with one of the Group's pioneering analytics projects: the Protein Demand Forecasting solution. With this project, we not only helped foster a data-driven decision-making culture, but also created an analytics success story that delivered tangible contributions to our business processes.

This year, we advanced our shared capabilities even further with **FestAI**, one of the Group's first generative AI-based projects. As a team unafraid to explore emerging technologies, continuously learning together, and drawing strength from collaboration, we have co-shaped a transformation journey powered by data and artificial intelligence.

We wholeheartedly believe that—just as we have done thus far—we will continue to achieve many more innovative projects together in the years ahead.

As we continue to implement new projects, we are making steady progress on our digital transformation journey, improving business processes and building a stronger future.

**At Eczacıbaşı Pharmaceuticals Marketing, we remain committed to transforming and enhancing the way we work with a forward-looking perspective. In this context, we aim to:**

- Sustain long-term growth, we aim to ensure customer loyalty by integrating product promotions with the range of services we can offer across all channels, particularly in digital platforms,
- Continue implementing digital solutions that enhance operational efficiency,
- Transition the end-to-end customer experience journey into digital environments.

**At Gensenta, we continue to advance confidently toward our future targets, developing innovative solutions throughout the process.**

**Accordingly, we aim to:**

- Rapidly convert local and global opportunities in the pharmaceutical industry into investments that expand capacity and reinforce technological and digital capabilities,
- Increase R&D investments to accelerate the addition of new products to our portfolio; and, in addition to ongoing R&D projects, initiate two new projects for Eczacıbaşı Pharmaceuticals Marketing.





## Product Responsibility

Drug safety is one of the cornerstones of the sector, ensuring that all processes are carried out safely and effectively. At Eczacıbaşı Pharmaceutical and Industrial Investment Co., we consider ensuring the safety and quality of our products to be one of our fundamental responsibilities. In this regard, we conduct all our activities with a focus on protecting the health and quality of life of our end consumers-patients.



## Product Quality and Safety

Through strong collaborations established with international and local companies, we continue our efforts with determination in the promotion, marketing, sales, and distribution of reference/generic medicines and over-the-counter products.

With nearly 100 years of experience, Gensenta is one of Türkiye's leading companies in sterile manufacturing. Supported by its expert team and modern facilities equipped with advanced technology, Gensenta continues to work at full speed toward becoming a pioneering and preferred manufacturing company. In this context, we offer medicines and innovative, comprehensive solutions produced at Gensenta's production facilities in accordance with global “**Current Good Manufacturing Practices (cGMP)**” and “**Current Good Laboratory Practices (cGLP)**,” supported by continuous training, accumulated know-how, and modern technology, to serve public health both in Türkiye and in many countries around the world. All our products are evaluated using animal-free testing methods, in line with the latest scientific and ethical standards.

Additionally, our production processes are certified with GMP certificates issued by various authorities in accordance with the relevant standards. Alongside inspections conducted by the Turkish Ministry of Health, our local authority, and the GMP certificates awarded following these inspections, we also hold GMP certifications granted after audits carried out by the Spanish (AEMPS) health authority on behalf of EMA (European Medicines Agency), as well as the health authorities of Russia, Brazil (ANVISA), South Korea (MFDS), and Saudi Arabia (SFDA). Furthermore, through our Pharmacovigilance Department operating under Gensenta, we continue our efforts to identify, evaluate, understand, and prevent side effects and drug-related safety issues. Through this department, we assess reports from healthcare institutions, healthcare professionals, and patients worldwide, playing an active role in monitoring drug side effects and safety-related risks, and reporting them to the relevant Ministry of Health authorities when necessary.

Through the operations carried out at Gensenta, we reinforce our strong local presence on a global scale, exporting to more than 12 countries and contributing value to the healthcare sector with the solutions we provide.

**206**

Total number of licenses valid in Türkiye<sup>4</sup>



**116**

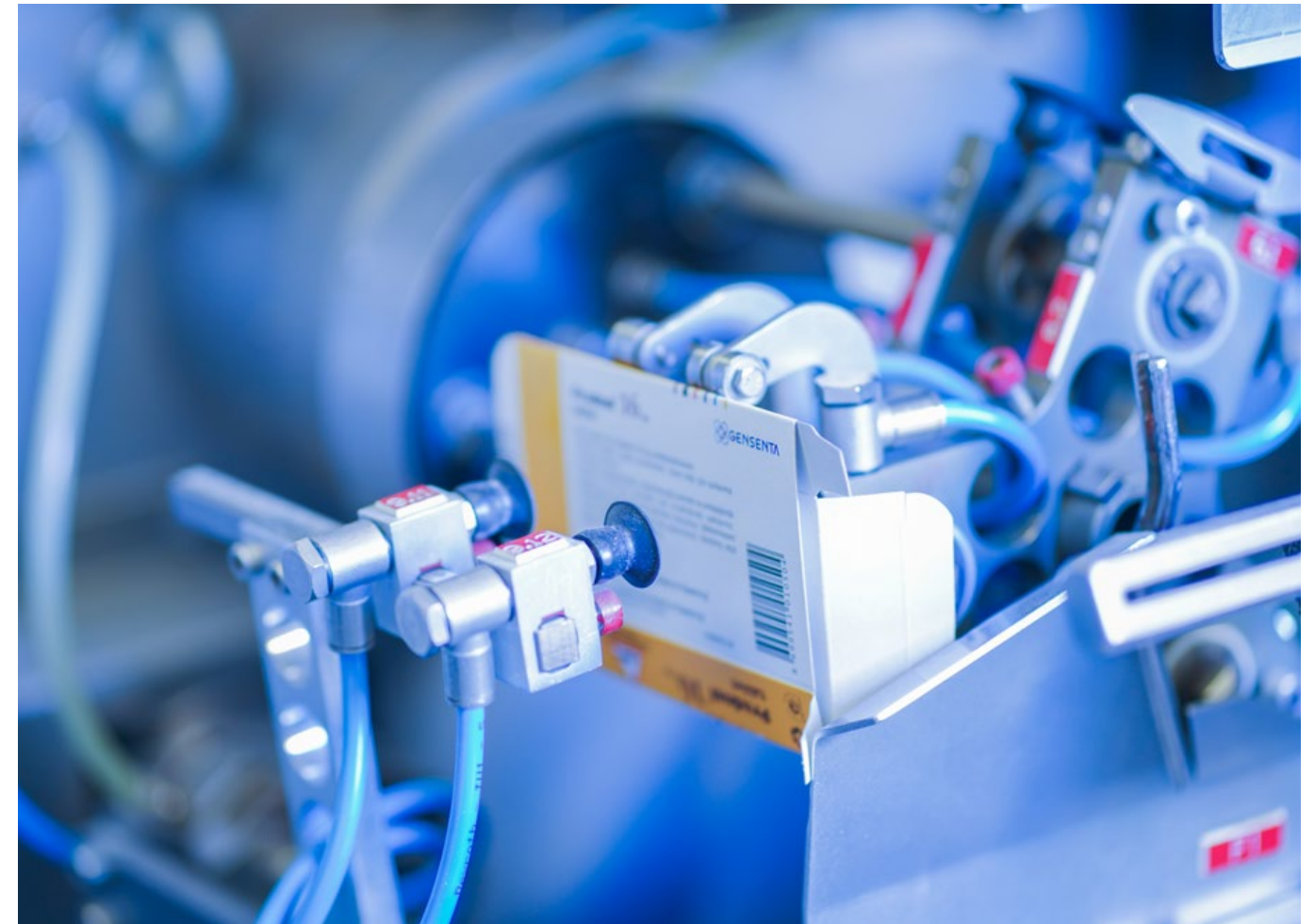
Number of licenses valid in international markets<sup>4</sup>



