



Corporate Governance

DECLARATION FOR COMPLIANCE WITH PRINCIPLES OF CORPORATE GOVERNANCE

EİS Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş.'s (“Company”) Corporate Governance Compliance Report (“CGCR”) and Corporate Governance Information Form (“CGIF”) pertaining to the accounting period of January 1- December 31, 2024 has been issued in accordance with the "Corporate Governance Communiqué No. II-17.1" ("Communiqué") of the Capital Markets Board ("CMB") published on the volume of Official Gazette dated January 3, 2014 and numbered 28871 and procedures and principles set forth in the Board Principle Decision dated 10.01.2019 and numbered 2/49, and the Corporate Governance Compliance Report (“CGCR”) and Corporate Governance Information Form (“CGIF”) were adopted with the resolution of the Board of Directors dated 11.03.2025.

Within the framework of the Communiqué in force, while the compulsory principles to be complied have been complied in full, those principles not compulsory to be complied have also been complied with to a great extent. Although it is aimed to fully comply with the noncompulsory Corporate Governance Principles, it has not been possible yet to achieve full compliance due to the reasons such as the difficulties encountered in the implementation of some principles, the ongoing discussions in terms of compliance with some principles both in our country and in the international platform, and some principles not fully overlapping with the current structure of the market or of the Company. The studies are conducted on those principles not yet implemented and it is planned to put them into practice of the administrative, legal and technical infrastructure studies in a way to make a contribution to the effective management of our Company. There is no conflict of interest resulting from those principles that have not been put into practice yet based on our assessments. Our remarks regarding those principles we have not complied with yet or we have partially complied with, from among principles that are not mandatory for compliance, are as follows:

The principle numbered 1.5.2; Our company does not have any privileged share that may limit exercise of shareholding/scarcity rights. Utmost care is taken for our shareholders to exercise their shareholding rights. Given our existing shareholding structure, distribution of our outstanding shares and general practices across our country, no change for expanding scope of scarcity rights in our Articles of Association is not foreseen, and applicable provisions associated with preservation of scarcity rights will continue to be adhered to.

The principle numbered 3.1.2; Our intra-company regulations do not include a written compensation policy intended for employees, yet our Company offers necessary ease in order for compensation mechanisms provided by the relevant legislation to beneficiaries to be utilized. Compensation rights of all beneficiaries including employees are managed according to national and international legal norms. In this frame, existing practices will be sustained and creation of compensation policies intended for employees is among our long-term goals.

The principle numbered 3.2.1; Expectations and opinions of beneficiaries are taken within framework of “Code of Conduct”, applicable for all companies that are part of Eczacıbaşı Group, human resources and sustainability policies and relevant models associated with assessment of them are applied. Social, environmental and corporate management risk and opportunities companies of the group are exposed to are considered along with their impacts upon sustainable development, expectations and opinions of internal and external stakeholders of the group and a road map is ascertained. Communication meetings, workshops, interviews with beneficiaries, notably, employees, demands and suggestions shared with questionnaires are considered by managers and policies and practices consistent with them are put into practice. Employees are informed about crucial decisions and practices by means of communication channels such as Corporate Portal (“Port-e”), Eczacıbaşı Group mobile application (E-live), text messages and e-mails, and they are enabled to contribute to such decisions with their opinions and suggestions conveyed through such channels. Reviews of employees are taken through employee loyalty questionnaires and "Senin Sesin" (Your Voice) pulse surveys, and improvement targets are added to "company success criteria.". In this framework, current practices conducted with a dynamic structure within the Group will continue to be pursued, and, in the short run, it is not foreseen that our Company will introduce an internal regulation for participation of employees in the management or the articles of association will be amended accordingly.

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The principle numbered 4.3.9; One member of our Board of Directors is female (16.67%), and the minimum ratio of 25% stipulated in the principle has not been fulfilled. Equality of opportunity, at Eczacıbaşı Group of which our company is a part, has been accepted as one of the basic sustainability priorities. Actions are taken based on the perspective that the long-term success is not only based on increased overall share of women within the organization, but also active roles played by them. The “Policy on Societal Gender and Opportunity Equality” which is applicable for all member companies of Eczacıbaşı Group has also been adopted by the Board of Directors. Within framework of this policy, it is required to take measures intended to assure a balanced gender representation at governance bodies, to provide women with all opportunities to find a place for themselves at the company's senior management positions, decision making executive roles, and to conduct development and support studies intended to facilitate such transition. The Eczacıbaşı Holding Equal Opportunity Committee monitors the fulfillment rates of the targets and areas for improvement in the organization. Such priorities are taken into account when determining candidate board members for our company. Although the targeted ratio concerning female employee ratio at the management and time are determined (the ratio determined for 2025 is 375%), no target ratio and time concerning female members have been determined specifically for the Board of Directors. Determination of 25% as the minimum female member ratio specific for the Board of Directors and the relevant time is among our long term targets. Equal Opportunity Committee monitors the fulfillment rates of the targets and areas for improvement in the organization.

The principle numbered 4.4.7; The members of the Board of Directors are restricted from taking positions in companies other than Eczacıbaşı Group as a principle. If board members assume duties outside the Company, such duties are given in our annual report and PDP (Public Disclosure Platform) in the section about our Company entitled “General Information/Details about Management Board”. Since care is taken for electing persons who will make a contribution to businesses and management of our Company due to nature of their duties within the Group, who have no obstacle for fulfilling their responsibilities related to board of directors membership, and could spare sufficient time for our Company, an arrangement for limiting duties to be assumed by members of the board of directors outside the Company is not foreseen in the short term.

The principle numbered 4.5.5; Some of our Board members work in more than one committee. Our company is not directly engaged in industrial or service production activity, and it has the structure of a holding owing to its affiliates. Given its existing activities and organization and management structure established in accordance with such activities, board members sitting at more than one committee do not cause them to neglect their committee duties or do not result them spending insufficient time for such duties. Members working at more than committee also assure communication and collaboration between committees. Given professions, knowledge and experiences of board member, persons who are experts of subject matters are appointed to committees. The existing structure does not hinder the active fulfillment by committees of their duties and no adverse situation in terms of the corporate governance arises, considering the qualifications and specialties required by committee membership. No change in this regard has been planned yet, and it is possible to consider an increase in number of Independent Board Members in compliance with requirements of the Company.

The principle numbered 4.6.1; our board of directors holds an annual meeting whereby it evaluates operations of the Company and results thereof and overall performance of the management. However, there is no methodology or a written performance assessment system used for performance assessment of the board of directors and/or its members. Performances of all companies under the roof of the Group including our company are periodically reviewed on a monthly basis. The performance evaluation of the company's senior management is carried out under the performance evaluation system of the human resources. When required, it is possible to consider outsourcing services for performance assessment of the board of directors form specialized institutions.

The principle numbered 4.6.5; payments made to the senior executives are collectively disclosed to the public in the footnotes of our financial statements. Our company, like many other companies in our country, adheres to the rule of salary confidentiality. Disclosure of individuals' salaries, considered a trade secret in terms of competition power, will be determined in line with general practices across our country.

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The studies on compliance with the Corporate Governance Principles that are not compulsory to be complied with in accordance with the Communiqué will continue in upcoming periods, too.

Corporate Governance Compliance Report (CGCR) and Corporate Governance Information Form (CGIF), pertaining to the Company's accounting period of 01.01.2024 - 31.12.2024, as adopted by a resolution of the Company's Board of Directors, are available at websites www.eczacibasi.com.tr and www.eis.com.tr under Investor Relations/Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar/Corporate Governance/Corporate Governance Compliance Report” and at the Public Disclosure Platform (www.kap.org.tr). Also, reports are available at the end of this section.

SHAREHOLDERS

Investor Relations Department

Relations with the investors and shareholders are conducted by the Investor Relations Department established within our Company's Financial Planning and Control Unit in accordance with the Communiqué on Corporate Governance (Communiqué) numbered II-17.1, as issued by the Capital Markets Board (CMB).

Information regarding persons assigned to the Investor Relations Department:

Name-Surname : Tuğçe Fetvacı
Position : Investor Relations Manager
Telephone : 0 212 371 73 57
Fax : 0 212 371 70 00
E-mail : yatirimciiliskileri.eis@eczacibasi.com.tr
Type / Number of License Certificate : Capital Market Activities Level 3 License / 930848
Corporate Governance Rating License / 930853

Name-Surname : Berk Argını
Position : Finance Specialist
Telephone : 0 212 371 73 57
Fax : 0 212 371 70 00
E-mail : yatirimciiliskileri.eis@eczacibasi.com.tr

The duties of the Investor Relations Department are mainly as follows:

- a) To ensure that correspondences exchanged between investors and the corporation and records per-taining to other information and documents are kept in a proper, secure and up-to-date fashion.
- b) To reply to the requests for information about the corporation by the corporation's shareholders.
- c) To prepare documents which need to be made available to shareholders for information and review in relation to the General Shareholders' Meetings, and to take measures to ensure that the General Shareholders' Meetings are held in accordance with the relevant legislation, the articles of association, and other internal regulations.
- d) To observe and monitor that obligations arising from the Capital Market legislation, including any issue related to Corporate Governance and Public Disclosure, are met.

The Investor Relations Department plays an active role in protecting and facilitating the exercise of shareholders' rights, particularly the right to obtain and review information.

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The Investor Relations Department submitted its report regarding its activities conducted in 2024 to the Corporate Governance Committee on 26.02.2025 and the report submitted to the Committee was assessed by the Board of Directors on 26.02.2025.

The Investor Relations Department of the Company plays an active role in protecting and facilitating the exercise of the shareholders' rights, particularly the right to obtain and examine information.

In 2024, all information requests received from shareholders via communication channels such as e-mail and telephone were responded to within the framework of the relevant regulations and information policy.

Exercise of Shareholders' Right to Obtain Information

In the satisfaction of demands for the exercise of shareholders' rights, utmost attention is paid for compliance with the effective regulations, the Articles of Association, and other internal regulations, measures are taken to procure the exercise of such rights, and all shareholders are treated equally. In 2024, there was no written and/or verbal complaint received by the Company in relation with the exercise of shareholders' rights or there were no administrative and/or legal proceedings brought in this regard against the Company within our knowledge.

The Company makes no distinction between the shareholders for the exercise of rights to obtain and examine information, and it shares all required information, excluding trade secrets, with the shareholders in order to properly exercise the shareholders' rights. Information is provided in a full timely and carefully way to fairly reflect the reality.

Questions received by the Investor Relations Department within the year are replied, excluding confidential information and trade secrets, both by phone or via e-mail following communication with the highest authority in the respective subject. Such information and developments that may affect the exercise of shareholders' rights are disclosed to the public through material disclosures and are also published at the website of the Company in an up-to-date fashion.

Our Articles of Association does not include any regulation regarding the appointment of a special auditor as an individual right; however, pursuant to article 438 of the Turkish Commercial Code, each shareholder may request from the General Assembly the clarification of certain issues through special auditing, even though it is not included in the agenda, in order to exercise shareholders' rights, where necessary and if the rights to obtain and examine information have been exhausted. The shareholders have not made any such demand.

General Assembly Meetings

Invitation to a General Shareholders' Meeting is announced at least 3 weeks prior to date of General Shareholders' Meeting, excluding the days of announcement and meeting, by considering the Turkish Commercial Code, the Capital Market legislation, our Articles of Association, and Corporate Governance Principles. The Company's Articles of Association has been issued pursuant thereto.

On the date when our Board of Directors decides to hold a General Assembly Meeting, the public is informed by making required disclosures, including the items of the agenda, through Public Disclosure Platform (PDP) and Electronic General Assembly System ("e-GKS").

The announcement for invitation to the General Shareholders' Meeting is published on the Company's website and also on Turkish Trade Registry Gazette ("TTRG") no less than 3 weeks in advance of the date of the General Shareholders' Meeting using any means in addition to the methods set forth in the legislation to ensure that the invitation is received by the maximum number of shareholders.

In order to facilitate participating in the General Shareholders' Meeting, meetings are held open to the public in the city center. Therefore, it is possible for the willing stakeholders to participate in General Shareholders' Meetings.

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Financial statements and reports including annual reports, profit distribution proposal, General Assembly Information Document issued regarding general assembly agenda, other documents forming basis to general assembly agenda, the last version of the Articles of Association and, if there shall be amendment to the Articles of Association, amendment text, and its reason, are kept open for examination in the places to which shareholders can reach in the easiest way, including the Company's headquarters and website, as of the date of announcement made for the invitation to the General Assembly Meeting. On the information documents related to agenda, information envisaged for each agenda item is provided to shareholders.

Power of attorney samples for those to be represented by attorney are announced at the Trade Registry Journal before the General Shareholders' Meeting and are provided for the use of shareholders at PDP and the website.

At the General Shareholders' Meeting, the issues on the agenda are conveyed impartially, in detail, clearly and in a comprehensible manner; and shareholders are given the opportunity to express their opinions and to ask questions under equal circumstances, and the opportunity is given to discuss the annual report and performance indicators of the Company.

Minutes of General Assembly Meeting disclosed to the public through PDP can also be accessed from e-GMS and the Company's website. Moreover, minutes is kept open for examination of the shareholders in the Company's headquarters and is delivered to those who demand it.

The Company held one General Assembly Meeting in 2024; the Ordinary General Assembly Meeting, where the activities of 2023 were discussed, was held on May 22, 2024 with a quorum of 82.98%. 95 shareholders, including 22 real persons and 73 legal entities, registered themselves in the List of Attendants. Our General Shareholders' Meeting was held under the supervision of the Ministerial Representative appointed by Istanbul Provincial Directorate of Commerce of Istanbul Governorate of the Republic of Turkey. At the General Shareholders' Meeting, our shareholders exercised their rights to ask questions. The questions were answered by the members of the Board of Directors and the General Manager according to their subjects, and the questions asked and their answers were recorded in the minutes of the General Assembly Meeting. In accordance with the provision 1.3.5 of the Corporate Governance Principles annexed to the Corporate Governance Communiqué (II-17.1) regarding the unanswered questions, the relevant persons were informed within 15 days after the General Assembly and added to our website. The Company received no demand for the addition of an item to the agenda by the shareholders. Information was provided at the General Shareholders' Meeting under an individual agenda item about the donations and aids made in 2023. At the General Assembly Meeting, the total amount of donations made during the year and the beneficiaries were read out one by one. The upper limit for donations to be made in 2024 was determined as TL 20,000,000. There has been no change in the donation policy during the year.

According to CMB regulations, in 2024, there was no transaction where the affirmative vote of the majority of the Independent Board Members was sought in order to make a decision at the Board of Directors but where the decision was left to the General Assembly due to the negative vote of the mentioned members.

It was not in question the performance of any material transaction, by the shareholders having management control, or the Board members, or the senior executives having administrative responsibility, and their spouses and second degree relatives by blood and marriage, which might cause conflict of interests with the Company or its affiliate companies, and/or the performance of any transaction in type of commercial business within the subject of the business of the Company or its affiliate companies by the same on behalf of them or on behalf of others, or their participation in another partnership, engaging in the same type of commercial businesses, with the title of unlimited partner.

In 2024, there was no transaction, notified to the Board of Directors, made by the persons who have the opportunity to access the Company information in a privileged manner, on behalf of them within the scope of activities of our Company.

Voting Rights and Minority Rights

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In our Company, practices that make it difficult to exercise the voting rights are avoided, and each shareholder is given the chance to exercise the voting right in a fair, easy and convenient way. With regards to the voting for agenda items during the General Shareholders' Meetings, open vote method by a show of hands is used, provided that the provisions for voting in electronic media are reserved. Each agenda item is individually voted during the meetings.

There is not any privilege in our Articles of Association regarding the exercise of voting rights and each share has one voting right. In our Company, there is no regulation prescribing that a voting right is to be used after a while from the date of acquisition. In our Articles of Association, there is no provision which prevents a person, who is not a shareholder, from voting by proxy as a representative. Cumulative vote method is not applied.

Our main partner Eczacıbaşı Holding A.Ş., which holds the largest number of shares of our Company's capital with 50.62% and whose 37.28% of the capital is owned by our Company, votes at our general shareholders' meetings. However, our Company does not vote at the General Shareholders' Meetings of Eczacıbaşı Holding A.Ş.

Our Articles of Association does not include any provision that prescribes or makes difficult the representation of minority in management, or that provides for the determination of minority in such a way that the minority would be less than one-twentieth of the capital.

Transfer of Shares

In our Articles of Association, there is not any provision restricting or making difficult the free transfer of shares.