We hold **206 licenses** belonging to **83 brands** valid in Türkiye, as well as **116 licenses** belonging to **26 brands** valid internationally.

We strengthened our internal processes with the **Nextflow** platform that we made available to our employees in order to manage side effect / adverse event reports more effectively.

The **Side Effect Reporting Form** created within the platform contributes to our efforts to ensure drug safety. We also enhance quality at all operational stages by simplifying feedback processes.



<sup>4</sup> The data represent Gensenta.





# Annexes

List of Associations, Initiatives and Memberships	136
Awards	137
Performance Indicators	138
Social Performance Indicators	138
Environmental Performance Indicators	142
Technical Glossary	148
GRI Content Index	149
WEF Stakeholder Capitalism Metrics	157
Limited Assurance Report	161
Reporting Principles	166
Info	173



# List of Associations, Initiatives and Memberships

Eczacıbaşı Pharmaceuticals Marketing	
Institution	Status
Association of All Food Foreign Trade (TÜGİDER)	Member
Medical Products Association (SÜRDER)	Member
Pharmaceutical Manufacturers Association of Türkiye (IEIS)	Member
Union of Chambers and Commodity Exchanges of Türkiye (TOBB)	Member
Digital Health Association (DİSADER)	Member

Gensenta	
Institution	Status
Pharmaceutical Manufacturers Association of Türkiye (IEIS)	Member

# Awards

Awards	Awarded by
Best Artificial Intelligence Experience <b>Dynavit Next Gen Website Powered by AI</b>	Sen'le Dijitaliz
Digital and Technology <b>Chatbot</b>	Istanbul Marketing Awards
Vital Support in Food Supplements <b>Dynavit Collagen Quatro</b>	Golden Mortar
Most Successful Non-Pharmaceutical Product of the Year - Healthcare Services <b>Dynavit Next Gen Website Powered by AI</b>	Golden Pulse Awards
Best Healthcare Services Communication <b>Dynavit Precision Marketing</b>	Golden Pulse Awards
Selected Product of the Year <b>Dynavit Collagen Quatro</b>	Consumer Innovation Award
Special Product Chosen by Eczacıbaşı Employees <b>Dynavit Next Gen Website Powered by AI</b>	Innovation Awards
Healthcare Services <b>Dynavit Next Gen Website Powered by AI</b>	The Next Gen Awards
Commercial Music Adaptation Strategy and Data Use Effective Use of Data Moving Image Animation Innovative Technology Use <b>Dynavit Next Gen Website Powered by AI</b>	GIGI Awards
Crystal Award in the Healthcare Category <b>Dynavit Next Gen Website Powered by AI</b>	Altın Örümcek (Golden Spider)

# Performance Indicators

## Social Performance Indicators

Workforce by Gender*	2022	2023	2024
<b>Total number of employees</b>	<b>1,407</b>	<b>1,435</b>	<b>1,307</b>
Women	487	522	451
Men	920	913	856
<b>Number of white collar employees</b>	<b>1,165</b>	<b>1,192</b>	<b>1,069</b>
Women	451	485	416
Men	714	707	653
<b>Number of blue collar employees</b>	<b>242</b>	<b>243</b>	<b>238</b>
Women	36	37	34
Men	206	206	204

Employee Demographics*	2022	2023	2024
<b>Total number of employees</b>	<b>1,407</b>	<b>1,435</b>	<b>1,307</b>
Number of white collar employees	1,165	1,192	1,069
Number of blue collar employees	242	243	238
Employees under permanent contracts	1,143	1,153	1,117
Employees under fixed-term contracts	264	282	277
Number of employees in management positions	70	84	72
Number of employees in non-management positions	1,095	1,107	1,143

Total Workforce by Contract Type*	2022	2023	2024
<b>Employees with indefinite term contracts</b>	<b>1,143</b>	<b>1,153</b>	<b>1,117</b>
Women	433	449	428
Men	710	704	689
<b>Employees with under fixed-term contracts</b>	<b>264</b>	<b>282</b>	<b>277</b>
Women	54	73	73
Men	210	209	204

Gender Pay Gap (Female/Male) *	2022	2023	2024
Gender Pay Gap Ratio	0.99	1.02	1.05

New Hires*	2022	2023	2024
<b>Total number of new hires</b>	<b>798</b>	<b>323</b>	<b>130</b>
Women	359	185	50
Men	439	138	80
<b>Under 30 years old</b>	<b>200</b>	<b>192</b>	<b>45</b>
Women	143	120	21
Men	57	72	24
<b>30-50 years old (inclusive)</b>	<b>559</b>	<b>130</b>	<b>82</b>
Women	212	64	29
Men	347	66	53
<b>Over 50 years old</b>	<b>39</b>	<b>1</b>	<b>3</b>
Women	4	1	0
Men	35	0	3

\* This is the consolidated data of Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.



Number of Employees Who Left Their Jobs*	2022	2023	2024
Total number of employees who left their jobs	91	231	150
Women	39	96	74
Men	52	135	76
Under 30 years old	27	39	38
Women	14	26	28
Men	13	13	10
30-50 years old (inclusive)	56	167	104
Women	22	65	44
Men	34	102	60
Over 50 years old	8	25	8
Women	3	5	2
Men	5	20	6
Number of employees who left work voluntarily	57	98	88
Women	32	53	52
Men	25	45	36

Turnover Rate*	2022	2023	2024
Employee turnover rate	13.33%	20.23%	12.72%
Voluntary employee turnover rate	8.83%	9.01%	7.42%
Female employee turnover rate	17.31%	23.33%	16.17%

Employee Trainings*	2023	2024
Average training hours per employee	31.89	48 ✓

Interns Hired*	2022	2023	2024
Total	74	81	100
Women	52	55	61
Men	22	26	39

Number of employees subject to regular performance and career development evaluation*	2023	2024
Total	1,148	1,066
Women	439	424
Men	708	642

Gensenta			
OHS Trainings	2022	2023	2024
Total hours of OHS training given to employees (person*hour)	1,354	5,193	522
Number of employees trained on OHS	651	705	264
Average training hours per employee on OHS	2.08	7.37	1.98

\* This is the consolidated data of Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.

## Environmental Performance Indicators

Gensenta		
Energy Consumption (MWh)*	2023	2024
Non-Renewable Energy	21,185	20,546
Electricity	-	-
Natural Gas	20,779	20,368
Diesel	255.72	59.718
LPG / LNG*	150.05	118,250
Renewable Energy	19,762	19,844
Renewable Electricity Purchased	19,762	19,844
Total Energy Consumption	40,947	40,390

\* The data represent Yenibosna facility only.

Eczacıbaşı Pharmaceuticals Marketing	
Energy Consumption (MWh)	2024
Non-Renewable Energy	130.882
Electricity	-
Natural Gas	130.882
Diesel	-
LPG / LNG	-
Renewable Energy	106.289
Renewable Electricity Purchased	106.289
Total Energy Consumption	237.171

Eczacıbaşı - Monrol Türkiye	
Energy Consumption (MWh)	2024
Non-Renewable Energy	1,188
Electricity	-
Natural Gas	1,188
Diesel	-
LPG / LNG	-
Renewable Energy	4,614
Renewable Electricity Purchased	4,614
Total Energy Consumption	5,802

Consolidated	
Energy Consumption (MWh)*	2024
Non-Renewable Energy	21,865
Electricity	-
Natural Gas	21,687
Diesel	59.718
LPG / LNG**	118.250
Renewable Energy	24,565
Renewable Electricity Purchased	24,565
Total Energy Consumption	46,430 ✓

\* This is the consolidated data of Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.  
\*\* The data represent Yenibosna facility only.

Consolidated*	
Energy Consumption (MWh)	2024
Direct energy consumption	21,865
Indirect energy consumption	24,565
Total Energy Consumption	46,430 ✓

\* This is the consolidated data of Gensenta, Eczacıbaşı Pharmaceuticals Marketing and Eczacıbaşı-Monrol Türkiye.



Gensenta			
Energy Intensity (MWh/ton)	2022	2023	2024
	190.7	163.4	127.8 ✓

Gensenta	
Carbon Emissions (tCO <sub>2</sub> e)	2024
Direct greenhouse gas emissions (Scope 1)	5,389.87 ✓
Scope 2 Emissions (Location-Based)	8,364.57 ✓
Scope 2 Emissions (Market-Based)	0 ✓
Total Scope 1 and 2 Emissions (Location-Based)	13,754.44
Total Scope 1 and 2 Emissions (Market-Based)	5,389.87

Eczacıbaşı Pharmaceuticals Marketing	
Carbon Emissions (tCO <sub>2</sub> e)	2024
Direct greenhouse gas emissions (Scope 1)	2,056.62 ✓
Scope 2 Emissions (Location-Based)	44.80 ✓
Scope 2 Emissions (Market-Based)	0 ✓
Total Scope 1 and 2 Emissions (Location-Based)	2,101.42
Total Scope 1 and 2 Emissions (Market-Based)	2,056.62

Eczacıbaşı - Monrol Türkiye	
Carbon Emissions (tCO <sub>2</sub> e)	2024
Direct greenhouse gas emissions (Scope 1)	902.13
Scope 2 Emissions (Location-Based)	1,899.89
Scope 2 Emissions (Market-Based)	0
Total Scope 1 and 2 Emissions (Location-Based)	2,802.02
Total Scope 1 and 2 Emissions (Market-Based)	902.13

Gensenta and Eczacıbaşı Pharmaceuticals Marketing			
Carbon Emissions (tCO <sub>2</sub> e)	2021	2023	2024
Direct greenhouse gas emissions (Scope 1)	7,048	6,128	7,446
Scope 2 Emissions (Location-Based)	8,509	8,371	8,409
Scope 2 Emissions (Market-Based)	8,476	-	-

Gensenta and Eczacıbaşı Pharmaceuticals Marketing			
Carbon Emissions (tCO <sub>2</sub> e)	2021	2023	2024
Total Scope 1 and 2 Emissions (Location-Based)	15.557	14,499	15,856
Total Scope 1 and 2 Emissions (Market-Based)	15.524	6,128	7,446

Gensenta			
Total Water Withdrawal (m³)	2022	2023	2024
Municipal Water Consumption	58,042	79,397	62,203
Ground water Consumption*	5,662	5,843	5,833
Total	63,704	85,240	68,036

\* The data represent Şekerpınar facility.