Dividend Right

Within framework of our company's Profit Distribution Policy, the annual profit distribution proposal of our Board of Directors is prepared along with the profit distribution statement consistent with regulations of CMB and are announced at PDP concurrently with the decision of the Board of Directors., and such proposal is submitted to shareholders for approval at the General Assembly. In addition, the profit distribution statement and the profit distribution history, as well as detailed information regarding capital increases are announced at the Company's website. In 2024, 118% gross cash dividend was distributed to shareholders from 2023 profit.

Dividend Distribution Policy

Our Dividend Distribution Policy, which was updated as follows, taking into account the provisions of the Capital Markets Board's Dividend Communiqué No. II-19.1, the Corporate Governance Principles set out in the annex of the Corporate Governance Communiqué No. II.17.1 and the current practices of our Company, was approved by the shareholders at the Ordinary General Assembly Meeting of 2021:

- Profit distribution is carried out within the framework of the provisions of the Turkish Commercial Code, Capital Market Regulations, Tax Legislation and other relevant regulations and our Articles of Association.
- No privilege in profit distribution has been set forth in Articles of Association.
- In profit distribution, a balanced policy is followed between the interests of the shareholders and the Company.
- The General Assembly makes a decision for profit distribution, method and time of profit distribution upon a proposal by the Boa of Directors.

In principle, as long as the relevant regulations and financial structure allow, at least 10% of the "net distributable profit for the period" calculated within the framework of the Capital Market Regulations is aimed to be distributed in cash to the shareholders. The Board of Directors may set a different ratio, taking into account our Company's current profitability and cash status, equity ratio, net working capital requirement, long term strategies, investment and financing plans, cash flows as well as market conditions

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and expectations or may propose distribution of the dividend in the form of bonus share or cash and bonus share at certain ratios or may propose that no profit be distributed.

If the Board of Directors of the Company proposes not to distribute the profit to the General Assembly, the information on the reasons for this situation and on the way of use of the undistributed profit is included in the agenda item regarding profit distribution.

Unless the legal reserves and the profit share determined for the shareholders in the Articles of Association are allocated, it shall be decided to allocate other reserves, to transfer profit to the next year, and to distribute share from the profit to the board members, Company employees and persons other than the shareholders in the distribution of dividends, and no share can be distributed to these persons unless profit share determined for the shareholders is paid in cash.

The profit distribution proposal is disclosed to the public in accordance with the Capital Market Regulations, by taking into account the legal deadlines.

The goal of making the profit share distribution within three months at the latest following the General Assembly meeting has been adopted as a principle. Profit shares are distributed equally to the shareholders on the date determined by the General Assembly following the approval of the General Assembly, within the legal period, regardless of all existing shares and their issuance and acquisition dates.

The General Assembly or the Board of Directors, if authorized, can decide to pay the profit share in installments within the framework of the Capital Market Regulations. In our Articles of Association, profit share advance distribution provision is included, and profit share advance can be distributed provided that the Board of Directors is authorized by the General Assembly and that the Capital Market Regulations are complied with.

Distributed profit share in previous years and its percentage

The profit distribution information of the Company for the last five years is as follows:

Year	Profit Distribution Starting Date	Amount (TL)	Ratio (%)		Form (%)	
			Gross	Net	Cash	Share
2019	14.04.2020	50,023,980	7.3	6.205	7.3	-
2020	26.04.2021	150,757,200	22	18.7	22	-
2021	24.05.2022	200,095,920	29.2	26.28	29.2	-
2022	25.04.2023	280,956,600	41	36.9	41	-
2023	05.06.2024	808,606,800	118	106	118	-

DISCLOSURE AND TRANSPARENCY

Corporate Website and Its Content

A separate investor relations section has been created for publicly traded companies of the Group in the website of Eczacıbaşı Group (www.eczacibasi.com.tr). Information and documents stipulated by the Corporate Governance Principles of CMB and other relevant legislation are available in the "Investor Relations" on the website www.eczacibasi.com.tr. This section can also be accessed via the Company's legal website www.eis.com.tr.

Information set forth in the Corporate Governance Principles is presented to our investors at the website. The Investor Relations Section offers information, both in English and Turkish, for the last five years as a minimum. Care is taken to ensure that the information contained therein is constantly updated, is identical

and consistent with the disclosures made in accordance with the relevant legislation, and does not contain any conflicting or missing information.

STAKEHOLDERS

Informing the Stakeholders

Information is provided to the stakeholders of our Company through General Assembly and by replying personal applications, by inviting them to meetings for matters concerning them, when necessary, or by using the Group's website and electronic communication means, provided that it is within the scope of CMB legislation. Public disclosures are made on the corporate website www.eczacibasi.com.tr and through Eczacıbaşı Group social media accounts, as well as bulletins provided through the media; employees are informed under the coordination of Human Resources, Strategic Planning, Group or Company CEO and Holding Corporate Communications Directorate, by meeting face-to-face or in virtual environment through various events such as information and dissemination meetings (where changes such as target sharing, wages, social benefits, per diem are announced) and through the community corporate intranet application (PORT e), employee online application (e-live) and emails shared with employees. All developments, policies and information about the Group are available on the intranet application PORT e and the online mobile application "e-live". In addition, Eczacıbaşı Holding Corporate Communications Directorate publishes a corporate blog called "Yaşam Blog", which can be accessed from the Group's corporate web page, in order to share important developments within the Group with the public, business partners and employees.

Kanyon Yönetim İşletim ve Pazarlama A.Ş., which provides management services for Kanyon Shopping Mall and Office complex, one of the assets of our Company, provides support in meeting the needs of Kanyon tenants; the senior management of Kanyon Yönetim İşletim ve Pazarlama A.Ş. informs the members of the Board of Directors at its meetings held every two months. Kanyon tenants are informed through the annual financial activity reports issued in April each year. Any and all wishes and suggestions received from tenants, Kanyon visitors, Kanyon office and residence habitants are received and responded to by the Kanyon Customer Relations Department and Marketing Department face-to-face, via e-mail, telephone, WhatsApp line and Kanyon application in line with the communication preferences of the individuals. Also, surveys intended to determine need for tenant and loyal customer are organized throughout the year and results of such surveys are reported to the senior management. The reports of the Customer Relations and the reports such as the number of visitor entrances are shared with hirers, who demand them, and their suggestions are received and action plans are prepared accordingly. The requests received through Kanyon social media accounts, Kanyon application, www.kanyon.com.tr, www.sikayetvar.com are replied in line with the contact preferences of persons. Information about Kanyon is provided through communication media such as digital screens, posters, notice boards, Kanyon social media accounts, other media purchasing tools (outdoor, newspaper & magazine advertisements), and its website. Information is shared during the meeting regularly held with subcontractors and suppliers and suggestions received through such channels are assessed. Also, common solutions are generated for problems of lessees through marketing activities and fictions thanks to regular meetings with lessees and questionnaires.

The corporate governance structure of the Company gives the opportunity for all stakeholders including employees and representatives to convey their concerns regarding transactions not appropriate in terms of laws and ethics, through verbal-written and other means of communication. Stakeholders may submit those matters, which they believe do not comply with the legislation and are unethical via the communication form available at www.eis.eczacibasi.com.tr or www.eczacibasi.com.tr and to Eczacıbaşı Group Ethics Committee through the address etik@eczacibasi.com.tr Complaints submitted to the Eczacıbaşı Group Ethics Committee are forwarded to the Ethics Committee after the review of the Audit Board. The Code of Ethics booklet of Eczacıbaşı Group is published at the address <https://www.eczacibasi.com.tr/eczacibasi-toplulugu-davranis-kurallari.pdf> Employees, on the other hand, can report to the Eczacıbaşı Group Ethics

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Committee the matters that they consider to be unethical and contrary to the matters included in the Eczacıbaşı Group Code of Ethics booklet (formerly known as the Code of Conduct Booklet) through the "Our Voice is Our Strength" page on the corporate portal (PORT-e) or through the hotline on the Ethics Committee page on the employee mobile application (e-live).

Participation of Stakeholders in Management

Models (surveys, interviews, etc.) supporting the participation of stakeholders, notably including employees, in the Company's management are carried out provided that the Company's activities are not hindered. On the other hand, requests and suggestions made during meetings held with employees and other beneficiaries are assessed by the managers, and policies and applications for these are realized. Within this framework, it is ensured that the stakeholders participate in the management with information provided at the General Shareholders' Meetings for shareholders and with information provided through various meetings, Corporate Portal ("Port-e"), mobile app (e-live), and electronic mail and SMS for employees. Employees of Eczacıbaşı Group are asked for their opinions on common practices at least once a year, measuring their loyalty and satisfaction. Apart from such overall Employee Loyalty questionnaire, employees' opinions and assessments regarding seasonal or special matters are regularly probed through different questionnaires or face to face workshops throughout the year. The results of the questionnaire and interviews are added to the "company success criteria", taking into account the activities of the companies.

Any and all suggestions, opinions, and ideas received in person, via e-mail, telephone, WhatsApp line, and Sizi Dinliyoruz forms from Kanyon Shopping Mall and office building tenants and residence habitants during the evaluation meetings held by Kanyon Yönetim İşletim ve Pazarlama A.Ş., the company providing management services for Kanyon Shopping Mall and Office Complex, one of our Company's assets, with the business partners from which it gets services are taken into consideration and such opinions that can be applied are put into practice. Likewise, requests received through Kanyon social media accounts, Kanyon app, www.kanyon.com.tr, www.sikayetvar.com are considered. We develop projects whereby employees communicating with customers through Kanyonca, the communication language of Kanyon, will be stakeholders, coming up with lasting and visionary solutions for lessees' problems. Also, improvements are performed with the feedback received through the observation or witnessing by "Kanyonca" personnel of visitors' needs. During the meetings held with the hirers, their priorities such as the increase in turnover-number of visitors are determined, and an action plan is created and implemented. Projects are developed to ensure that new experiences are created by making contributions to differentiate services or that the existing experiences are improved.

Human Resources Policy and Ethical Rules

Our company operates within the Eczacıbaşı Group and adopts the Human Resources Policy and the Code of Conduct that apply to the Group companies. Please visit www.eczacibasi.com.tr / Come Alive at Eczacıbaşı for the summary of the Human Resources Policy of our Group and <https://www.eczacibasi.com.tr/eczacibasi-toplulugu-davranis-kurallari.pdf> for the Code of Conduct.

BOARD OF DIRECTORS

Structure and Composition of the Board of Directors

According to our Articles of Association, the activities and management of our Company are conducted by a board of directors comprised of minimum five members to be elected upon the decision of the General Assembly pursuant to the Turkish Commercial Code and the Capital Market Legislation. The authorities and responsibilities of the Board of Directors are explicitly defined in the Articles of Association. The authorities of members of the Board of Directors are specified in the Company's signature circular in detail. In our company, the Chairman of the Board of Directors and the General Manager are not the same person.

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Members of the Board of Directors are identified to allow them to carry out efficient and constructive studies, to take swift and rational decisions, to set up committees and to organize their studies effectively. Information on the Members of the Board of Directors as of the date of the report is given below.

Name & Surname	Title	Date of Coming into Office	Status of Independency
Ferit Bülent Eczacıbaşı	Chairman of the Board of Directors	May 22, 2024	-
Rahmi Faruk Eczacıbaşı	Vice Chairman of the Board of Directors	May 22, 2024	-
Emin Fadilloğlu ¹	Member	December 31, 2024	-
İpek Güleç	Member	May 22, 2024	-
Erol Ulukutlu	Member	May 22, 2024	Independent Member
İhsan Rifat Öktem	Member	May 22, 2024	Independent Member

(*) The Board of Directors was elected to hold the office for one year during the Ordinary General Assembly Meeting dated May 22, 2024, and will hold the office until the Ordinary General Assembly Meeting where operations of the year 2024 are to be discussed.

The members of the Board of Directors did not take any action against the prohibition of competition within the period of January 1 – December 31, 2024.

Upon the decision of the General Assembly dated 22 May 2024, our members of the Board of Directors were entitled to make transactions in accordance with articles 395 and 396 of the Turkish Commercial Code. In principle, members of the Board of Directors, other than the Independent Board Members, cannot take office in companies outside the Group.

It is considered that having diversity in terms of knowledge, experience, and point of view in our Board of Directors will make a positive contribution to the Company's activities and to the effective working of the Board of Directors. Currently, İpek Güleç is the female member of the Board of Directors, and the rate of female members is 16.67%.

During the Ordinary General Shareholders' Meeting dated May 22, 2024, two independent board members capable of fulfilling their duties without being influenced by anything were elected in accordance with the Corporate Governance Principles of the Capital Markets Board. The candidates for Independent Member of the Board submitted their declarations of independence and their background information to the Corporate Governance Committee before the General Shareholders' Meeting and such declarations are given at the end of this report.

All independent Board of Directors members fully meet criteria of independent, as set forth in item 4.3.6 of the Corporate Governance Principles. Pursuant to Article 4.3.7 of the Corporate Governance Principles, an application was made to the CMB regarding the independent membership of the relevant persons, and our Company was notified by the CMB's letter dated 13.03.2024 that it was decided not to express any negative opinion on Mr. Erol Ulukutlu and Mr. İhsan Rifat Öktem who were nominated as Independent Board Members.

¹ At its meeting held as of 31.12.2024, the Board of Directors of our Company has resolved to appoint Mr. Emin Fadilloğlu, the General Manager of our Company, as a Board Member in place of Mr. Atalay Muharrem Gümrah, one of the members of the Board of Directors of our Company, due to his resignation from his duty, in accordance with Article 363 of the Turkish Commercial Code, to be submitted to the approval of the first General Assembly to be held.

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The committees in which the Board members take office and external commitments of the Board members are provided below:

Name & Surname	External Commitments as of the Most Recent Situation	Committees Taken Part in and Duties
Ferit Bülent Eczacıbaşı	Eczacıbaşı Holding A.Ş. - Chairman of the Board of Directors Chairman of the Presiding Committee of Eczacıbaşı Group Chairman and Member of the Boards of Directors at companies of Eczacıbaşı Group	None.
Rahmi Faruk Eczacıbaşı	Eczacıbaşı Holding A.Ş. - Vice Chairman of the Board of Directors Vice Chairman of the Presiding Committee of Eczacıbaşı Group Chairman, Vice Chairman and Member of the Boards of Directors at companies of Eczacıbaşı Group	None.
Emin Fadıllıoğlu	Eczacıbaşı Monrol Nükleer Ürünler Sanayi ve Ticaret A.Ş. - Board Membership EİP Eczacıbaşı İlaç Pazarlama A.Ş. - Board Membership Eczacıbaşı İlaç Ticaret A.Ş. - Board Membership Eczacıbaşı E-Vital Sağlık Hizmetleri ve Ticaret A.Ş - Board Chairman Gensenta İlaç Sanayi ve Ticaret A.Ş - Board Membership	None.
İpek Güleç	Eczacıbaşı Group - Head of Investment Office Board Membership in Eczacıbaşı Group companies	Corporate Governance Committee - Member Committee of Early Detection of Risk - Member
Erol Ulukutlu	Consultancy in Non-Group Companies.	Audit Committee - President Corporate Governance Committee - President
İhsan Rifat Öktem	None.	Committee of Early Detection of Risk- President Audit Committee - Member

- The members of the Board of Directors did not take any action against the prohibition of competition within the period of January 1 – December 31, 2024.
- The curriculum vitae information of the members of the Board is included in the annual report and at our website.

Operation Principles of the Board of Directors

The “Directive on Board of Directors' Working Procedures and Principles” (Directive), which specifies the working procedures and principles of the Board of Directors has been approved by the Board of Directors on 27.12.2021. The directive can be accessed under the heading “Corporate Governance” of our website

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and via link <https://www.eczacibasi.com.tr/assets/eis-yonetim-kurulu-yonergesi-tr-1655104286.pdf> In this respect, the procedures and principles regarding the formation and structure of the Board of Directors, the meetings of the Board of Directors and the decision-making mechanism have been set forth in writing with this Directive. Pursuant to the said Directive;

The Board of Directors convenes at such frequency that will enable it to perform its duties effectively, certainly, but no less frequently than minimum 4 times a year. Members of the Board of Directors take care to attend meetings, spare sufficient time for getting prepared for the meeting before every meeting and express their opinions at meetings, and those members who are unable to attend the meeting notify the Chairman of the Board of Directors of their excuses. The Board of Directors convenes with majority of full number of members and decisions shall be taken with majority affirmative votes of full number of members. This rule is also applicable if the meeting is held electronically. Each member is entitled to cast one vote in Board meetings.

The agenda of the Board of Directors meeting is established in such a way as to include the issues proposed by the General Manager and any of the members of the Board of Directors. Members of the Board of Directors and the General Manager notify the Chairman of the Board of Directors about the issues they want to be included in the agenda. Members of the Board of Directors shall be invited to the meeting at least five (5) business days before the meeting date by specifying the meeting time and agenda items. The documents prepared regarding the agenda items in the meeting shall be delivered to the members at least three (3) business days before the meeting date.