Gensenta			
Water Intensity (m³/ton)	2022	2023	2024
	295	340.21	215.34 ✓

Gensenta and Eczacıbaşı - Monrol Türkiye		
Total Waste by Disposal Method (tons)	2023	2024
Disposed	29.84	190 ✓
Recycled	1,260.60	1,294 ✓
Reused	0	0
Total	1,492.75	1,484.0 ✓
Total Recycled	1,357.66	1,294.0 ✓
Total Disposed	135.09	190 ✓
Share of Recycled Waste (%)	91%	87% ✓
Share of Disposed Waste (%)	9%	13%

Gensenta			
Waste Amount by Disposal Method	2022	2023	2024
Total Hazardous Waste Amount by Disposal Method (ton)	781.929	917.907	921.40
Recovered	682.828	839.682	875.29
Energy Recovered	53.753	31.694	75.54
Interim Storage (Before Recovery)	17.105	32.105	3.09
Disposed	99.101	78.225	46.11
Hazardous Waste Recovery Rate (%)	87.33%	91.48%	94.99%
Total Non-Hazardous Waste Amount by Disposal Method (ton)	338.206	543.3	527.65
Total Recovered	235,231	438	395.45
a. Routine Recovered	235.231	266.6	293.97
b. Project-Based Recovered	0	171.4	101.48
Disposed	102.975	105.3	132.2
Non-Hazardous Waste Recovery Rate (%)	69.55%	80.62%	74.95%
Share of Total Reused/Recycled Waste (%)	81.96%	87.44%	87.69%
Packaging Waste Recovery Rate (%)	99.4%	99.40%	96.92%

Gensenta		
Waste by Type and Disposal Method (ton)	2024	
Hazardous Waste Amount		921,40
	recycled	875.29
	disposed	46.11
Non-Hazardous Waste Amount		527.65
	recycled	395.45
	disposed	132.2
Total Waste Amount		1,449

Gensenta			
Waste Amount (tons)	2022	2023	2024
Recycled waste	918.1	1,120.2	1,270.7
Disposed waste	202.1	183.5	178.31
Total Waste Amount	1,120.2	1,461.2	1,449.1

Gensenta		
Distribution of Waste (%)	2023	2024
Share of recycled waste	87.44%	87.69%
Share of disposed waste	12.56%	12.31%

Eczacıbaşı - Monrol Türkiye	
Waste Amount (tons)	2024
Recycled waste	22.922
Disposed waste	11.824
Total Waste Amount	34.75

Gensenta and Eczacıbaşı - Monrol Türkiye	
Waste Amount (tons)	2024
Recycled waste	1,294 ✓
Disposed waste	190 ✓
Total Waste Amount	1,484 ✓



# Technical Glossary

Term	Definition
Oncolytic	A biological agent that selectively infects and destroys cancer cells or triggers an immune response.
Hematology	The branch of medicine that deals with the diagnosis, treatment, and monitoring of blood and bone marrow diseases.
I-REC	An international certificate that documents the use of renewable energy.
YEK-G	A certificate in Türkiye that tracks and documents electricity produced from renewable energy sources.
Pediatrics	A medical term referring to diagnoses, treatments, and drug formulations specific to child patients.
Vial	A small bottle, usually made of glass or plastic and used to store sterile drugs or biological products.
Lyophilization	A process that freezes and dries heat-sensitive products to provide long-term stability.
Isolator	Enclosed system equipment that physically separates the operator from the product in aseptic production, maintaining sterile production conditions.
Decarbonization	The process of reducing or eliminating carbon emissions in corporate activities.
Collector	A piping element in process systems that gathers or distributes liquid or gas flows.
Heat Exchanger	Industrial equipment that provides heat transfer between two fluids, ensuring energy efficiency and temperature control.
Pharmacovigilance Department	A corporate unit that monitors the safety profile and potential side effects of drugs after they enter the market.
Diabetes	A condition that develops when the pancreas does not produce enough insulin or the produced insulin cannot be effectively used, also known as sugar diabetes.
Basic Treatments	Standard or commonly applied treatment methods aimed at alleviating or controlling the general effects of a disease.
Specific Treatments	Treatment methods that directly address the underlying causes of a specific disease or the disease itself.

# 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.

Content Index – Essentials Service was conducted on the Turkish version of the report.

Statement of Use:		EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. has reported in accordance with the GRI Standards for the period from 1 January 2024 and 31 December 2024.
GRI 1 Use:		GRI 1: Foundation 2021
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Overview of EIS Eczacıbaşı Pharmaceutical and Industrial Investment Co. page 10-17; Products and Services of Our Affiliates, page 18-21
	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 4-5
	2-4 Restatements of information	About the Report, page 4-5; Info, page 4-5
	2-5 External assurance	Limited Assurance Report, page 161-165
	2-6 Activities, value chain and other business relationships	Products and Services of Our Affiliates, page 18-21; Our Value-Creating Business Model, page 34-37
	2-7 Employees	Equal, Diverse and Inclusive Workplace, page 103-108
	2-8 Workers who are not employees	Equal, Diverse and Inclusive Workplace, page 103-108
	2-9 Governance structure and composition	Corporate Governance Approach, page 62-67
	2-10 Nomination and selection of the highest governance body	Corporate Governance Approach, page 62-67
	2-11 Chair of the highest governance body	Corporate Governance Approach, page 62-67
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Approach, page 62-67
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Approach, page 62-67

**GRI 2:  
General  
Disclosures  
2021**

2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, page 66-67
2-15 Conflicts of interest	Corporate Governance Approach, page 62-67
2-16 Communication of critical concerns	Corporate Governance Approach, page 62-67
2-17 Collective knowledge of the highest governance body	Corporate Governance Approach, page 62-67
2-18 Evaluation of the performance of the highest governance body	Corporate Governance Approach, page 62-67
2-19 Remuneration policies	Corporate Governance Approach, page 62-67; Equal, Diverse and Inclusive Workplace, page 103-108
2-20 Process to determine remuneration	Equal, Diverse and Inclusive Workplace, page 103-108
2-21 Annual total compensation ratio	Corporate Governance Approach, page 62-67
2-22 Statement on sustainable development strategy	Sustainability Management, page 66-67
2-23 Policy commitments	Message from the General Manager, page 6-7; Sustainability at Eczacıbaşı Pharmaceutical and Industrial Investment Co. Page 38-39
2-24 Embedding policy commitments	Ethics and Compliance, page 76-78
2-25 Processes to remediate negative impacts	Ethics and Compliance, page 76-78
2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 76-78
2-27 Compliance with laws and regulations	Ethics and Compliance, page 76-78
2-28 Membership associations	List of Associations, Initiatives and Memberships, page 136
2-29 Approach to stakeholder engagement	Stakeholder Relations, page 48-59
2-30 Collective bargaining agreements	Equal, Diverse and Inclusive Workplace, page 103-108
2-30 Collective bargaining agreements	Equal, Diverse and Inclusive Workplace, page 103-108

**Material Topics**

<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Double Materiality Analysis, page 40-43
	3-2 List of material topics	Double Materiality Analysis, page 40-43

**Climate Change Mitigation and Climate Change Adaptation**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Climate and Environment, page 84-85; Energy Management and Carbon Emissions, page 91-95
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-2 Energy consumption outside of the organization	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-3 Energy intensity	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-4 Reduction of energy consumption	Energy Management and Carbon Emissions, page 91-95
	302-5 Reductions in energy requirements of products and services	Energy Management and Carbon Emissions, page 91-95
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	305-3 GHG emissions intensity	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	305-5 Reduction of GHG emissions	Energy Management and Carbon Emissions, page 91-95



Waste Management and Circular Economy		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Waste Management, page 98-99
<b>GRI 306: Waste 2020</b>	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, Environmental Performance Indicators, page 142-147
	306-4 Waste diverted from disposal	Waste Management, page 98-99, Environmental Performance Indicators, page 142-147
	306-5 Waste directed to disposal	Waste Management, page 98-99, Environmental Performance Indicators, page 142-147
Water Management		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Water Management, page 96-97
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Management, page 96-97
	303-2 Management of water dischargerelated impacts	Water Management, page 96-97
	303-3 Water withdrawal	Water Management, page 96-97, Environmental Performance Indicators, page 142-147

Energy		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Energy Management and Carbon Emissions, page 91-95
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-2 Energy consumption outside of the organization	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-3 Energy intensity	Energy Management and Carbon Emissions, page 91-95, Environmental Performance Indicators, page 142-147
	302-4 Reduction of energy consumption	Energy Management and Carbon Emissions, page 91-95
	302-5 Reductions in energy requirements of products and services	Energy Management and Carbon Emissions, page 91-95
Human Rights		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Ethics and Compliance, page 76-78; Equal, Diverse and Inclusive Workplace, page 103-108
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<b>Eczacıbaşı Code of Conduct:</b> <a href="https://www.eczacibasi.com.tr/eczacibasitoplulugu-davranis-kurallari.pdf">https://www.eczacibasi.com.tr/eczacibasitoplulugu-davranis-kurallari.pdf</a> , Equal, Diverse and Inclusive Workplace, page 103-108
	205-2 Communication and training about anti-corruption policies and procedure	Equal, Diverse and Inclusive Workplace, page 103-108; Business Ethics and Legal Compliance, page 76-77
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Legal Compliance, page 76-77
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Business Ethics and Legal Compliance, page 76-77; Equal, Diverse and Inclusive Workplace, page 103-108
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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 76-77; Equal, Diverse and Inclusive Workplace, page 103-108
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Business Ethics and Legal Compliance, page 76-77; Equal, Diverse and Inclusive Workplace, page 103-108
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Business Ethics and Legal Compliance, page 76-77; Equal, Diverse and Inclusive Workplace, page 103-108

Working Conditions		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Employee Health, Safety and Wellbeing, page 114-115
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Attracting, Developing and Retaining Talent, page 109-113; Social Performance Indicators, page 138-141
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equal, Diverse and Inclusive Workplace, page 103-108
	401-3 Parental leave	Equal, Diverse and Inclusive Workplace, page 103-108
<b>GRI 402: Labor / Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Business Ethics and Legal Compliance, page 76-77; Equal, Diverse and Inclusive Workplace, page 103-108

<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-6 Promotion of worker health	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
	403-9 Work-related injuries	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Attracting, Developing and Retaining Talent, page 109-113; Social Performance Indicators, page 138-141
	404-2 Programs for upgrading employee skills and transition assistance programs	Attracting, Developing and Retaining Talent, page 109-113
	404-3 Percentage of employees receiving regular performance and career development reviews	Attracting, Developing and Retaining Talent, page 109-113; Social Performance Indicators, page 138-141



Equality, Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Equal, Diverse and Inclusive Workplace, page 103-108
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance Approach, page 62-67
	405-2 Ratio of basic salary and remuneration of women to men	Our Remuneration Policy, page 107
Organizational Culture		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Business Ethics and Legal Compliance, page 76-78
Restricted and Prohibited Substances		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43
Responsible Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, sayfa 40-43; Product Responsibility, page 132-133
Environmental Pollution		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43
Access to Information		
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis, page 40-43; Cyber Security, page 75

## WEF Stakeholder Capitalism Metrics

Pillar	Core Metrics and Disclosures	Description	References
Principles of Governance			
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.	Corporate Governance Approach, page 62-67
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.	Double Materiality Analysis, page 40-43
Ethical behavior	Anti-Corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures.	Ethics and Compliance, page 76-78
		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.	
	Protected ethics advice and reporting mechanisms	2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	Ethics and Compliance, page 76-78
		A description of internal and external mechanisms for:	
		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.	