If no Member of the Board requests a meeting, resolutions of the Board of Directors may be taken by receiving the written approval of the majority of the full number of members for a proposal drawn up in the form of a resolution on a certain issue raised by a member of the Board of Directors.

During the reporting period, 4 physical meeting was held with participation of all members of the Board of Directors and the 23 resolutions were passed by circulation of the resolution. Members of the Board of Directors have been regularly informed about performance of the Company, on a quarterly basis as a minimum, relevant information and documents have been provided to members of the Board of Directors prior to decisions taken and members have been given detailed information on relevant matters and their questions have been answered.

Members of the Board of Directors attended most of the meetings, and the participation rate was 97.5%, considering the number of meeting resolutions.

Physical meetings are held in the Company's headquarters and the invitation to meetings is made by telephone and/or e-mail. No electronic portal is used for activities of the Board of Directors. Pursuant to Article 1527 of the Turkish Commercial Code and the provisions of the Communiqué on Assemblies to be held in the Electronic Environment in Trade Companies other than General Assemblies of Joint-Stock Companies, the necessary amendments were made to our Articles of Association in order to ensure that the meetings of the Board of Directors of our Company can also be held electronically.

In the event that the Board members cannot participate in meetings, they can submit their opinions in writing. In order to fulfill the public disclosure obligations of our Company, the resolutions of the Board of Directors are disclosed to the public through the Public Disclosure Platform (PDP), and the relevant announcements are posted on the website in Turkish and English.

Each member of the Board of Directors has one voting right. No prevailing voting right and veto right has been granted to members of the Board of Directors. The resolutions taken in the Board of Directors meetings were unanimously taken by those present, and there was no member of the Board opposing to the resolutions taken. As no such opposition or view was declared at the meetings of the Board of Directors held in 2024, no public disclosure was made in this regard.

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At the meetings of the Board of Directors, the issues on the agenda are discussed openly and in all respects. The Chairman of the Board of Directors makes his best efforts to guarantee active participation of non-executive members in the meetings of the Board of Directors. There is no Board member to whom authority was transferred upon allocation of duties. The Board of Directors holds an evaluation meeting to review whether it has duly discharged all its responsibilities. For the evaluation of 2024, independent experts were not employed.

Our Company offers a "Directors and Officers liability insurance" to members of the Board of Directors and senior executives under the umbrella insurance of the Group. The sum insured is in excess of 25% of the Company's capital.

Number, Structure and Independence of Committees Established within the Board of Directors

Our Company has committees to enable the Board of Directors to effectively and efficiently fulfill its duties and responsibilities, and the committees conduct their activities within the framework of the determined working principles. Some of our board members work in more than one committee. The Company is not engaged in any actual manufacturing activity and it has a holding structure with its subsidiaries, business partnerships and affiliates. Given its existing activities and organization and management structure established in accordance with such activities, board members sitting at more than one committee do not cause them to neglect their committee duties or do not result them spending insufficient time for such duties. Members working at more than committee also assure communication and collaboration between committees. Given professions, knowledge and experiences of board member, persons who are experts of subject matters are appointed to committees. The existing structure does not hinder the active fulfillment by committees of their duties and no adverse situation in terms of the corporate governance arises, considering the qualifications and specialties required by committee membership.

The fields of duty and the working principles of the committees, as well as the members to form such committees are determined by the Board of Directors and announced to the public on our website and PDP. Committees conduct studies on matters assigned to them and prepare a report wherein they evaluate their annual studies and submit such report to the Board of Directors at least once a year.

All the members of the Audit Committee and the presidents of the other committees are elected among the independent members of the Board of Directors. General Manager cannot take charge in committees.

The Board of Directors provides the committees with any resource and support required for the fulfillment of their duties. The committees can invite any person they deem required to their meetings and receive the opinion of such person. The committees make use of independent expert views on issues which they deem necessary in relation to their activities, and fees for consultancy services are borne by the Company. In 2024, the Board of Directors did not get any consultancy services from any independent person and/or organization.

Audit Committee

The Audit Committee fulfills the duties stipulated in the Capital Market Legislation and the Corporate Governance Principles. All the members of the Audit Committee are independent members of the Board of Directors. During the meeting of our Company's Board of Directors held on May 22, 2024, it was resolved that the committee be composed of two members and Erol Ulukutlu be appointed as the President and İhsan Rifat Öktem be appointed as member.

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Information on Members of the Committee in charge of Audit:

Name & Surname	Title in the Committee	Title	Executive/non-executive
Erol Ulukutlu	President	Independent Member of the Board of Directors	Non-executive
İhsan Rifat Öktem	Member	Independent Member of the Board of Directors	Non-executive

The working principles of the Committee are announced on the website of the Company and the Committee holds regular meetings four times a year. Moreover, it submits its opinion, to the Board of Directors in writing, with regards to election of independent auditor and its opinion built regarding accuracy, authenticity and compliance of annual and interim financial statements, to be disclosed to public, with the accounting principles followed by the partnership also by considering the assessments of the responsible managers of the partnership and of the independent auditors. The Audit Committee held 8 meetings related to its activities in 2024.

The activities carried out by the Committee in 2024 are mainly as follows:

- It prepared its proposal regarding the Independent Audit Firm it determined for the audit of the financial statements and the annual report issued in 2024 and the reports related to the Committee of Early Detection of Risk, and submitted it to Board of Directors for approval. It made its own assessment regarding the accuracy, authenticity and compliance of the consolidated financial statements of 2024, disclosed to public, with the accounting principles followed by the Company by receiving opinions from the Company's responsible managers and also from the independent auditor in June and December, and submitted it to the Board of Directors for approval.
- It obtained the necessary information about the internal control and internal audit activities of the Company from Internal Audit Manager and Audit Board of Eczacıbaşı Holding.

Corporate Governance Committee

At our Company's Board of Directors meeting dated May 22, 2024, it was resolved that the Corporate Governance Committee be composed of three members, and that Independent Board Member Erol Ulukutlu be appointed as the president, İpek Güleç and Simay Ağaçdiken Ünal² (Investor Relations Manager) be appointed as members. Upon the resignation of Simay Ağaçdiken Ünal, Tuğçe Fetvacı was appointed as Investor Relations Manager as of 01.07.2024. As individual Nomination Committee and Remuneration Committee could not be established due to the structure of the Board of Directors, it was decided as per the same Board resolution dated May 22, 2024 that the Corporate Governance Committee would fulfill also the duties of these committees. Pursuant to the Board of Directors' resolution no. 28 dated December 27, 2021, the ESG Committee, which was established to formulate and execute the Company's environmental, social and governance (ESG) policies, reports to the Corporate Governance Committee.

Information on Members of the Corporate Governance Committee

Name & Surname	Title in the Committee	Title	Executive/non-executive
Erol Ulukutlu	President	Independent Member of the Board of Directors	Non-executive

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İpek Güleç	Member	Member of the Board of Directors	Non-executive
Tuğçe Fetvacı	Member	Investor Relations Manager	-

The Corporate Governance Committee determines whether the corporate governance principles are applied in the Company, if not, the reason thereof, and the conflicts of interest arising from not fully observing these principles, and makes suggestions to the Board of Directors for improving the practices, and oversees the activities of the Investor Relations Department.

The working principles of the Committee are announced on the website of the Company. The Corporate Governance Committee held 6 meetings in connection with its activities in 2024.

Committee of Early Detection of Risk

During the meeting of our Company's Board of Directors held on May 22, 2024, it was resolved that the committee be composed of two members and İhsan Rifat Öktem be appointed as the President and Atalay Muharrem Gümrah³ be appointed as member. Upon the resignation of Atalay Muharrem Gümrah, İpek Güleç was appointed as a member of the Early Detection of Risk Committee with the decision of the Board of Directors dated December 31, 2024 in accordance with the provisions of the Capital Markets Board's Corporate Governance Communiqué No. II-17.1.

The working principles of the Committee are announced on the website of the Company.

Information on Members of the Committee of Early Detection of Risk

Name & Surname	Title in the Committee	Title	Executive/non-executive
İhsan Rifat Öktem	President	Independent Member of the Board of Directors	Non-executive
İpek Güleç	Member	Member of the Board of Directors	Non-executive

The Committee of Early Detection of Risk makes suggestions and recommendations to the Board of Directors for the issues related to the early determination and assessment of any strategic, operational, financial, legal and any other risks to endanger the existence, development, and continuance of the Company; the calculation of effects and possibilities of such risks; the management of such risks in accordance with the corporate risk taking profile of the Company; reporting of such risks; implementing the required precautions related to the determined risks; taking such precautions into consideration in the decision mechanisms; and creating effective internal control systems accordingly and the integration thereof, in order to comply both with the regulations of the Capital Markets Board on Corporate Governance and article 378 of the Turkish Commercial Code number 6102. The duties and the working principles of the Committee of Early Detection of Risk have been determined within the framework of the Capital Market Legislation, the Company's Articles of Association, the Turkish Commercial Code and the regulations, provisions, and principles included in the "Corporate Governance Principles" of the Capital Markets Board. The Article 378 of the Turkish Commercial Code stipulates that, with its bimonthly report to be submitted, the Committee will assess the relevant period regarding the risks that may affect the existence and the continuation of the Company, will refer hazards, if any, and will show solutions. Within this framework, the Committee of Early Detection of Risk held 7 meetings related to its activities in 2024.

² Upon the resignation of Simay Ağaçdiken Ünal, Tuğçe Fetvacı was appointed as Investor Relations Manager as of 01.07.2024

³ With the resolution of the Board of Directors dated December 31, 2024, İpek Güleç was appointed as a member of the Committee of Early Detection of Risk instead of Atalay Muharrem Gümrah in accordance with the provisions of the Capital Markets Board's Corporate Governance Communiqué No. II-17.1

Assessment of the Board of Directors Related to the Activities of the Committees

Established by the Board of Directors, the committees discharged their duties and responsibilities set forth in their duty and working principles and took care to convene at frequencies deemed necessary for effective work. The committees informed the Board of Directors, verbally and in writing, about their works.

Risk Management and Internal Control Mechanism

Risk Management is a management process covering definition, evaluation and monitoring of risks intended for goals and targets set, taking necessary measures for mitigating their effects, review and reporting of risks.

Internal Control is the system which ensures that processes and transactions are performed within framework of relevant legislation and rules in accordance with the management strategy and policies, errors, frauds and irregularities are detected and avoided, account and record order can be rendered integral and reliable, information in the data system can be obtained in a timely and accurate fashion.

During the Board meeting dated May 17, 2013 of our Company, Committee of Early Detection of Risk, which carries out studies for early detection of risks likely to endanger the existence, development and continuity of the Company, implementation of the necessary measures in relation to the identified risks and management of the risk, was established as per the provisions of Turkish Commercial Code numbered 6102 (“TCC”) and Capital Markets Board (“CMB”) Corporate Governance Principles.

The Corporate Risk Management unit, formed within the structure of Eczacıbaşı Holding A.Ş Group Supervisory Board Presidency and Financing to coordinate risk management activities of Eczacıbaşı Group, works in coordination with the Committee of Early Detection of Risk established under the authority of our Company’s Board of Directors. This unit works in coordination with the Committee of Early Detection of Risk, chaired by an Independent Member of the Board of Directors, convenes at least six times a year, in the management of all kinds of strategic, operational, financial, compliance and sustainability-related risks that may affect the achievement of the Company's short, medium and long-term goals. Goals of the corporate risk management include adaptation of the real sector best practices, ensuring that the structure is up-to-date and sustainable, creation of meaningful indicators for decision makers and submission of the same to the Board of Directors, the Committee and the senior management for monitoring and review, among others.

The manager in charge of Internal Audit is responsible for auditing the processes of our Company and our subsidiaries and joint ventures, and works in coordination with the Audit Board established within Eczacıbaşı Holding A.Ş.

The primary risks incurred by the Company are monitored under two main titles as financial risks (foreign exchange, interest, liquidity, and credit) and nonfinancial risks (strategic, operational, compliance and sustainability), and the Board of Directors is periodically informed about these risks. Detailed information related to risk management is available in the relevant section of the annual report.

Strategic Targets of the Company

The Board of Directors manages and represents the Company through strategic decisions by observing, in the first place, long-term interests of the Company, using a reasonable and cautious risk management approach that keeps the Company’s risk, growth and yield balance at the right level.

The Board of Directors defines the strategic targets of the Company, determines the needed human and financial resources, and audits the performance of the management.

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The Board of Directors observes that the Company's activities are in compliance with the legislation, the Articles of Association, internal regulations, and the adopted policies. During the Board of Directors and Senior Management meetings held periodically, the Company's objectives and its activities realized are monitored so as to include the performances of the previous periods. The current situation of the Company is reviewed and new targets and strategies are developed where deemed necessary as a result of existing conditions.

Financial Rights

Our Company's "Compensation Policy for the Board of Directors and Senior Executives", including any rights and benefits provided to the members of the Board of Directors and Senior Executives, as well as the criteria to determine these and the compensation principles, was submitted for review of our shareholders on our website through the "Information Document" published three weeks before the Ordinary General Shareholders' Meeting dated May 22, 2024.

There is no transaction to cause a conflict of interest such as lending by the Company to the members of the Board of Directors or to senior executives having administrative responsibility, making loan available to them, making loan available to them by means of personal loan through a third person, or giving security on their behalf.

At the Ordinary General Assembly held on May 22, 2024, it was decided to pay a monthly gross attendance fee of TL 50.000 to Independent Board Members, and not to pay any remuneration to the remaining members for their duties.

Benefits provided to members of the Board of Directors and senior executives

The Group has identified its senior management as the members of the Board of Directors, the heads and assistant heads of groups as well as directors, general manager and higher-ranking positions at the Company and subsidiaries of the Company. Short-term benefits provided to senior management include salary, premium, health insurance, leave, severance encouragement award and interests in kind, while long-term benefits include severance pay and/or service award paid to dismissed senior executives due to retirement and/or transfer. Total benefits provided to senior executives are collectively disclosed to the public in footnotes of financial statements in line with general practices.

In 2023 and 2024, the breakdown of benefits provided to senior executives is as follows:

Benefits provided to senior executives (Thousand TL)	2024	2023
Benefits provided to members of the Board of Directors and senior management	109.114	91.886
Total	109.114	91.886

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1. SHAREHOLDERS	
1.1. Facilitating the Exercise of Shareholders' Rights	
The number of investor meetings (conference, seminar, etc.) organized by the company during the year	In addition to telephone meetings with investors throughout the year, an Online Investor Presentation Webinar was organized once and online meetings were held with 6 brokerage houses and PMCs.
1.2. Right to Obtain and Examine Information	
The number of special audit request(s)	0
The number of special audit requests that were accepted at the General Shareholders' Meeting	0
1.3. General Assembly	
Link to the PDP announcement that demonstrates the information requested by Principle 1.3.1 (a-d)	https://www.kap.org.tr/tr/Bildirim/1278150
Whether the company provides materials for the General Shareholders' Meeting in English and Turkish at the same time	The call for General Assembly Meeting, Agenda of General Assembly, General Assembly Information Document and sample Letter of Proxy have been announced at PDP in English at the same time as the Turkish version, whereas the Minutes of the General Assembly Meeting has been uploaded to the corporate website as an English text as soon as possible after the announcement made in PDP.
The links to the PDP announcements associated with the transactions that are not approved by the majority of independent directors or by unanimous votes of present board members in the context of Principle 1.3.9	There is no transaction in this regard.
The links to the PDP announcements associated with related party transactions in the context of Article 9 of the Communiqué on Corporate Governance (II-17.1)	There is no transaction in such nature.
The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communiqué on Corporate Governance (II-17.1)	https://www.kap.org.tr/tr/Bildirim/1285088
The name of the section on the corporate website that demonstrates the donation policy of the company	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Company Policies / Donation and Aid Policy
The relevant link to the PDP with minute of the General Shareholders' Meeting where the donation policy has been approved	https://www.kap.org.tr/tr/Bildirim/1021617
The number of the provisions of the articles of association that discuss the participation of stakeholders to the General Shareholders' Meeting	There is no such article of such nature in the Articles of Association. It is possible for those stakeholders who wish to do so to attend general assembly meetings with no right of taking the floor.
Identified stakeholder groups that participated in the General Shareholders' Meeting, if any	Certain employees from Eczacıbaşı Group and our Company attended the Ordinary General Assembly Meeting where the 2023 activities were discussed.
1.4. Voting Rights	
Whether the shares of the company have differential voting rights	No
In case that there are voting privileges, indicate the owner and percentage of the voting majority of shares.	-
The percentage of ownership of the largest shareholder	50.62%
1.5. Minority Rights	
Whether the scope of minority rights enlarged (in terms of content or the ratio) in the articles of the association	No
If yes, specify the relevant provision of the articles of association.	-
1.6. Dividend Right	
The name of the section on the corporate website that describes the dividend distribution policy	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Company Policies / Dividend Distribution Policy

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Minutes of the relevant agenda item in case the board of directors proposed to the general assembly not to distribute dividends, the reason for such proposal and information as to use of the dividend	It was decided to distribute dividends.
PDP link to the related general shareholder meeting minutes in case the board of directors proposed to the general assembly not to distribute dividends	It was decided to distribute dividends.

General Assembly Meetings

General Assembly Date	The number of information requests received by the company regarding the clarification of the agenda of the General Shareholders' Meeting	Shareholder participation rate to the General Shareholders' Meeting	Percentage of shares directly present at the GSM	Percentage of shares represented by proxy	Specify the name of the page of the corporate website that contains the General Shareholders' Meeting minutes, and also indicates for each resolution the voting levels for or against	Specify the name of the page of the corporate website that contains all questions asked in the general assembly meeting and all responses to them	The number of the relevant item or paragraph of General Shareholders' Meeting minutes in relation to related party transactions	The number of declarations by insiders received by the board of directors	The link to the related PDP general shareholder meeting notification
22/05/2024	0	82.98%	0.13%	82.85%	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / General Assembly / General Assembly Minutes	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / General Assembly / General Assembly Minutes and Questions Replied in Writing Following the General Assembly	None.	0	<p>; https://www.kap.org.tr/tr/Bildirim/1278150</p> <p>https://www.kap.org.tr/tr/Bildirim/1289877</p> <p>https://www.kap.org.tr/tr/Bildirim/1293782</p>

2. DISCLOSURE AND TRANSPARENCY	
2.1. Corporate Website	
Specify the name of the sections of the website providing the information requested by the Principle 2.1.1.	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Financial Information - Material Disclosures and Presentations - Corporate Governance - General Assembly - Contact
If applicable, specify the name of the sections of the website providing the list of shareholders (ultimate beneficiaries) who directly or indirectly own more than 5% of the shares.	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / About Us / Shareholding Structure
List of languages for which the website is available	Turkish and English
2.2. Annual Report	
The page numbers and/or name of the sections in the Annual Report that demonstrate the information requested by principle 2.2.2.	
a) The page numbers and/or name of the sections in the Annual Report that demonstrate the information on the duties of the members of the board of directors and executives conducted out of the company and declarations on independence of board members	Corporate Governance / Board of Directors and Corporate Governance / Declarations of Independence
b) The page numbers or names of the sections that include information about the committees formed within the Board	Corporate Governance / Board of Directors
c) The page numbers or names of the sections that include information about the number of board meetings held during the year and the attendance of the members to these meetings	Corporate Governance / Board of Directors

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c) The page numbers or name of the sections that include information about amendments to the legislation which may significantly affect the activities of the corporation	There is no legislative change that may significantly affect the Company's activities - This is explained in the "Other Legal Matters" part of the Annual Report.
d) The page numbers or names of the sections that include information about significant lawsuits filed against the corporation and the possible results thereof	There is no lawsuit brought against the company that may affect its financial position. This is explained in the "Other Legal Matters" part of the Annual Report.
e) The page numbers or names of the sections that include information about the Company's conflicts of interest with the organizations from which it receives services such as investment consultancy and rating services and about the measures taken to prevent such conflicts	This is explained in the "Other Legal Matters" part of the Annual Report.
f) The page numbers or names of the sections that include information about the cross ownership subsidiaries that the direct contribution to the capital exceeds 5%	It is disclosed in the "Subsidiaries and Affiliates" section of the Annual Report
g) The page numbers or names of the sections that include information about social rights and professional training of the employees and corporate social responsibility activities related to company activities leading to social and environmental results	Sustainability Part

3. STAKEHOLDERS	
3.1. Corporation's Policy on Stakeholders	
The name of the section on the corporate website that demonstrates the employee remedy or severance policy	Although intra-company regulations do not a written compensation policy, compensation rights of beneficiaries are managed according to national and international legal norm.
The number of definitive convictions the company was subject to in relation to breach of employee rights	None.
The position of the person responsible for the alert mechanism (i.e. whistleblowing mechanism)	Eczacıbaşı Group Ethics Committee
The contact detail of the company alert mechanism	E-mail address: etik@eczacibasi.com.tr Telephone number: (0 212) 371 72 72 Fax number: (0 212) 371 72 66
3.2. Supporting the Participation of the Stakeholders in the Corporation's Management	
Name of the section on the corporate website that demonstrates the internal regulation addressing the participation of employees on management bodies.	Eczacıbaşı Group's internal regulations are not publicly available.
Corporate bodies where employees are actually represented	Eczacıbaşı Group Employees take part in the Occupational Health and Safety Board, Sustainability Commissions and Equal Opportunity Committees.
3.3. Human Resources Policy	
The role of the board on developing and ensuring that the company has a succession plan for the key management positions	Developing a succession plan for the key management positions is determined by the Company's Human Resources Planning Board. Followed by Organization-wide and Group-wide Talent and Salary Committees.
The name of the section on the corporate website that demonstrates the human resource policy covering equal opportunities and hiring principles. Also provide a summary of relevant parts of the human resource policy.	Gender and Equal Opportunity Policy is published at www.eczacibasi.com.tr Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Company Policies / Gender and Equal Opportunity Policy, and the summary of the human resources policy covering hiring principles is published at www.eczacibasi.com.tr / Come Alive at Eczacıbaşı / Come Alive For Your Career.
Whether the company provides an employee stock ownership programme	The Company does not provide an employee stock ownership programme.

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The name of the section on the corporate website that demonstrates the human resource policy covering discrimination and mistreatments and the measures to prevent them. Also provide a summary of relevant parts of the human resource policy.	Eczacıbaşı Group's policy covering discrimination and mistreatments and the measures to prevent them is published at www.eczacibasi.com.tr / Code of Conduct.
The number of definitive convictions the company is subject to in relation to health and safety measures	0
3.5. Ethical Rules and Social Responsibility	
The name of the section on the corporate website that demonstrates the code of ethics	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Code of Ethics
The name of the section on the company website that demonstrates the corporate social responsibility report. If such a report does not exist, provide the information about any measures taken on environmental, social and corporate governance issues.	The activities carried out for corporate social responsibility issues in Eczacıbaşı Group are published at www.eczacibasi.com.tr /For Our Future / Social Responsibility. In addition, Environmental, Social, Corporate Governance Policy is published on www.eczacibasi.com.tr Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Company Policies / Environmental, Social, Corporate Governance Policy.
Any measures combating any kind of corruption including embezzlement and bribery	The measures taken by Eczacıbaşı Group for combating corruption are included in the Code of Conduct booklet and published at www.eczacibasi.com.tr / Code of Conduct.
4. BOARD OF DIRECTORS-I	
4.2. Operation Principles of the Board of Directors	
Date of the last board evaluation conducted	26/02/2025
Whether the board evaluation was externally facilitated	No
Whether all board members released from their duties at the GSM	Yes
Name(s) of the board member(s) with specific delegated duties and authorities, and descriptions of such duties	No delegation took place among members of the Board of Directors.
Number of reports presented by internal auditors to the audit committee or any relevant committee to the board	0
The name of the section or page number in the annual report that includes an assessment of the effectiveness of internal control system	Risk Management and Internal Audit Activities
Name of the board chairman	Ferit Bülent Eczacıbaşı
Name of the CEO/general manager	Emin Fadılhoğlu (General Manager)
If the CEO and Chair functions are combined: provide the link to the relevant PDP announcement providing the rationale for such combined roles	They are not the same person.
Link to the PDP notification stating that any damage that may be caused by the members of the board of directors during the discharge of their duties is insured for an amount exceeding 25% of the company's capital	Insurance was subscribed under the umbrella insurance of the Group and the sum insured is in excess of 25% of the Company's capital. Since the Group is covered by an umbrella insurance, no PDP disclosure was made.
The name of the section on the corporate website that demonstrates current diversity policy targeting women directors	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance and Sustainability / Societal Gender and Opportunity Equality Policy
The number and ratio of female directors within the Board of Directors	Number: 1; ratio: 16.67%

Structure of the Board of Directors

Name, Surname of Board Member	Executive Or Not	Independent Member Or Not	The First Election Date To Board	Link to PDP Notification that includes the Independency Declaration	Whether the Independent Director Considered By The Nomination Committee	Whether or not there is a Member Who lost Her/his independence	Whether The Director Has At Least 5 Years' Experience On Audit, Accounting And/Or
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							Finance Or Not
Ferit Bülent Eczacıbaşı	Nonexecutive	Not independent director	03/04/1981	-	Not applicable	Not applicable	-
Rahmi Faruk Eczacıbaşı	Nonexecutive	Not independent director	31/03/1993	-	Not applicable	Not applicable	-
Emin Fadilloğlu	Executive	Not independent director	31/12/2024	-	Not applicable	Not applicable	No
İpek Güleç	Nonexecutive	Not independent director	22/05/2024	-	Not applicable	Not applicable	Yes
Erol Ulukutlu	Nonexecutive	Independent director	22/05/2024	https://www.kap.org.tr/tr/Bildirim/1289877	Considered	No	Yes
İhsan Rifat Öktem	Nonexecutive	Independent director	22/05/2024	https://www.kap.org.tr/tr/Bildirim/1289877	Considered	No	Yes

4. BOARD OF DIRECTORS-II	
4.4. Meeting Procedures of the Board of Directors	
Number of physical or electronical board meetings in the reporting period (meetings in person)	4 physical meetings were held and the other 23 resolutions have been passed by circulating among the attendees.
Director average attendance rate at board meetings	97.50%
Whether the board uses an electronic portal to support its work or not	No
Number of minimum days ahead of the board meeting to provide information to directors, as per the board charter	Documents prepared in connection with agenda items are sent by the secretariat to members of the Board of Directors minimum three (3) business days before meeting date.
The name of the section on the corporate website that demonstrates information about the board charter	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Working Principles of the Board of Directors
Number of maximum external commitments for board members as per the policy covering the number of external duties held by directors	Although there is no such policy, members of the Board of Directors, except Independent Board Members, can take office at companies affiliated with Eczacıbaşı Group as a principle, however, they may not take office at companies outside the Group.
4.5. Committees Established within the Board of Directors	
Page numbers or names of sections in the annual report that includes information about the board committees	Corporate Governance / Board of Directors
Link(s) to the PDP announcement(s) with the board committee charters	https://www.kap.org.tr/tr/Bildirim/817970 ; https://www.kap.org.tr/tr/Bildirim/820231

CORPORATE GOVERNANCE

Composition of Board Committees-I

Names of the Board Committees	Name of the Committee Defined as "Other" in the First Column	Name-Surname of Committee Members	Whether Committee Chair Or Not	Whether Board Member Or Not
Audit Committee	-	Erol Ulukutlu	Yes	Board member
Audit Committee	-	İhsan Rifat Öktem	No	Board member
Corporate Governance Committee	-	Erol Ulukutlu	Yes	Board member
Corporate Governance Committee	-	İpek Güleç	No	Board member
Corporate Governance Committee	-	Tuğçe Fetvacı	No	Not a board member
Committee of Early Detection of Risk	-	İhsan Rifat Öktem	Yes	Board member
Committee of Early Detection of Risk	-	İpek Güleç	No	Board member

4. BOARD OF DIRECTORS-III	
4.5. Committees Established within the Structure of Board of Directors	
Specify where the activities of the audit committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance / Board of Directors / Audit Committee
Specify where the activities of the corporate governance committee are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance / Board of Directors / Corporate Governance Committee
Specify where the activities of the nomination committee are presented in your annual report or website (Page number or section name in the annual report/website)	No separate nomination committee was established in accordance with article 4.5.1 of the Communiqué numbered II.171, duties of the Nomination Committee are fulfilled by the Corporate Governance Committee. Described under the titles of the Annual Report / Corporate Governance/ Board of Directors/ Corporate Governance Committee.
Specify where the activities of the committee of early detection of risk are presented in your annual report or website (Page number or section name in the annual report/website)	Annual Report / Corporate Governance / Board of Directors / Committee of Early Detection of Risk
Specify where the activities of the remuneration committee are presented in your annual report or website (Page number or section name in the annual report/website)	No separate Salary Committee was established in accordance with article 4.5.1 of the Communiqué numbered II.171; duties of the Salary Committee are fulfilled by the Corporate Governance Committee. Described under the titles of the Annual Report / Corporate Governance/ Board of Directors/ Corporate Governance Committee.
4.6. Financial Rights Offered to Members of the Board of Directors and Executive Managers	
Page number or section name in the annual report that includes information about the operational and financial targets and whether such targets have been achieved or not	Annual Report / Other Legal Issues / Management's Analysis and Evaluation of the Financial Situation and Operating Results, the Realization Level of Planned Activities, and the Company's Position Against the Defined Strategic Goals

EİS ECZACIBAŞI İLAÇ, SİNAİ VE FİNANSAL YATIRIMLAR SANAYİ VE TİCARET A.Ş.

CORPORATE GOVERNANCE

Specify the section of website where remuneration policy for executive and non-executive directors are presented.	Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Corporate Governance / Remuneration Policy
Page number or section name in the annual report that includes information about remuneration and all other benefits provided to board members and senior executives	Corporate Governance / Benefits Provided to Members of the Board of Directors and Senior Executives

Board Committees - II

Names of the Board Committees	Name of The Committee Defined As "Other" In The First Column	The Percentage Of Non-executive Directors	The Percentage Of Independent Members In The Committee	The Number of Meetings Held by the Committee In Person	The Number of Reports on its Activities Submitted to the Board
Audit Committee	-	100%	100%	4	8
Corporate Governance Committee	-	67%	33%	3	6
Committee of Early Detection of Risk	-	100%	50%	6	7

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
CORPORATE GOVERNANCE COMPLIANCE REPORT (CRF)						
1.1. FACILITATING THE EXERCISE OF SHAREHOLDERS' RIGHTS						
1.1.2 - Up-to-date information and disclosures which may affect the exercise of shareholder rights are available to investors at the corporate website.	X					
1.2. RIGHT TO OBTAIN AND REVIEW INFORMATION						
1.2.1 - Management did not enter into any transaction that would complicate the conduct of special audit.	X					
1.3. GENERAL ASSEMBLY						
1.3.2 - The company ensures the clarity of the General Assembly agenda, and that an item on the agenda does not cover multiple topics.	X					
1.3.7 - Insiders with privileged information have informed the board of directors about transactions conducted on their behalf within the scope of the company's activities in order for these transactions to be presented at the General Shareholders' Meeting.					X	There is no transaction in this regard within the reporting period.
1.3.8 - Members of the board of directors who are concerned with specific agenda items, auditors, and other related persons, as well as the officers who are responsible for the preparation of the financial statements were present at the General Shareholders' Meeting.	X					
1.3.10 - The agenda of the General Shareholders' Meeting included a separate item detailing the amounts and beneficiaries of all donations and contributions.	X					The total amount of donations made within the year and their beneficiaries are one by one read at the General Assembly Meeting.
1.3.11 - The General Shareholders' Meeting was held open to the public, including the stakeholders, without having the right to speak.	X					Our General Assembly meetings are held open to the public.
1.4. VOTING RIGHTS						
1.4.1 - There is no restriction preventing shareholders from exercising their shareholder rights.	X					
1.4.2 - The company does not have shares that carry privileged voting rights.	X					
1.4.3 - The company withholds from exercising its voting rights at the General Shareholders' Meeting of any company with which it has cross-ownership, in case such cross-ownership provides management control.	X					