<b>Risk and opportunity oversight</b>	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 68-75
<b>Planet</b>			
<b>Climate Change</b>	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 (tCO <sub>2</sub> e) GHG Protocol Scope 1 and Scope 2 emissions.	Energy Management and Carbon Emissions, page 91-95
		Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Scope 3 greenhouse gas emissions are not disclosed.
	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 netzero emissions before 2050.	We have conducted a climate risk assessment for our subsidiaries, Gensenta and Eczacıbaşı Pharmaceuticals Marketing. In this context, efforts to align with the TCFD are being planned.
<b>Nature Loss</b>	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.
<b>Freshwater Availability</b>	Water consumption and withdrawal in waterstressed 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 96-97
		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.	Equal, Diverse and Inclusive Workplace, page 103-108
	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 103-108
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	Equal, Diverse and Inclusive Workplace, page 103-108 Our Remuneration Policy, page 107
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	
	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:	Supply Chain Management, page 79-80
		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).	Attracting, Developing and Retaining Talent, page 109-113
		Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).	Employee 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.	Occupational Health and Safety, page 114-115
		An explanation of how the organisation facilitates workers' access to nonoccupational medical and healthcare services, and the scope of access provided for employees and workers.	Occupational Health and Safety, page 114-115 <a href="https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf">https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_ISG_Politikasi_rev01.pdf</a>



Refah			
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.	Attracting, Developing and Retaining Talent, page 109-113
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Attracting, Developing and Retaining Talent, page 109-113
	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: <ul style="list-style-type: none"><li>• Revenues</li><li>• Operating costs</li><li>• Employee wages and benefits</li><li>• Payments to providers of capital</li><li>• Payments to government</li><li>• Community investment</li></ul>	Economic and Financial Performance, page 81
		2. Devletten alınan mali destekler: Şirket tarafından raporlama döneminde herhangi bir mali devlet desteğinin toplam parasal değeri.	
	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 81
		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 R&D expenses	Our Value-Creating Business Model, page 34-37; Research & Development, page 126-127
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 34-37

# Limited Assurance Report

GRI 2-5

## ECZACIBAŞI İLAÇ, SİNAİ VE FİNANSAL YATIRIMLAR SANAYİ VE TİCARET A.Ş. LIMITED ASSURANCE REPORT

### Limited Assurance Report to the Board of Directors of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş.

We have been engaged by the Board of Directors of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş. (the “Company”) to perform a limited assurance engagement in respect of the Selected Sustainability Information (the “Selected Information”) stated in the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report 2024 (“Integrated Sustainability Report 2024”) for the year ended 31 December 2024 and listed below.

#### Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Selected Information for the year ended 31 December 2024, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

#### Scope and Criteria of Assurance Engagement

We have been engaged to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410, on whether the Selected Sustainability Information listed below (the “Selected Information”) in the Company's Integrated Sustainability Report for the year ended 31 December 2024 (the “Integrated Sustainability Report 2024” ) has been prepared in accordance with the principles set out in the Reporting Guidance section of the Integrated Sustainability Report.

#### Selected Information

We have been engaged by the Company to perform limited assurance procedures on the accuracy of the following key performance indicators included in the Integrated Sustainability Report 2024 for the year ended 31 December 2024. The scope of the indicators subject to limited assurance procedures and marked with an ✓ of the Integrated Sustainability Report 2024 for the year ended 31 December 2024 is as follows:

#### Environmental Indicators

- Total carbon emissions (tCO<sub>2</sub>e) [location-based]
- Total carbon emissions (tCO<sub>2</sub>e) [market-based]
- Scope 1 carbon emissions (tCO<sub>2</sub>e)
- Scope 2 carbon emissions – Location based (tCO<sub>2</sub>e)
- Scope 2 carbon emissions – Market based (tCO<sub>2</sub>e)
- Eczacıbaşı Pharmaceutical Marketing Co. Scope 1 carbon emissions (tCO<sub>2</sub>e)
- Eczacıbaşı Pharmaceutical Marketing Co. Scope 2 carbon emissions – Location based (tCO<sub>2</sub>e)
- Eczacıbaşı Pharmaceutical Marketing Co. Scope 2 carbon emissions – Market based (tCO<sub>2</sub>e)

GRI 2-5

- Gensenta Pharmaceutical Industry and Trade Co. Scope 1 carbon emissions (tCO<sub>2</sub>e)
- Gensenta Pharmaceutical Industry and Trade Co. Scope 2 carbon emissions – Location based (tCO<sub>2</sub>e)
- Gensenta Pharmaceutical Industry and Trade Co. Scope 2 carbon emissions – Market based (tCO<sub>2</sub>e)
- Gensenta Pharmaceutical Industry and Trade Co. Carbon intensity (tCO<sub>2</sub>e/ton)
- Total energy consumption (MWh)
- Share of own-generated renewable electricity (%)
- Share of renewable electricity consumed (%)
- Energy Intensity (MWh/ton)
- Share of own-generated renewable electricity in Türkiye (%)
- Share of renewable electricity consumed in Türkiye (%)
- Production Amount (ton)
- Share of recycled waste (%)
- Total waste disposed (ton)
- Total recycled waste (ton)
- Total Waste Amount (ton)
- Total freshwater withdrawal (thousand m<sup>3</sup>)
- Water Intensity (m<sup>3</sup>/ton)

Social Indicators

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

Our assurance was with respect to the year ended 31 December 2024 information only and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with “✓” in the Integrated Sustainability Report 2024 and, any other elements included in the Integrated Sustainability Report 2024 and, therefore, do not express any conclusion thereon.

GRI 2-5

Responsibilities of Management

The Management is responsible for the preparation, accuracy and completeness of the sustainability information and statements in the report. The Company executives 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 ISAE 3000 (Revised) on “Assurance Engagements Other than Independent Audits” and, in respect of greenhouse gas emissions, ISAE 3410, “Assurance Engagements on Greenhouse Gas Statements”. The nature, timing and extent of the procedures performed in a limited assurance engagement are limited compared to those required in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower.

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.

Inherent Limitations

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 assurance engagement provides limited assurance as defined in ISAE 3000 (Revised) and ISAE 3410. 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.



GRI 2-5

Our Key Assurance Procedures

We conducted limited assurance on the accuracy of the selected key performance indicators specified above in the section “Selected Information” related to the period of 2024 and included into the Report.

To achieve limited assurance, the ISAE 3000 (Revised) and ISAE 3410 require 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 the information and explanations we considered necessary to provide sufficient evidence to support our assurance conclusion.

To draw 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 key performance indicators;
- Performed on-site observations to evaluate the Company’s data collection methods, source data, and operational processes (The selected site was determined based on its size and significance within the Company’s operations. Our procedures did not include testing the information systems used for collecting and consolidating facility data or the controls at these sites.);
- 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 relevant to the identification, management, and reporting of sustainability issues;
- Evaluated the source data used to prepare the Selected Information and reperformed selected examples of calculation;
- Undertook analytical procedures over the reported data;

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

GRI 2-5

Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist the Board of Directors in reporting on the Company’s performance and activities related to the Selected Information. We permit the disclosure of this report within the Integrated Sustainability Report 2024 for the year ended 31 December 2024; to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Company as a body and Company for our work or this report saves where terms are expressly agreed and with our prior consent in writing.

RSM Turkey Uluslararası Bağımsız Denetim Anonim Şirketi  
Member of RSM International



Özgür ÇEKİL  
Partner

Istanbul, 2 September 2025

# Reporting Principles

## Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş. 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 in the Eczacıbaşı Pharmaceutical and Industrial Investment Co.’s (the “Company”) Integrated Sustainability Report 2024 (“Integrated Sustainability Report 2024”).

The indicators include social indicators (Educational Programs/Trainings, Equal Opportunity, and Occupational Health and Safety) and environmental indicators (Carbon, Production, Water, Waste Management, Energy). It is the responsibility of the Company’s management to ensure that appropriate procedures are in place to prepare the indicators mentioned below in line with, in all material respects, the principles. The information contained in these principles covers the financial year ending December 31, 2024 and the relevant operations in Türkiye for which Company is responsible, as detailed in the “Key Definitions, Scope of Reporting, and Preparation of the Data” section.

Reporting Principles includes these companies (offices and facilities in Türkiye) Eczacıbaşı-Monrol Nuclear Products Co., Gensenta Pharmaceutical Industry and Trade Co., Eczacıbaşı Pharmaceutical Marketing Co. in the period of 2024.

Share of women in employment, share of women among new recruits, and share of women in management positions only include white-collar employees at the Türkiye locations of the Company.

“Training Hours per Employee” covers the Company’s white-collar employees at its Türkiye locations.

Eczacıbaşı-Monrol Nuclear Products Co.’s production, Eczacıbaşı Pharmaceutical Marketing Co.’s production and waste management data are not included in the calculations.

## Key Definitions, Scope of Reporting, and Preparation of the Data

For this report, the Company makes the following definitions:

KPI	Indicator	Definition	Formula
Waste Management	Share of recycled waste (%)	In the reporting period, it refers to 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	Total amount of recycled waste / Total amount of waste
Waste Management	Total waste disposed (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	Total amount of waste disposed
Waste Management	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	Total amount of recycled waste
Waste Management	Total Waste Amount (ton)	In the reporting period, it refers to the total amount of waste disposed of and recovered by the company during the reporting period.	Total waste amount
Educational Programs / Trainings	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.	Total training hours / Average number of employees per year
Energy	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, fuel oil, LPG and steam consumption	Total electricity + natural gas + diesel+ LPG / LNG
Energy	Share of own-generated renewable electricity (%)	In the reporting year, it represents the percentage share of renewable electricity generated by the organization’s own facilities within the total electricity consumption.	Total renewable electricity produced from own resources / Total electricity consumption



KPI	Indicator	Definition	Formula
Energy	Share of renewable electricity consumed (%)	In the reporting period, it represents the share of renewable electricity generated and purchased within the total electricity consumption.	Total renewable electricity produced from own resources + purchased renewable electricity / Total electricity consumption
Energy	Energy Intensity (MWh/ton)	In the reporting period, it represents the ratio of the Company's total energy consumption to its total production volume (measured in tons).	Total energy consumption (MWh) / Total production amount (tons)
Energy	Share of own-generated renewable electricity in Türkiye (%)	In the reporting period, this indicator refers to the percentage share of electricity generated in the Company's own renewable energy plants located in Türkiye, within the total electricity consumption in Türkiye.	Electricity generated from own renewable sources in Türkiye / Total electricity consumption in Türkiye
Energy	Share of renewable electricity consumed in Türkiye (%)	In the reporting period, this indicator refers to the percentage share of renewable electricity generated and procured by the Company in Türkiye, within the total electricity consumption in Türkiye.	(Electricity generated from own renewable sources in Türkiye + Renewable electricity purchased in Türkiye) / Total electricity consumption in Türkiye
Equal Opportunity	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. It covers data on white-collar employees working in Türkiye.	Number of white-collar women employees in recruitment / Total number of employees
Equal Opportunity	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 Human Resources data platform and who were reported to the Social Security Institution. It covers data on white-collar employees working in Türkiye.	Number of white-collar women employees / Total number of employees