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
1.5. MINORITY RIGHTS						
1.5.1 - The company pays maximum diligence to the exercise of minority rights.	X					
1.5.2 - The Articles of Association extend the use of minority rights to those who own less than one twentieth of the outstanding shares, and expand the scope of the minority rights.			X			Our company does not have any privileged share that may limit exercise of shareholding/scarcity rights. Utmost care is taken for our shareholders to exercise their shareholding rights. Given our existing shareholding structure, distribution of our outstanding shares and general practices across our country, no change for expanding scope of scarcity rights in our Articles of Association is not foreseen, and applicable provisions associated with preservation of scarcity rights will continue to be adhered to.
1.6. DIVIDEND RIGHT						
1.6.1 - The dividend policy approved by the General Shareholders' Meeting is posted on the company website.	X					
1.6.2 - The dividend distribution policy comprises the minimum information to ensure that the shareholders can have an opinion on the procedures and principles of dividend distributions in the future.	X					
1.6.3 - The reasons for retaining earnings, and their allocations, are stated in the relevant agenda item.					X	Profit has been distributed.
1.6.4 - The board reviewed whether the dividend policy balances the benefits of the shareholders and those of the company.	X					
1.7. TRANSFER OF SHARES						
1.7.1 - There are no restrictions preventing shares from being transferred.	X					
2.1. CORPORATE WEBSITE						
2.1.1 - The company website includes all elements listed in Corporate Governance Principle number 2.1.1.	X					
2.1.2 - The shareholding structure (names, privileges, number and ratio of shares, and beneficial owners of more than 5% of the issued share capital) is updated on the website at least every 6 months.	X					
2.1.4 - The company website is prepared in other selected foreign languages, in a way to present exactly the same information with the Turkish content.	X					
2.2. ANNUAL REPORT						
2.2.1 - The board of directors ensures that the annual report represents a true and complete view of the company's activities.	X					
2.2.2 - The annual report includes all elements listed in Corporate Governance Principle 2.2.2.	X					

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
3.1. CORPORATION'S POLICY ON STAKEHOLDERS						
3.1.1 - The rights of the stakeholders are protected pursuant to the relevant regulations, contracts and within the framework of bona fides principles.	X					
3.1.3 - Policies or procedures addressing stakeholders' rights are published on the company's website.	X					
3.1.4 - A whistleblowing programme is in place for reporting legal and ethical issues.	X					
3.1.5 - The company addresses conflicts of interest among stakeholders in a balanced manner.	X					
3.2. SUPPORTING THE PARTICIPATION OF THE STAKEHOLDERS IN THE CORPORATION'S MANAGEMENT						
3.2.1 - The Articles of Association, or the internal regulations (terms of reference/manuals), regulate the participation of employees in management.		X				Expectations and opinions of beneficiaries are taken within framework of "Code of Conduct", applicable for all companies that are part of Eczacıbaşı Group, human resources and sustainability policies and relevant models associated with assessment of them are applied. Social, environmental and corporate management risk and opportunities companies of the group are exposed to are considered along with their impacts upon sustainable development, expectations and opinions of internal and external stakeholders of the group and a road map is ascertained. Communication meetings, workshops, interviews with beneficiaries, notably, employees, demands and suggestions shared with questionnaires are considered by managers and policies and practices consistent with them are put into practice. Employees are informed about crucial decisions and practices by means of communication channels such as Corporate Portal ("Port-e"), E-live, text messages and e-mails, and they are enabled to contribute to such decisions with their opinions and suggestions conveyed through such channels. Feedback and reviews of employees are taken through employee loyalty questionnaires and "Senin Sesin" (Your Voice) pulse surveys, and

CORPORATE GOVERNANCE

						improvement targets are added to "company success criteria.". In this framework, current practices conducted with a dynamic structure within the Group will continue to be pursued, and, in the short run, it is not foreseen that our Company will introduce an internal regulation for participation of employees in the management or the articles of association will be amended accordingly.
	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
3.2. SUPPORTING THE PARTICIPATION OF THE STAKEHOLDERS IN THE CORPORATION'S MANAGEMENT						
3.2.2 - Surveys/other research techniques, consultation, interviews, observation method etc. were conducted to obtain opinions from stakeholders on decisions that significantly affect them.	X					
3.3. HUMAN RESOURCES POLICY OF THE COMPANY						
3.3.1 - The company has adopted an employment policy ensuring equal opportunities, and a succession plan for all key managerial positions.	X					
3.3.2 - Recruitment criteria are documented.	X					
3.3.3 - The company has a policy on human resources development, and organizes trainings for employees.	X					
3.3.4 - Meetings have been organized to inform employees on the financial status of the company, remuneration, career planning, education and health.	X					
3.3.5 - Employees, or their representatives, were notified of decisions impacting them. The opinion of the related trade unions was also taken. The opinion of the related trade unions was also taken in this regard.	X					
3.3.6 - Job descriptions and performance criteria have been prepared for all employees, announced to them and taken into account to determine employee remuneration.	X					
3.3.7 - Measures (procedures, trainings, raising awareness, goals, monitoring, complaint mechanisms) have been taken to prevent discrimination, and to protect employees against any physical, mental, and emotional mistreatment.	X					
3.3.8 - The company ensures freedom of association and supports the right for collective bargaining.	X					
3.3.9 - A safe working environment for employees is maintained.	X					
3.4. RELATIONS WITH CUSTOMERS AND SUPPLIERS						
3.4.1 - The company measured its customer satisfaction, and operated to ensure full customer satisfaction.	X					
3.4.2 - Customers are notified of any delays in handling their requests.	X					

CORPORATE GOVERNANCE

3.4.3 - The company complied with the quality standards with respect to its products and services.	X					
3.4.4 - The company has in place adequate controls to protect the confidentiality of sensitive information and business secrets of its customers and suppliers.	X					
3.5. ETHICAL RULES AND SOCIAL RESPONSIBILITY						
3.5.1 - The board of the corporation has determined Code of Ethical Conduct and published the same at the corporate website.	X					
3.5.2 - The company has been mindful of its social responsibility. It has adopted measures to prevent corruption and bribery.	X					

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
4.1. FUNCTION OF THE BOARD OF DIRECTORS						
4.1.1 - The board of directors has ensured strategy and risks do not threaten the long-term interests of the company, and that effective risk management is in place.	X					
4.1.2 - The agenda and minutes of board meetings indicate that the board of directors discussed and approved strategic goals of the company, ensured resources were adequately allocated, and monitored company and management performance.	X					
4.2. OPERATION PRINCIPLES OF THE BOARD OF DIRECTORS						
4.2.1 - The board of directors documented its meetings and reported its activities to the shareholders.	X					
4.2.2 - Duties and authorities of the members of the board of directors are disclosed in the annual report.	X					
4.2.3 - The board has ensured the company has an internal control framework adequate for its activities, size and complexity.	X					
4.2.4 - Information on the functioning and effectiveness of the internal control system is provided in the annual report.	X					
4.2.5 - The roles of the Chairman and Chief Executive Officer are separated and defined.	X					
4.2.7 - The board of directors ensures that the Investor Relations department and the corporate governance committee work effectively. The board works closely with them when communicating and settling disputes with shareholders.	X					
4.2.8 - The company has subscribed to a Directors and Officers liability insurance with an amount in excess of 25% of the capital.	X					Insurance was procured under the umbrella insurance of Eczacıbaşı Group and exceeds 25%.

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
4.3. STRUCTURE OF THE BOARD OF DIRECTORS						
4.3.9 - The board of directors has approved the policy on its own composition, setting a minimal target of 25% for female directors. The Board of Directors annually evaluates its composition and nominates directors so as to be compliant with the policy.			X			One of our current members of the Board of Directors is female (16.67%), and the minimum ratio of 25% stipulated in the principle has not been fulfilled. Equality of opportunity, at Eczacıbaşı Group of which our company is a part, has been adopted as one of the basic sustainability priorities. Actions are taken based on the perspective that the long-term success is not only based on increased overall share of women within the organization, but also active roles played by them. The “Policy on Societal Gender and Opportunity Equality” which is applicable for all member companies of Eczacıbaşı Group has also been adopted by the Board of Directors. Within framework of this policy, it is required to take measures intended to assure a balanced gender representation at governance bodies, to provide women with all opportunities to find a place for themselves at the company's senior management positions, decision making executive roles, and to conduct development and support studies intended to facilitate such transition. Such priorities are taken into account when determining candidate board members for our company. Although the targeted ratio concerning female employee ratio at the management and time are determined (the ratio determined for 2025 is 375%), no target ratio and time concerning female members have been determined specifically for the Board of Directors. Specifically for the board of directors, determination of 25% as the minimum female member ratio and the relevant time is among our targets. Equal Opportunity Committee monitors the fulfillment rates of the targets and areas for improvement in the organization.
4.3.10 - At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	X					

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
4.4. MEETING PROCEDURES OF THE BOARD OF DIRECTORS						
4.4.1 - Each board member attended the majority of the board meetings in person or electronically.	X					Four physical meetings were held with the participation of all Board members and the other 23 resolutions have been passed by circulating among the attendees.
4.4.2 - The board has formally approved a minimum time by which information and documents relevant to the agenda items should be supplied to all board members.	X					
4.4.3 - The opinions of board members that could not attend the meeting, but did submit their opinion in written format, were presented to other members.					X	It is possible to convey written opinions, and members not attending to the meeting did not submit anything to that effect.
4.4.4 - Each member of the board has one vote.	X					
4.4.5 - The board has a charter/written internal rules defining the meeting procedures of the board.	X					
4.4.6 - Board minutes document that all items on the agenda are discussed, and board resolutions include director's dissenting opinions if any.	X					
4.4.7 - There are limits to external commitments of board members. Shareholders are informed of board members' external commitments at the General Shareholders' Meeting.		X				The members of the Board of Directors ,except Independent Board Members, are restricted from taking positions in companies other than Eczacıbaşı Group as a principle. If board members assume duties outside the Company, such duties are given in our annual report and PDP (Public Disclosure Platform) in the section about our Company entitled "General Information/Details about Management Board". Since care is taken for electing persons who will make a contribution to businesses and management of our Company due to nature of their duties within the Group, who have no obstacle for fulfilling their responsibilities related to board of directors membership, and could spare sufficient time for our Company, an arrangement for limiting duties to be assumed by members of the board of directors outside the Company is not foreseen in the short term.

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
4.5. COMMITTEES ESTABLISHED WITHIN THE BOARD OF DIRECTORS						
4.5.5 - Each board member serves in only one of the committees.			X			Some of our board members work in more than one committee. Our company is not directly engaged in industrial or service production activity, and it has the structure of a holding owing to its affiliates. Given its existing activities and organization and management structure established in accordance with such activities, board members sitting at more than one committee do not cause them to neglect their committee duties or do not result them spending insufficient time for such duties. Members working at more than committee also assure communication and collaboration between committees. Given professions, knowledge and experiences of board member, persons with competence in subject matters are appointed to committees. The existing structure does not hinder the active fulfillment by committees of their duties and no adverse situation in terms of the corporate governance arises, considering the qualifications and specialties required by committee membership. No change in this regard has been planned yet, and it is possible to consider an increase in number of Independent Board Members in compliance with requirements of the Company.
4.5.6 - Committees have invited persons to the meetings as deemed necessary to obtain their views.	X					
4.5.7 - If external consultancy services are used, the independence of the provider is stated in the annual report.					X	No service of such nature was procured.
4.5.8 - Minutes of all committee meetings are kept and reported to board members.	X					

CORPORATE GOVERNANCE

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
4.6. FINANCIAL RIGHTS OFFERED TO MEMBERS OF THE BOARD OF DIRECTORS AND EXECUTIVE MANAGERS						
4.6.1 - The board of directors has conducted a board performance evaluation to review whether it has discharged all its responsibilities effectively.		X				Our board of directors holds an annual meeting whereby it evaluates operations of the Company and results thereof and overall performance of the management. However, there is no methodology or a written performance assessment system used for performance assessment of the board of directors and/or its members. Performances of all companies under the roof of the Group including our company are periodically reviewed on a monthly basis. The performance evaluation of the company's senior management is carried out under the performance evaluation system of the human resources. When required, it is possible to consider outsourcing services for performance assessment of the board of directors form specialized institutions.
4.6.4 - The company did not extend any loans to its board directors or executives, nor extended their lending period or enhanced the amount of those loans, or improve conditions thereon, and did not extend loans under a personal credit title by third parties or provided guarantees such as surety in favor of them.	X					
4.6.5 - The individual remuneration of board members and executives is disclosed in the annual report.			X			Payments made to the senior executives are collectively disclosed to the public in the footnotes of our financial statements. Our company, like many other companies in our country, adheres to the rule of salary confidentiality. Disclosure of individuals' salaries, considered a trade secret in terms of competition power, will be determined in line with general practices across our country.

Policies



Disclosure Policy

Scan the QR code to access the Disclosure Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Dividend Distribution Policy

Scan the QR code to access the Dividend Distribution Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Remuneration Policy

Scan the QR code to access the Remuneration Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Gender Equality and Equal Opportunities

Scan the QR code to access the Gender Equality and Equal Opportunities Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Occupational Health and Safety Policy

Scan the QR code to access the Occupational Health and Safety Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Donation and Aid Policy

Scan the QR code to access the Donation and Aid Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Human Rights Policy

Scan the QR code to access the Human Rights Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Environment and Climate Change Policy

Scan the QR code to access the Environment and Climate Change Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.



Environmental, Social, Corporate Governance Policy

Scan the QR code to access the Environmental, Social, Corporate Governance Policy of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar.

STATEMENT OF INDEPENDENCE

I hereby declare that within framework of the legislation, the articles of association, and the criteria specified in the Corporate Governance Communiqué of the Capital Markets Board, I am a candidate for taking the office as an "independent member" in EİS Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş. (Company), and within this scope;

- That there has been no employment relation at manager level to undertake significant roles and responsibilities, that more than 5% of capital or voting rights or privileged shares has not been collectively or individually acquired or that no material commercial relationship has been established during the last five years between the Company, partnerships in which the Company has management control or material effect, partners having management control on the Company or having material effect on the Company, legal persons in which such partners have management control, and me, my spouse and my second degree relatives by blood and marriage,
- That during the last five years, I have not taken office as a partner (5% and above), employee in capacity of manager to undertake significant roles and responsibilities or member of the board of directors in the companies from/to which the Company has considerably purchased/sold service or product, within framework of the agreements concluded including notably the Company's audit (including tax audit, legal audit, internal audit), rating and consultancy, for the period during which such service or product purchase or sales transactions have been performed,
- That I have the professional education, knowledge, and experience to carry out properly the duties that I shall undertake as an independent member of the board of directors,
- That I will not work as a full-time employee in public institutes and institutions, except for being a faculty member at a university and provided that it is consistent with the legislation, after being elected as a member,
- That I am considered a resident of Turkey pursuant to the Income Tax Law,
- That I possess strong ethic standards, professional reputation, and experience to make positive contributions to the Company's activities, to preserve my impartiality in any conflict of interest between the company and its shareholders, and to decide independently taking into account the interests of the stakeholders,
- That I will spare time for works of the Company to such extent that I can track functioning of the Company's activities and completely fulfill the requirements of the duties I assume,
- That I have not served as a board member at the Company's board of directors for more than six years in the last ten years,
- That I do not take office as independent member of the board of directors in the Company and in more than three of the companies controlled by the partners having management control on the Company and, in total, in more than five of the companies being traded in the stock market,
- And that I have not been registered and announced in the name of a legal entity that has been elected as a member of the board of directors.

STATEMENT OF INDEPENDENCE

I hereby declare that within framework of the legislation, the articles of association, and the criteria specified in the Corporate Governance Communiqué of the Capital Markets Board, I am a candidate for taking the office as an "independent member" in EİS Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Sanayi ve Ticaret A.Ş. (Company), and within this scope;

- That there has been no employment relation at manager level to undertake significant roles and responsibilities, that more than 5% of capital or voting rights or privileged shares has not been collectively or individually acquired or that no material commercial relationship has been established during the last five years between the Company, partnerships in which the Company has management control or material effect, partners having management control on the Company or having material effect on the Company, legal persons in which such partners have management control, and me, my spouse and my second degree relatives by blood and marriage,
- That during the last five years, I have not taken office as a partner (5% and above), employee in capacity of manager to undertake significant roles and responsibilities or member of the board of directors in the companies from/to which the Company has considerably purchased/sold service or product, within framework of the agreements concluded including notably the Company's audit (including tax audit, legal audit, internal audit), rating and consultancy, for the period during which such service or product purchase or sales transactions have been performed,
- That I have the professional education, knowledge, and experience to carry out properly the duties that I shall undertake as an independent member of the board of directors,
- That I will not work as a full-time employee in public institutes and institutions, except for being a faculty member at a university and provided that it is consistent with the legislation, after being elected as a member,
- That I am considered a resident of Turkey pursuant to the Income Tax Law,
- That I possess strong ethic standards, professional reputation, and experience to make positive contributions to the Company's activities, to preserve my impartiality in any conflict of interest between the company and its shareholders, and to decide independently taking into account the interests of the stakeholders,
- That I will spare time for works of the Company to such extent that I can track functioning of the Company's activities and completely fulfill the requirements of the duties I assume,
- That I have not served as a board member at the Company's board of directors for more than six years in the last ten years,
- That I do not take office as independent member of the board of directors in the Company and in more than three of the companies controlled by the partners having management control on the Company and, in total, in more than five of the companies being traded in the stock market,
- And that I have not been registered and announced in the name of a legal entity that has been elected as a member of the board of directors.