KPI	Indicator	Definition	Formula
Equal Opportunity	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. It covers data on white-collar employees working in Türkiye.	Number of white-collar women in managerial position / Total number of employees in managerial position
Occupational Health and Safety	Lost 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.	(Lost Time Incident Quantity x 200.000) / Total Manhours
Occupational Health and Safety	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).	(Total Recordable Incident Quantity x 200.000) / Total Manhours
Carbon	Total carbon emissions (tCO <sub>2</sub> e) (location-based)	It reflects the total Scope 1 and Scope 2 greenhouse gas emissions arising from the organization's activities. It includes Scope 1 emissions (direct emissions from sources owned or controlled by the organization) and Scope 2 emissions (indirect emissions associated with the generation of purchased electricity, steam, heating, and cooling consumed by the organization). Scope 2 emissions are calculated using the location-based methodology, based on the average emission factors of the electricity grid.	Scope 1 emissions (tCO <sub>2</sub> e) + Scope 2 emissions (tCO <sub>2</sub> e) — location-based
Carbon	Total carbon emissions (tCO <sub>2</sub> e) (market-based)	It reflects the total greenhouse gas emissions arising from the organization's activities. It includes Scope 1 emissions (direct emissions from sources owned or controlled by the organization) and Scope 2 emissions (indirect emissions associated with the generation of purchased electricity, steam, heating, and cooling consumed by the organization). Scope 2 emissions are calculated using the market-based methodology, considering renewable energy certificates.	Scope 1 emissions (tCO <sub>2</sub> e) + Scope 2 emissions (tCO <sub>2</sub> e) — market-based

KPI	Indicator	Definition	Formula
Carbon	Scope 1 carbon emissions (tCO <sub>2</sub> e)	It reflects the direct emissions from sources owned or controlled by the organization.	Activity data x Emission factor
Carbon	Scope 2 carbon emissions – Location based (tCO <sub>2</sub> e)	It reflects the indirect emissions associated with the generation of purchased electricity, steam, heating, and cooling consumed by the organization. Scope 2 emissions are calculated using the location-based methodology, based on the average emission factors of the electricity grid.	Activity data x Emission factor
Carbon	Scope 2 carbon emissions – Market based (tCO <sub>2</sub> e)	It reflects the indirect emissions associated with the generation of purchased electricity, steam, heating, and cooling consumed by the organization. Scope 2 emissions are calculated using the market-based methodology, considering renewable energy certificates.	Activity data x Emission factor
Carbon	Carbon intensity (tCO <sub>2</sub> e/ton)	In the reporting period, it represents the ratio of the Company's market based total Scope 1 and Scope 2 emissions to its total production volume (measured in tons).	(Scope 1 emissions (tCO <sub>2</sub> e) + Scope 2 emissions (tCO <sub>2</sub> e))/ton
Water	Total water withdrawal (thousand m <sup>3</sup> )	In the reporting period, it refers to the total amount of municipal water withdrawn, which is monitored through invoices received from service providers, as well as groundwater, surface water, and rainwater withdrawn, which is monitored by meters.	Total municipal water withdrawal + total ground water withdrawal + total surface water withdrawal + total rain water withdrawal
Water	Water Intensity (m <sup>3</sup> /ton)	In the reporting period, it represents the ratio of the Company's total water withdrawal to its total production volume (measured in tons).	Total water withdrawal (m <sup>3</sup> ) / Total production amount (tons)
Production	Production Amount (Ton)	In the reporting period, it refers to the total production volume carried out by the Company.	Total production quantity

Indicators

The data for 2024 are as follows:

Indicators	Data
Total carbon emissions (tCO <sub>2</sub> e) [location-based]	15,935.70
Total carbon emissions (tCO <sub>2</sub> e) [market-based]	7,513.33
Scope 1 carbon emissions (tCO <sub>2</sub> e)	7,513.33
Scope 2 carbon emissions – Location based (tCO <sub>2</sub> e)	8,422.37
Scope 2 carbon emissions – Market based (tCO <sub>2</sub> e)	0
Eczacıbaşı Pharmaceutical Marketing Co. Scope 1 carbon emissions (tCO <sub>2</sub> e)	2,056.62
Eczacıbaşı Pharmaceutical Marketing Co. Scope 2 carbon emissions – Location based (tCO <sub>2</sub> e)	44.80
Eczacıbaşı Pharmaceutical Marketing Co. Scope 2 carbon emissions – Market based (tCO <sub>2</sub> e)	0
Gensenta Pharmaceutical Industry and Trade Co. Scope 1 carbon emissions (tCO <sub>2</sub> e)	5,389.87
Gensenta Pharmaceutical Industry and Trade Co. Scope 2 carbon emissions – Location based (tCO <sub>2</sub> e)	8,364.57
Gensenta Pharmaceutical Industry and Trade Co. Scope 2 carbon emissions – Market based (tCO <sub>2</sub> e)	0
Gensenta Pharmaceutical Industry and Trade Co. Carbon intensity (tCO <sub>2</sub> e/ton)	17.06
Production amount (ton)	316
Total energy consumption (MWh)	46,430
Share of own-generated renewable electricity (%)	0%
Share of own-generated renewable electricity in Türkiye (%)	0%
Share of renewable electricity consumed (%)	100%
Share of renewable electricity consumed in Türkiye (%)	100%



Total waste amount	1,484
Share of recycled waste (%)	87%
Total waste disposed (ton)	190
Total recycled waste (ton)	1,294
Total freshwater withdrawal (thousand m³)	73
Energy intensity (MWh/ton)	127.8
Water intensity (m³/ton)	215.3
Lost Time Incident Rate (LTIR)	0.17
Total Recordable Incident Rate (TRIR)	0.39
Women among new recruits (%)	40%
Total share of women professionals (%)	39%
Women in management positions (%)	35%
Training hours per employee (#)	48

# Info

GRI 2-3, GRI 2-4

**Eczacıbaşı Pharmaceutical and Industrial Investment Co.**

Büyükdere Cad.

Ali Kaya Sok. No:5

Levent 34394 İstanbul

**Phone:** +90 (212) 350 80 00  
+90 (212) 371 70 00

**Fax:** +90 (212) 371 73 99

[www.eis.com.tr](http://www.eis.com.tr)

**For more information**

[eis@eczacibasi.com.tr](mailto:eis@eczacibasi.com.tr)

In this report, “the Company”, “we”, “us” and “our” refer 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 has been 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. Eczacıbaşı Pharmaceutical and Industrial Investment Co. has provided All information in this document, and reserves all rights to the Report.



Eczacıbaşı