Erol Ulukutlu



Sustainability

SUSTAINABILITY

Sustainability Approach

Eczacıbaşı Group has adopted the holistic sustainability approach that focuses on balancing the business world and the needs of human life with the sustainability of natural resources. Together with our subsidiaries, our Company complies with the main sustainability strategy determined by the Group.

The steps we took towards building a sustainable future and our efforts in 2023 were shared in our Integrated Sustainability Report, which we prepared for the first time in 2024. In 2024, we focused on Gensenta İlaç San. ve Tic. A.Ş. and Eczacıbaşı İlaç Pazarlama A.Ş., two comprehensive reports showing our sustainability strategy, performance, targets and progress towards achieving these targets for 2023 were prepared and disclosed on the Public Disclosure Platform.

The Integrated Sustainability Report 2023 - The Story of Our Passion provides a detailed overview of our key sustainability initiatives and activities, with best practice projects highlighting our achievements and impact.¹

Integrated Sustainability Report 2023 - The Truth About Our Actions presents a data-driven approach to analyze our sustainability performance and provides detailed insights into our sustainability practices.²

Turkish Sustainability Reporting Standards (TSRS) and the Scope of Implementation of Turkish Sustainability Reporting Standards were published in the Official Gazette dated 29/12/2023 and numbered 32414 (1.M), and the obligation of sustainability reporting started for our Company as of 01/01/2024. Work has started to publish the first TSRS-compliant Report for 2024, which will include detailed explanations, in 2025.

In the holistic sustainable development approach, a strategic plan is created that is compatible with the future in economic, environmental and social terms.

The management of risks related to occupational health and safety, product and service responsibility, innovation, business ethics, legal compliance, anti-bribery and anti-corruption is addressed not only within the scope of their strategic, operational and compliance impacts, but also within the scope of sustainability risk management efforts with their economic, social and environmental dimensions.

Eczacıbaşı Group supports the United Nations (UN) Sustainable Development Goals and continuously monitors and develops activities to achieve these goals. The Group prioritizes 12 UN Sustainable Development Goals that are strategically meaningful for the Group and its stakeholders. We strive to sustainably support the priority Sustainable Development Goals and focus our efforts on creating value for internal and external stakeholders.

¹ <https://www.eczacibasi.com.tr/assets/eis-storybook-1734955049.pdf>

² <https://www.eczacibasi.com.tr/assets/eis-factbook-1734955033.pdf>

SUSTAINABILITY

Human Resources

Our Company, which continues its activities with the awareness that its most important resource is people, implements the Eczacıbaşı Group Human Resources Policy.

According to Eczacıbaşı Human Resources Policy, the main objective of human resources is to have excellent human resources supported by the best human resources practices.

The process is as follows;

Choosing the Talent

Recruitment

The main purpose of the selection and placement system is to bring in the Group the persons whose education level is high, who are dynamic and open for innovation and changes, who have the entrepreneurial ability and the potential to develop themselves and their business, who train employees, who are able to work in a team, and who will adopt and protect the values of the Group.

The fundamental principle in the selection and placement system is to provide, without making any discrimination and granting privileges, equal opportunity for persons who are equipped with competences required by the job concerned (knowledge, skills, behavior) and who will embrace and keep alive the values of the Group.

In order for the candidate selection to be objective, selection tools the validity and reliability of which have been proven and which are based on science are used. Correct selection and correct application of tools and correct interpretation of data are the important criteria in standardizing the recruitment process.

Career Test Drive and Career Experience Drive

Career Test Drive is an internship program developed for students from the third year of their undergraduate and first year of their master's degrees to the final year of their undergraduate and master's degrees. This program offers various recruitment-oriented opportunities to promising students.

Interns, called "pilots" in the program, work on projects under the guidance of their mentors for at least the summer semester. Thus, they get the opportunity to know the culture, business approach, and processes of Eczacıbaşı.

Career Experience Drive is an internship program developed for final year undergraduate and graduate students of universities. Interns, who gain real work experience by working part-time until graduation, are prioritized for open positions across the Group after graduation.

Developing Talent

In Eczacıbaşı Group, it is believed that the development of employees can be achieved through constant learning and enlightenment, and it is aimed first to create an environment where everyone can constantly learn, experience, and develop.

Self-development and developing one's job, and creating value are deemed the primary liability of an employee. The management has adopted the responsibility for providing everyone with the necessary opportunities and guiding in order for employees to be fully informed within their specialty fields and to develop themselves and their jobs by using such information.

As is the case with all human resources practices, the training and development activities are also associated with the strategic targets and priorities of the Group. The current and future organizational and individual requirements are taken into consideration and the managerial and professional development requirements of employees are determined accordingly.

SUSTAINABILITY

Talent Management

Career Management

In Eczacıbaşı Group, career management is considered as a part of the strategic human resources planning. The career management is the human resources planning aimed at identifying the human resources requirements in line with strategic plans, and determining, primarily from the Group, and developing the human resources having the qualifications to satisfy such requirements.

The greatest power to achieve targets set through strategic plans is the employees who have adopted the values of the Group and who aim with their entire performance to achieve such targets. Managing the human resources in line with the said targets and in such a way to benefit from the effective and efficient synergy offered by being a Group is of great importance.

Performance Management

In Eczacıbaşı Group, the management of performance is deemed a fundamental approach. The Performance Management System is an effective and important management tool ensuring that the value created by individuals is directed in line with the common purposes and targets by integrating the corporate targets with individual targets.

With the Performance Management System, it has been aimed to strengthen and develop performance and to award those employees showing an outstanding performance, differently from the others.

Organizational Management

It is essential that the positions in the organizational structures of the organizations of Eczacıbaşı Group are assessed under a common methodology for all organizations of the Group and that their business size is determined.

Competence Management

In Eczacıbaşı Group, the Competence Set and Competence Evaluation Methodology is used in order to identify the strengths and development requirements of employees, to improve the individual and team performance by developing their business manners, and to provide employees with a more professional work environments and career development opportunities.

Talent Management

Regarding the investment in human, with the purpose of using the investment resources efficiently, a corporate resource management and "prioritization" systematic that is applied with the same understanding by all human resources managers is employed.

The Talent Management is the whole of integrated and systematic practices coordinated across the Group in order to train the new generations and future business leaders of the Group.

Remuneration Policy

Wage determination shall be free from any discrimination based on religion, language, race, or gender. The Human Resources Group Department conducts annual market salary surveys, considering both internal and external organizations, and reports the findings to the senior management of the Holding and its affiliates.

In addition, the Company's Remuneration Policy applicable to the Board of Directors and Senior Executives is available at <https://www.eczacibasi.com.tr/assets/ucretlendirme-politikasi-1699935778.pdf>

Code of Conduct

Our Company is a member of the Eczacıbaşı Group and applies the Human Rights Policy and Code of Conduct applicable to Eczacıbaşı Group companies. Please visit https://www.eczacibasi.com.tr/assets/Eczacibasi_Toplulugu_Insan_Haklari_Politikasi_rev00.pdf for the Human Rights Policy of our Group and <https://www.eczacibasi.com.tr/assets/eczacibasi-toplulugu-davranis-kurallari-1655355695.pdf> for the Code of Conduct.

Occupational Health and Safety

Our Company and our subsidiaries also implement the Occupational Health and Safety (OHS) policies of the Eczacıbaşı Group, which attaches utmost importance to Occupational Health and Safety and prioritizes employee health and safety above all else.

The Gender and Equal Opportunity Policy and Occupational Health and Safety Policy prepared by Eczacıbaşı Holding Sustainability Department and related departments were adopted and entered into force on December 30, 2021, while the Environment and Climate Change Policy, Environmental, Social and Corporate Governance Policy and Human Rights Policy were adopted and entered into force on 30.05.2023 by the Board of Directors of our Company. In addition, the Gender and Equal Opportunity Policy and Occupational Health and Safety Policy were revised on May 30, 2023 and published on the Company's website. All policies of the company can be accessed at <https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/kurumsalyonetim> The policies approved by the Board of Directors of Gensenta on 03.08.2023, Eczacıbaşı İlaç Pazarlama on 03.08.2023 and Eczacıbaşı Monrol on 01.09.2023 were published on the websites of the companies. In addition, approved policies were shared with employees through written communication.

One of the primary sustainability goals of the Eczacıbaşı Group is to provide a safe and healthy working environment for its employees in the field of Occupational Health and Safety. The Eczacıbaşı Group Occupational Health and Safety Committee is responsible for monitoring and reporting OHS performance and occupational diseases in Group organizations and identifying good practices to improve performance.

Within the scope of OHS activities, Eczacıbaşı Group and its subsidiaries are committed to ensuring safe and healthy working conditions for employees and all relevant stakeholders with whom it interacts in the focus of OHS, to continuous improvement and to ensure compliance with the legislation in force and other conditions to which organizations are subject in their fields of activity.

In 2024, employees were provided with trainings within the scope of legal requirements regarding occupational health and safety. In all organizations of the Eczacıbaşı Group, projects are carried out to continuously improve occupational health and safety performance, identify sources of issues and take precautions, and raise employee awareness. The OHS performance of the Company's subsidiaries in the healthcare sector is shared in the Company's Integrated Sustainability Report.

VitrA Karo, a subsidiary of our Company, has ISO 45001 Occupational Health and Safety Management System Certificate in its production facilities in Turkey as well as Gensenta, another subsidiary of our Company which has the certificate in its production facilities.

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Environment

Our Company, which advances its processes with the awareness of leaving a livable environment for future generations, follows and implements the environmental management policies and practices of the Eczacıbaşı Group.

Applications for management system certifications such as ISO 14001 are applicable to the Company's subsidiaries and affiliates with operations in our production. VitrA Karo, Gensenta and Eczacıbaşı Monrol have ISO 14001 Environmental Management System Certification.

Corporate Social Responsibility

CONTRIBUTION TO SOCIETY

The Eczacıbaşı Group designs and executes its social investments with the understanding of being the pioneer of a modern, quality and healthy life.

The values that are the legacy of its founder Dr. Nejat F. Eczacıbaşı still guide social investment efforts today. Inspired and empowered by the idea that "the true measure of private enterprise is the level of success in increasing the existence of society", Eczacıbaşı adopts a social impact-oriented perspective in its services to society. It focuses on the positive transformation that will be created in the lives of its stakeholders in the long term.

The Eczacıbaşı Group considers contributing to social development in the fields of culture and arts, sports, education, science and informatics among its fundamental responsibilities, and carries out its services for the community through the institutions that the Eczacıbaşı Group has directly established or in which it plays an active role.

1. YOUNG PEOPLE HAVE A SPECIAL PLACE IN ECZACIBAŞI

Raising a generation equipped with the values of contemporary civilization and culture is among the most important areas of social investment for the Eczacıbaşı Group. With this understanding, it has been implementing programs that contribute to the holistic well-being of young people since its establishment.

This process started with supporting the physical and emotional empowerment of young people through sports, and continued in the following years with long-term programs to support their participation in life in different fields such as education, culture, arts and science.

Today, all of its social impact-oriented activities targeting young people are carried out under the umbrella of "Young People Have a Special Place in Eczacıbaşı".

1.1 Dr. Nejat F. Eczacıbaşı Education Scholarship Program

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

In addition to supporting career development through bootcamps, competitions, training programs, mentoring, facility and organization visits, the Group encourages young people to participate in social life with privileges in sports, culture and arts.

The scholarship program, which started in 2023 by supporting 500 university students, covers different categories including undergraduate scholarships (students ranking in the top 20 thousand in the university exam), outstanding achievement scholarships (students ranking in the top 5 thousand in the university exam) and scholarships for female students affected by the earthquake. 400 female students who were affected by the earthquakes on February 6, and whose families are in the earthquake zone, will receive

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scholarships and other opportunities for 4 years, which will be an important support to ensure that their education is not interrupted.

1.2 Eczacıbaşı Young Ticket

Since its foundation, the Eczacıbaşı Group has been one of the most supportive organizations in our country, believing in the vital value of art for people. The Eczacıbaşı Group, which works to support art lovers as well as the development of art in our country, and which believes that "young people have a special place in Eczacıbaşı", launched the Eczacıbaşı Young Ticket project in 2022 to increase the access of young people to cultural and artistic activities. In 2024, Istanbul Foundation for Culture and Arts (İKSV) supported young people's participation in life through art by offering student category tickets to all events throughout theyear for TRY 20.

Since 2022, 95% of the tickets offered as part of the Eczacıbaşı Young Ticket at İKSV festivals are sold out within the first 4 hours. With last-minute door operations at events where there is availability, we have supported young people to meet with art with almost 120 thousand tickets in more than 1700 different events to date.

In 2024, Eczacıbaşı Young Ticket was selected as the most successful corporate social responsibility project in the eyes of the business world in the 19th "Corporate Social Responsibility Survey" conducted by Capital Magazine with Gfk. The campaign film prepared for the project won Crystal Apple, Silver Felis and Felis Awards.

1.3 Young Tuesday

In 2023, Eczacıbaşı Group also sponsored the Young Tuesday program at Istanbul Modern in order to increase the participation of young people in art events and facilitate their personal experience of art. In 2024, with Young Tuesday, more than 40,000 young people between the ages of 18 and 25 explored the museum free of charge every Tuesday between 10:00-14:00. 337 young people participated free of charge in the artist workshops and talks organized every month as part of Young Tuesday.

1.4 TEV - TEV UK - Eczacıbaşı Imperial College London Higher Education Scholarship

Eczacıbaşı Group, in collaboration with Imperial College London and TEV UK, offers postgraduate scholarships to Turkish students in the fields of engineering and natural sciences. Two students benefited from this scholarship in the 2023-2024 academic year.

1.5 Dr. Nejat F. Eczacıbaşı Foundation Music Scholarships

Dr. Nejat F. Eczacıbaşı Foundation contributes to the virtuoso training of young artists with exceptional talent in the field of music. To date, the Foundation has contributed to the education of 166 young musicians, and in 2024, it has enabled 13 young musicians to continue their education in five different countries in Europe.

1.6 Dr. Nejat F. Eczacıbaşı Young Designer of the Year Special Award

Since 1988, the Dr. Nejat F. Eczacıbaşı Foundation has been supporting the field of design in Turkey and every year supports the Young Designer of the Year Award given by the Graphic Designers Professional Organization (GMK). In 2024, the Dr. Nejat F. Eczacıbaşı Foundation Young Designer of the Year Special Award was given to Eda Gündüz.

2. CONTRIBUTION TO CULTURE AND ARTS

Believing in the healing power of art in every field, the Eczacıbaşı Group contributes to the development of social life in the field of culture and arts through its foundations and long-term projects.

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2.1 Istanbul Foundation for Culture and Arts

The Istanbul Foundation for Culture and Arts, of which Eczacıbaşı Group is the founding sponsor, was established in 1973 on the initiative of Dr. Nejat F. Eczacıbaşı. A non-profit cultural institution, İKSV organizes the Istanbul Music, Film, Theater and Jazz Festivals, the Istanbul Biennial, the Leyla Gencer Singing Competition, the autumn film week Filmekimi, and various culture and arts events throughout the year.

In addition to festivals and regular events, İKSV hosts events from different disciplines of culture and arts at Salon İKSV in the Nejat Eczacıbaşı Building, and offers creative activities for children and young people at İKSV Downstairs. Furthermore, İKSV coordinates the Turkey Pavilion at the Venice Biennale International Art and Architecture Exhibitions, conducts studies and prepares reports to contribute to cultural policies. In order to support artistic and cultural production, İKSV also awards prizes, creates artist funds, participates in national and international co-productions, and runs a residency program at the Cité Internationale des Arts in France.

In addition to the festival awards, İKSV also offers prestigious awards such as Aydın Gün Incentive Award, Talât Sait Halman Translation Award and Gülriz Surururi-Engin Cezzar Theater Incentive Award.

In 2024, İKSV festivals brought together contemporary culture and art productions from Turkey and around the world with audiences and hosted the Turkish premieres of many works. Throughout the year, 122 concerts, 192 film screenings and 19 theater and dance performances were held, reaching a total audience of nearly 300 thousand people.

Through the Young Artist Fund established in 2022 for İKSV's 50th anniversary, a total of USD 100,000 was contributed to 11 new cultural productions in 2024. In addition, the 10th Leyla Gencer Singing Competition, held every three years, was organized in 2024, with 42 young opera singers from 17 countries competing for prizes in the final series of the competition in Istanbul.

2.2 İstanbul Modern

Istanbul Modern, the founding sponsor of the Eczacıbaşı Group, was established in 2004 as Turkey's first private museum of modern and contemporary art. The museum aims to promote the widespread adoption of modern and contemporary art, contribute to new artistic productions and share Turkey's artistic heritage with the world. To this end, the museum provides services in areas such as permanent and temporary exhibitions, photography and new media exhibitions, educational programs, cinema screenings, research library, café and store. Since its foundation, the museum has hosted 10 million visitors and provided free art education to 1 million children and young people.

Istanbul Modern opened its doors in May 2023 in its new building designed by Pritzker Prize-winning architect Renzo Piano and Renzo Piano Building Workshop. In the last 20 years, Istanbul Modern has organized 9 collection exhibitions, 84 temporary exhibitions and 45 photography exhibitions. Hosting a total of 17 exhibitions in Turkey and abroad, the museum has met more than 1 million children and young people in more than 1,000 free educational programs, organized 3,500 events, and screened nearly 4,000 films at Istanbul Modern Cinema.

In 2024, with the main sponsorship of Eczacıbaşı Group and Vitra, the first solo exhibition of the renowned artist Olafur Eliasson in Turkey, "Olafur Eliasson: Unexpected Encounters" was organized and visited by more than 600,000 visitors.

In the same year, Istanbul Modern was included in Architectural Digest's "Wonders of 2024" list and National Geographic's "Best of the World" list of cultural destinations, and was also named "Building of the Year" by ArchDaily. The museum won the first prize in the "Completed Buildings - Culture" category of the World Architecture Festival (WAF) and was included in the "Best of the Best" list of the Architecture MasterPrize award program.

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Most recently, Istanbul Modern received the "Exemplary Museum Practice" award from the International Committee of Museums of Modern Art (CIMAM). The museum won this award as part of the "In the Footsteps of a Dream" education program, which promotes gender equality.

2.3 Izmir Culture Art Education Foundation

Founded in 1985 by Dr. Nejat F. Eczacıbaşı, the Izmir Foundation for Culture, Arts and Education (İKSEV) hosts the International Izmir Festival. The festival, which features music, dance and theater performances, is a member of the European Festivals Association (EFA). İKSEV has been organizing the Izmir European Jazz Festival since 1993 and provides jazz education opportunities for young musicians by organizing master classes and workshops.

In 2024, İKSEV organized the 37th International Izmir Festival and the 31st Izmir European Jazz Festival. Held between June 7 and July 26, 2024, the International Izmir Festival hosted 287 artists and organized concerts in 10 different historical venues. Between March 7 and 20, 2024, the Izmir European Jazz Festival organized six concerts, two exhibitions, one seminar and six workshops.

Organizing the Dr. Nejat F. Eczacıbaşı National Composition Competition since 1998, İKSEV has contributed 207 symphonic works to the polyphonic music of Turkey.

2.4 Beyhan Eczacıbaşı Youth Literature Female Writer of the Year Award

Launched in 2023 by the Dr. Nejat F. Eczacıbaşı Foundation, the Beyhan Eczacıbaşı Young Adult Literature Woman Writer of the Year Award aims to support women writers working in the field of young adult literature and to provide equal opportunities in the literary world.

Beyhan Eczacıbaşı, for whom the award is named, is known for her book "Snow Tales", inspired by the fairy tales she used to tell her children.

In 2024, the award was given to Meral Karamuk Uğurşan for her book "Mole'eğin Sırrı - Gizli İşler 2" published by Sadık Uygun Publishing.

2.5 Eczacıbaşı Photographers Series

The series, published by the Dr. Nejat F. Eczacıbaşı Foundation, is the most important part of the Eczacıbaşı Group's nearly 60-year tradition of photography publishing. Each year, the series focuses on a different photographer who has left a mark on our cultural world and reveals the most striking works of our country in this field. Each photographer's work is presented as a retrospective selection with artistic integrity and is presented as a reference book.

In 2024, the 14th book in the series featured a retrospective of photographer Nusret Nurdan Eren. In October 2023, the artist, who passed away during the preparation of the book for publication, drew attention with her unique typologies and disciplined working method, and made valuable contributions to the art of photography with her strong photographic compositions.

3. CONTRIBUTION TO SPORTS

Eczacıbaşı Group aims to increase the participation of young people in sports in Turkey and contribute to social development through sports with the Eczacıbaşı Sports Club, which it founded in 1966. Since its foundation, the club has pioneered the training of thousands of athletes and made significant contributions to Turkey's achievement of world-class standards in sports. Today, the club focuses on women's volleyball and increases the global recognition of Turkish volleyball with its international successes.

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3.1 Eczacıbaşı Sports Club

Eczacıbaşı Sports Club is the team with the most championships in the Turkish Women's Volleyball League and the first club to win the FIVB Women's Club World Championship twice in a row (2015 and 2016). The club won 28 Turkish League Championships, 9 Turkish Cup victories and 12 European Cup finals, winning the European Cup Winners' Cup in 1999.

Along with the A team, the club also has three youth teams. These youth setup teams train athletes for the A team and other teams in the Turkish 1st League, while also contributing to the Turkish Women's National Volleyball Team. The club, which has won more than 40 youth championships to date, cooperates with many private schools and universities to support the development of young athletes. The number of athletes trained and licensed in the club's youth setup has exceeded 11 thousand.

In 2015, Eczacıbaşı Sports Club launched the Slam Dunk for the Future project in collaboration with ES Volleyball Sports Club. The initiative aims to expand access to sports for young girls and promote their participation in volleyball. Since its inception, the program has introduced volleyball to 28,000 young girls across 22 campuses.

In the 2024-2025 season, 4,650 students participated in the program, of which 3,450 were trained in volleyball schools and 2,100 were licensed athletes.

The positive impact of volleyball on girls and young women is widely recognized. Introducing girls to sports at an early age contributes to raising them as healthy, confident, competent and strong individuals. Furthermore, the achievements of the club teams inspire young women to take an active role in all aspects of life.

To this end, Eczacıbaşı Sports Club encourages the creation of a sports culture with the aim of increasing girls' participation in sports and bringing volleyball to more young girls. Thanks to its social impact approach in this area, the Group was awarded the "Women and Sport World Cup Award" by the International Olympic Committee in 2018. This award recognizes the club's achievements in the international arena, as well as its efforts in bringing thousands of young girls into sport and increasing the presence of women in sport for more than 50 years.

4. CONTRIBUTION TO SCIENCE

Curiosity, critical thinking and a passion for learning are values that stand out in both the professional processes and social contribution projects of the Eczacıbaşı Group.

Recognizing the vital importance of science for human life and societal progress, the Group continues to invest in the development of the research ecosystem. Encouraging scientific thinking, Eczacıbaşı aims to strengthen the integration between education, research and economic development.

In this context, it supports and rewards scientific research in the fields of medicine, chemistry and pharmacy. At the same time, it supports technology-oriented transformation by contributing to developments in the field of informatics.

4.1 Dr. Nejat F. Eczacıbaşı Medical Awards

Dr. Nejat F. Eczacıbaşı believed that the business world had a responsibility to support scientific research. As a businessman, he sought to advance scientific progress in Turkey and foster a productive dialogue between academia and the private sector. In line with this vision, he established the Dr. Nejat F. Eczacıbaşı Medical Awards in 1959 to support, encourage, and recognize high-quality medical research in Turkey. To date, the program has granted 36 Medical Science Awards, 46 Medical Incentive Awards, 20 Medical Student Project Awards, and supported 181 studies under the Scientific Research Support Awards.

4.2 Informatics Foundation of Turkey

Founding sponsor of the Group, the Turkish Informatics Foundation (TBV) operates as a multi-stakeholder non-governmental organization that aims to contribute to Turkey's technology-based development and transformation with the vision of "technology for good". TBV conducts scientific research, analyzes the social and economic impacts of new technologies, develops and implements projects with qualified collaborations.

While many national and international activities are carried out within TBV, 6 important EU projects have been completed and realized in the last 10 years. With the last EU project completed, TBV has gained the right to become a National Certification Center for important professions in the IT sector.

Founded on April 14, 1995 by 114 institutions and 178 individuals who are members of these institutions, TBV, which has over 400 members as of today, brings together many of Turkey's most important institutions in the field of technology, and contributes to updating the qualifications of trainers while bringing together thousands of young people with like-minded people in the field of new technologies through a strong network and many collaborations. Through platforms such as Blockchain Turkey, AITR, Start Point, and Digital Turkey, TBV promotes technology and innovation while fostering effective collaboration to support the responsible advancement of digital transformation across society and institutions. It also raises awareness of emerging life models shaped by technology. Additionally, through the Founder One impact investment fund, TBV strengthens the technology ecosystem by supporting next-generation startups.

In November 2024, the Informatics Foundation of Turkey (TBV) organized a conference titled "Artificial Intelligence for the Environment". The event was held in Istanbul with the participation of the Vector Institute, with which TBV collaborated on "Artificial Intelligence for the Environment". During the conference, experts emphasized the role of artificial intelligence in combating climate change and the importance of environmentally friendly artificial intelligence.

For its work on the AITR platform, TBV received the gold award in the Non-Governmental Organizations category, presented by the Artificial Intelligence Factory of the İşbank Group. This award crowns TBV's mission of leading Turkey's digitalization journey and bringing technology-oriented values to society.

In 2024, TBV completed the "Technology, Law and Ethics" section of the 3rd Informatics Council conducted by the Digital Transformation Office of the Presidency of the Republic of Turkey. This Council aims to shape Turkey's 2030 IT targets.

As a result of a successful European Union (EU) project (VOC), TBV was accredited by TÜRKAK to conduct examinations and certification activities for six different national qualifications. In this context, TBV established an examination center at its headquarters in Karaköy and furthered its activities in this field.

5. ECZACIBAŞI VOLUNTEERS

Operating since 2007, Eczacıbaşı Volunteers is an initiative that aims to provide social benefit to the society and the environment in areas where our Group creates economic, social and environmental value.

Eczacıbaşı Volunteers carry out activities in the fields of education, healthcare, culture, arts, science, sports, nature conservation and humanitarian aid in the light of our fundamental goal of leading a modern, quality and healthy life.

Eczacıbaşı Volunteers carried out the following actions throughout 2024:

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- * They carried out activities to contribute to the psychosocial development of more than 750 children.
- * They delivered support to meet the priority needs of women affected by the February 6 earthquakes.
- * Within the scope of October 4th World Animal Protection Day, they joined forces to meet the needs of nearly 1000 pawed friends in 3 different shelters.
- * They shared the New Year's excitement of more than 150 children with heartfelt gifts.
- * They met the 1-year scholarship needs of 2 female students with the GeleceğizBiz Scholarship fund under the roof of TEV under the leadership of the Istanbul Marathon running team.
- * They collected 2 tons of waste in Yalova region with the coastal cleaning work.
- * They participated in sapling planting activities within the scope of National Afforestation Day.

Sustainability Principles Compliance Statement

SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK DECLARATION

The Communiqué numbered II-17.1.a on amendment to the Corporate Governance Communiqué of the Capital Markets Board numbered II-17.1 was promulgated in the volume of the Official Gazette dated 02.10.2020 and numbered 31262. Within scope of amendments to the Corporate Governance Communiqué (Communiqué), “Sustainability Principles” have been laid down compliance with which is voluntary. Our Company voluntarily adopts the said Sustainability Principles Compliance Framework as a requirement of its general targets for adherence to Corporate Governance Principles. In this context, the Company aims to adhere to the Sustainability Principles so published within a frame suitable for its fields of activity, partnership and affiliate structure, organizational, corporate and operational qualities.

Partial compliance has been achieved due to the nuances between some of the Sustainability Principles referred to in the Communiqué and our Company's current practices; the realization of some principles requires comprehensive evaluation and field studies, and the existence of sectoral and reliable data on a national and international scale. The principles that have not been put into practice are still being worked on, and it is planned to implement the principles in line with the current structure of the Company.

Although no adverse impact is observed in the reporting period of 2024 activity year in terms of environmental and social risk management due to principles that have not been put into practice or the Company has not fully complied with, it is predicted that uncertainties associated with environment and social risk in terms of risk management owing to enhanced compliance in future periods.

GENERAL PRINCIPLES

Our Company reflects sustainability policies, risks and opportunities approved by the Board of Directors in its strategies. Risks such as occupational health and safety, product and service liability, innovation, business ethics, legal compliance, anti-bribery and anti-corruption are important in terms of their impact on strategic, operational and compliance risks, ensuring business continuity and increasing the resilience of operations. The Company assesses the risks and opportunities regarding its activities and decisions, through the Committee of Early Detection of Risk, within the framework of a systematic risk management model. In these assessments, sustainability risks, which include social, economic and environmental risk factors, are also addressed.

The ESG Commission, established to be responsible for the formulation and execution of environmental, social and governance (ESG) policies, reports to the Corporate Governance Committee within the Company organization. The report on the activities carried out in 2024 was submitted by the ESG Commission to the Corporate Governance Committee and the Board of Directors on December 27, 2024.

SUSTAINABILITY

The Company carries out its activities in compliance with the policies established for the Eczacıbaşı Group, of which it is a member. ESG policies, which are submitted to the opinion of Eczacıbaşı Holding ESG Committee under the leadership of Eczacıbaşı Holding Sustainability Department, are approved by Eczacıbaşı Holding Board of Directors. Our Company's Board of Directors evaluates the policies prepared for the Company and the policies created for the Eczacıbaşı Group and approves them if deemed appropriate.

The policies published for the Company in this context are the Disclosure Policy, Dividend Distribution Policy, Remuneration Policy, Donation and Aid Policy, Occupational Health and Safety Policy, Gender and Equal Opportunity Policy, Environment and Climate Change Policy, Environmental, Social, Corporate Governance Policy, Human Rights Policy, and Personal Data Protection Policy.

During the reporting period, information activities for Group employees on Human Rights, Gender and Equal Opportunities, Environment and Climate Change, Environmental, Social, Corporate Governance, Occupational Health and Safety Policies were carried out.

Within the content of these policy texts; compliance with the Company's Universal Declaration of Human Rights, ILO Conventions ratified by Turkey, legal regulations governing human rights and working life; women's employment in recruitment and subsequent human resources management processes, inclusiveness; prevention of discrimination, child labour, forced labor and human rights violations; investments in employees, fringe benefits, freedom of association, talent management, business ethics, protection of personal data and similar issues mentioned in the Sustainability Principles are defined as well as the roles and responsibilities regarding the implementation of these policies. In addition to this, these policies define the mechanisms, related parties and appeal bodies where employees and related stakeholders can submit their complaints.

The Holding ESG Committee, which is formed as a sub-committee of Eczacıbaşı Holding Board of Directors, is informed about the sustainability activities and plans of the Group every quarter.

The main sustainability Key Performance Indicators (KPIs) of our company and some of our subsidiaries and affiliates, as determined by the Eczacıbaşı Group, are monitored. In the Eczacıbaşı Group Integrated Sustainability Report³ and Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Integrated Sustainability Report⁴, values consolidated at the Group scale and verified by an independent audit firm are shared. Explanations on the scope, temporality and limitations of the information included in the reporting study are included in the content of the Group and Company Sustainability Reports.

³ As of the publication date of our annual report, Eczacıbaşı Group Sustainability Report for 2024 has not been published yet. Sustainability reports of previous years are available at <https://www.eczacibasi.com.tr/politika-ve-raporlar>.

⁴ As of the date of publication of the annual report, Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar 2024 Sustainability Report has not yet been published. 2023 sustainability reports are available at <https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/finansal-bilgiler>.

SUSTAINABILITY

It is not possible to make a sector-comparative statement regarding the company's performance, since there is no reliable sector-wide data in the fields of activity of the company's affiliates and subsidiaries.

At Eczacıbaşı Group, innovation and entrepreneurship efforts aim to create impact and benefit for the future and sustainability of the universe and society we live in, and to pioneer innovation. With the responsibility of creating and strengthening a corporate culture that nurtures innovation, projects are developed in identified focus areas. The Group's innovation strategy and the sustainability-related aspects of innovation activities carried out in subsidiaries are shared in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In line with the identified innovation strategic focus areas, innovation projects that support sustainability goals are prioritized.

While the main elements of our sustainability activities are included in this section of our annual report, the main communication tools used to share detailed information about the sustainability activities, including environmental information, of the Eczacıbaşı Group, of which our Company is a member, are the Eczacıbaşı Group's corporate website, the Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Integrated Sustainability Report. The Eczacıbaşı Group and Company Sustainability Report is published with reference to the United Nations Global Compact ("UNGC") criteria, the International Integrated Reporting Council ("IIRC") framework, the World Economic Forum ("WEF") stakeholder capitalism metrics and the principles set out in the Global Reporting Initiative ("GRI") standards. In addition, the Eczacıbaşı Group Integrated Sustainability Report for 2023 and the Eczacıbaşı Pharmaceutical and Industrial Investment Integrated Sustainability Report 2023 // Story of Our Ambition, Facts about Our Actions were approved by GRI.

The Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report include corporate policies and strategies for the Group's sustainability priorities shaped by stakeholder views, short and long-term goals, comparative results achieved in these goals over the years, improvement activities and good practice examples to increase the sustainability performance of the Group companies in their business processes, products and services and to realize their goals. The reports include communication channels where stakeholders can convey their questions and opinions. Reports are published in the UNGC system as well. The United Nations (UN) Sustainable Development Goals adopted for the Eczacıbaşı Group cover all Group companies including our Company and are disclosed to the public through prioritized UN Sustainable Development Goals sustainability reports. Among the UN Sustainable Development Goals, Goal 3: Good health and well-being, Goal 4: Quality education, Goal 5: Gender equality, Goal 6: Clean water and sanitation, Goal 7: Affordable and Clean Energy, Goal 8: Decent work and economic growth, Goal 9: Industry, Innovation and Infrastructure, Goal 10: Reduce inequality, Goal 12: Responsible consumption and production, Goal 13: Climate action, Goal 15: Life on land and Goal 17: Partnership for the goals, are prioritized.

Our company pays the utmost attention to the principles of transparency, objectivity and reliability as required by the Eczacıbaşı Group corporate working principles and corporate governance principles and observes compliance with these principles in its activities and public statements.

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Pursuant to Corporate Governance Principles and business ethics rules, observing legal compliance in its activities is among the basic priorities of our Company. In this framework, compliance with the legislation related to social, economic and environmental fields is ensured. During the reporting period, no non-compliance with environmental laws and regulations was reported/identified. In addition, there are no lawsuits filed against the Company or concluded within the period regarding environmental, social and corporate governance matters.

ENVIRONMENTAL PRINCIPLES

Since the Company runs its operations within structure of Eczacıbaşı Group, the Company follows policies and practices on environment management, as designated for the Group. Management system certifications such as ISO 14001 and ISO 27001 apply to the Company's subsidiaries and affiliates with production operations. In addition, Eczacıbaşı Monrol Gebze facility has an ISO 9001: 2000 Quality Management System.

The Group's targets, which are determined in line with the relevant policies and business strategies, include environmental areas and are included in the corporate targets of the Group companies with production activities and in the annual plans of the Group's senior executives. Thus, the environmental performance to be obtained is also encouraged. The business goals and processes determined for the Group and applicable within the framework of our activities and organizational structure applies to our Company as well.

The Eczacıbaşı Group carries out policy-making processes on environmental issues, and the policies are evaluated and approved by the Eczacıbaşı Holding Board of Directors. In order to ensure effectiveness in sustainability activities, we work with various non-governmental organizations and the list of these organizations is published in the Integrated Sustainability Reports.

Data pertaining to the Company's subsidiaries and affiliates engaged in production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports of subsidiaries and affiliates can also be published. The data are shared on a consolidated basis and comparatively by year, and information such as data calculation methods, standards and principles are included in the report.⁵ Energy consumption and renewable energy generation data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025. Value chain management processes across the Group are included in the Integrated Sustainability Reports. Data on environmental management of the Company and its subsidiaries are prepared using invoices, meters and declarations made to the ministry.

As our Company carries out its operations within the Eczacıbaşı Group, it follows the climate actions and strategies created for the Group in general. Despite the difficulties in combating the climate crisis, the Eczacıbaşı Group prioritizes the integration of new strategies into the Group in line with the risks and opportunities identified and the priorities of the organizations. Studies are carried out to ensure that the Eczacıbaşı Group is minimally affected by the climate crisis and to assess its situation regarding the climate risks that may arise during the struggle process. It is aimed to identify and analyze sustainability risks and create action plans against them in order to raise the sustainability efforts carried out in all Group companies to a more competitive level on an international scale.

⁵ 2024 Sustainability Reports have not yet been published.

SUSTAINABILITY

Group climate action strategies are disclosed in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. The ESG Committee established within Eczacıbaşı Holding, the Holding Sustainability Department and the Sustainability Committees of the Group companies are responsible for the realization of the relevant activities. The efforts to reduce the climate impact of the products and services of our company's subsidiaries and affiliates with production activities are included in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. The organization-specific data of VitrA Karo, a subsidiary of the Company, is included in the sustainability report published by the Company.

A carbon pricing system is not yet implemented in our country. During the reporting period, no action on carbon credit for accumulated or purchased carbon credit and carbon pricing was taken.

Putting into practice the carbon pricing will be re-considered in the upcoming period.

SOCIAL PRINCIPLES

Like all Eczacıbaşı Group companies, our Company considers compliance with internationally recognized business ethics principles and applicable legal regulations as the minimum working standard in all its activities and affairs. Business ethics, internal audit and legal compliance activities across the Group are carried out under the coordination of the Audit Board, Human Resources Group, Chief Legal Advisor and Ethics Committee.

As a signatory of the UN Global Compact, Eczacıbaşı Group has adopted the principle of zero tolerance to discrimination, bribery and corruption. In the Human Rights Policy published on the Eczacıbaşı Group's corporate website, issues such as freedom of association and anti-corruption, Protection of Privacy are explained, and necessary trainings and informative activities are organized for Group employees. In addition, the "Eczacıbaşı Group Code of Conduct Handbook" published on the Eczacıbaşı Group website is also accessible to all relevant stakeholders as well as employees. It is aimed to keep the awareness of Group employees at a high level through periodic information and reminder messages. Pursuant to the Code of Conduct, all Group employees are obliged to notify the Ethics Committee through notification channels in the event of any violation of the Code of Conduct, particularly bribery, corruption, violation of rights and conflict of interest. All reports are evaluated within the framework of the principle of confidentiality in order to protect the whistleblower. Primary rules regulating relations of Group companies with customers are laid down in Eczacıbaşı Group's Code of Conduct document. Information and contact details for mechanisms by which customers or other stakeholders may convey their complaints related to violation of such rules are also available at this document.

Within the scope of the Eczacıbaşı Group's basic motivation of "equal opportunities for all" that guides its human resources strategies, equal opportunity has been recognized as one of the main priorities in its sustainability efforts. The primary objective in this direction is to increase the number of female employees within the Group, as well as to increase the rate at which female employees take part in management processes. Equal opportunity activities coordinated across the Group are carried out by the Equal Opportunity Committee, where all organizations are represented. The Committee evaluates the Group's approach and work on equal opportunities by following national and international practices and current developments, and makes recommendations for improvement. In 2013, Eczacıbaşı Group signed the UN Women's Empowerment Principles (WEPs). In the same year, by joining the Equality at Work Platform established under the coordination of the World Economic Forum and the Ministry of Family and Social Policies, and by establishing Gender Equality Training Programs, the Company accelerated its efforts for equal opportunities.

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As of 2017, with the equal opportunity platform called "birlikteBİZ", the Company has started to reconstruct all its business processes, from recruitment processes to leadership approach. Thus, a transformation has begun at all levels of the Community that will contribute to Turkey's future.

Working in cooperation with McKinsey, an international consulting firm with significant global work in the field of equal opportunity, the Eczacıbaşı Group has taken action to improve its current situation to the "best". The project aims to regularly monitor the Group's performance on equal opportunities, identify relevant action steps and improve it through new practices and policies. By publishing a manifesto, the Group announced to its employees and the public its commitment to the issue and its goals with a particular focus on women's employment. Accordingly, human resources policies have been developed to facilitate women's empowerment while participating and working in business life.

Nursery support is offered to female employees in all campuses and offices. Paternity leave is applied for three weeks after the birth and one day a week for up to three weeks thereafter. In addition, the 'Working Children Education Scholarship Program' continues to support the education of working children. Under this program, the children of our employees who meet the specified criteria are supported in their education.

Eczacıbaşı Group organizations provide a fair working environment for their employees, do not tolerate human rights violations in business life, and avoid being a party to these violations. Within this framework, practices such as child labor and forced labor are prohibited activities throughout the Eczacıbaşı Group. There is no discrimination based on age, gender, language, belief or ethnic origin in recruitment and subsequent processes. The rights of employees to unionize and organize are protected and the necessary environment is prepared for them to exercise these rights freely, and constructive relations are established with trade unions. The Human Resources Practices Handbook and Eczacıbaşı Group Code of Conduct Booklet are the basic documents that guide our employees on the Group's human rights and freedom of association practices, Group values and code of conduct.

It is essential to apply objective criteria in remuneration, which is an important indicator of ensuring equal opportunities. The Eczacıbaşı Group guarantees that there is no discrimination in the wages of employees in similar positions in its wage policy. Occupational health and safety data for the Company's subsidiaries are published in consolidated form in the Company's Integrated Sustainability Report.

The success and commitment of the employees brings with it the success of the Group. Eczacıbaşı Group helps employees discover their potential throughout their careers and supports their personal and professional development. Employees are offered opportunities for talent development, motivation enhancement, strengthening team spirit and career development. The Group utilizes a back-up system whereby positions that arise in the Group are filled primarily by Group employees. Talent management efforts focus on recruiting, retaining and developing the talents of the most talented individuals. Employees are encouraged to discover their potential and develop their skills, and in this context, employees are offered training opportunities to improve their professional knowledge, leadership and management skills.

Since employee satisfaction plays a key role in the formation and strengthening of employee loyalty, practices such as flexible working hours and remote working are used to increase employee motivation and satisfaction. Employees are supported to take part in management mechanisms through performance evaluation, open access to management, strategy meetings, innovation and entrepreneurship teams and the suggestion system used throughout the Group.

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Providing a safe and healthy working environment for employees is among the main sustainability goals of the Eczacıbaşı Group. The Group Occupational Health and Safety Committee, composed of managers and leaders in the Occupational Health and Safety teams of Group organizations, is responsible for monitoring and reporting OHS performance and occupational diseases in Group organizations and identifying good practices to improve performance.

Eczacıbaşı Group's sustainability roadmap is shaped within the framework of the expectations and needs of all stakeholders. In this framework, the needs and priorities of various stakeholder groups are also evaluated in consultation with them in the processes of determining Eczacıbaşı Group Sustainability Priorities, which are also binding for the Company. The explanations regarding stakeholder communication activities included in the Eczacıbaşı Group Integrated Sustainability Report are also applicable for the Company.

Our Company supports local and international initiatives of which the Eczacıbaşı Group is a signatory or supporter.

With the completion and implementation of the activities envisaged regarding the principles in line with the current structure of our Company on sustainability, concrete efforts have been made to be included in the Borsa Istanbul Sustainability Index and international sustainability indexes.

CORPORATE GOVERNANCE PRINCIPLES

The principles that must be complied with within the scope of the Capital Markets Board Corporate Governance Communiqué numbered II.17.1, which is in force, has been fully complied with by our Company. Although it is aimed to fully comply with the noncompulsory Corporate Governance Principles, it has not been possible yet to achieve full compliance due to the reasons such as the difficulties encountered in the implementation of some principles, the ongoing discussions in terms of compliance with some principles both in our country and in the international platform.

The principles that have not yet been put into practice are being worked on and it is planned to put into practice administrative, legal and technical infrastructure works that will contribute to the effective management of our Company.

There is no conflict of interest resulting from those principles that have not been put into practice yet. Detailed information on the subject is provided in the Corporate Governance Section of our annual report.

Our Company takes into consideration the issue of sustainability, the environmental impact of its activities and the principles in this regard while determining its corporate governance strategy. The sustainability program carried out throughout the Eczacıbaşı Group is shaped in line with the expectations and needs of all stakeholders and explanations on stakeholder communication activities are included in the Eczacıbaşı Group Integrated Sustainability Report and Company Integrated Sustainability Report.

The social investment and social responsibility activities carried out by the Eczacıbaşı Group are disclosed in the Eczacıbaşı Group Sustainability Reports, and Company Integrated Sustainability Report and on the corporate website: <https://www.eczacibasi.com.tr/tr/toplumsal-sorumluluk>. The disclosures made in accordance with the Sustainability Report template determined by the CMB's decision dated 23.06.2022 and numbered 34/977 regarding the 01.01.2024-31.12.2024 activity period of our Company can be accessed from the <https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/kurumsal-yonetim> website and the Public Disclosure Platform (<https://www.kap.org.tr>).

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In addition to the foregoing, reports are also included at the end of this section.

Turkish Sustainability Reporting Standards (TSRS) and the Scope of Implementation of Turkish Sustainability Reporting Standards were published in the Official Gazette dated 29/12/2023 and numbered 32414 (1.M), and the obligation of sustainability reporting started for our Company as of 01/01/2024. Work has started to publish the first TSRS-compliant Report for 2024, which will include detailed explanations, in 2025.

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SUSTAINABILITY PRINCIPLES COMPLIANCE REPORT

		Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
		Yes	Partial	No	Not Applicable		
	A. GENERAL PRINCIPLES						
	A1. Strategy, Policy and Goals						
A1.1	The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				The Company reflects the sustainability policies, risks and opportunities approved by the Board of Directors in its strategies. The risks and opportunities related to the Company's activities and savings are evaluated within the framework of a systematic risk management model through the Early Detection of Risk Committee, and sustainability risks that include social, economic and environmental risk elements are also addressed in these evaluations. The Gender and Equal Opportunity Policy and the Occupational Health and Safety Policy were approved by our Company's Board of Directors on December 30, 2021, and the Environment and Climate Change Policy, Environmental, Social and Corporate Governance Policy and Human Rights Policy were approved and entered into force on May 30, 2023. In addition, the Gender and Equal Opportunity Policy and the Occupational Health and Safety Policy were revised on May 30, 2023 and published on the Company's website.	2024 Annual Report/Sustainability/Page 93 and 100.
	The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors..	X				The Human Rights Policy, Gender and Equal Opportunity Policy, Environment and Climate Change Policy, Environmental, Social, Corporate Governance Policy, Occupational Health and Safety Policy adopted by the Board of Directors have been shared publicly.	https://www.kap.org.tr/tr/BildirimPdf/1154706
A1.2	The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				The Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report include corporate policies and strategies for Group sustainability priorities shaped by stakeholder opinions, short- and long-term goals, comparative results achieved over the years in these goals, improvement activities to increase the sustainability performance of Group companies in their business processes, products and services, and to achieve their goals, and examples of good practice. The reports include communication channels where stakeholders can submit their questions and opinions.	2024 Annual Report/Sustainability/Page 102.
	A2. Implementation/ Monitoring						
A2.1	The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG	X				In order to carry out the relevant processes, the ESG Commission was established and disclosed on PDP in 2021.	https://www.kap.org.tr/Bildirim/987291

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SUSTAINABILITY PRINCIPLES COMPLIANCE REPORT

	issues in the Company and their duties have been identified and disclosed to the public.						
	The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X				The ESG Commission, which was established to be responsible for the creation and execution of environmental, social, governance (ESG) policies, works under the Corporate Governance Committee in the Company organization. The report prepared on the activities carried out in 2024 was presented to the Corporate Governance Committee and the Board of Directors by the ESG Commission on December 27, 2024.	2024 Annual Report/Sustainability/Page 100 ve 101
A2.2	In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X				The Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report include corporate policies and strategies for Group sustainability priorities shaped by stakeholder opinions, short- and long-term goals, comparative results achieved over the years in these goals, improvement activities to increase the sustainability performance of Group companies in their business processes, products and services, and to achieve their goals, and examples of good practice. The reports include communication channels where stakeholders can submit their questions and opinions.	2024 Annual Report/Sustainability/Page 102.
A2.3	The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X				Our company and some of our subsidiaries and affiliates follow the main sustainability Key Performance Indicators (KPI) determined by the Eczacıbaşı Group. In the Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report, values consolidated at the Group level and verified by an independent auditing organization are shared. Explanations regarding the scope, timeliness and limitations of the information included in the reporting study are included in the content of the Group and Company Sustainability Reports.	2024 Annual Report/Sustainability/Page 101.
A2.4	The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X				The Group innovation strategy and (if applicable) the innovation activities carried out in the subsidiaries are shared in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In line with the determined innovation strategic focus areas, innovation projects that support sustainability goals are prioritized.	2024 Annual Report/Sustainability/Page 102.
A3. Reporting							
A3.1	The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate	X				Information regarding the current status of our company within the scope of sustainability principles is provided in a consolidated, understandable, accurate and sufficient manner in the 2023 Eczacıbaşı Group Integrated Sustainability Report and our Company's Integrated Sustainability Report. (As of the date of publication of the activity report, Eczacıbaşı Group and our Company have not yet published their 2024 Sustainability Report. Sustainability reports for previous years	2024 Annual Report/Sustainability/Page 101 ve 102.

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SUSTAINABILITY PRINCIPLES COMPLIANCE REPORT

	and sufficient manner.					can be accessed at "https://www.eczacibasi.com.tr/politika-ve-raporlar" and "https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/finansal-bilgiler".)	
A3.2	The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X				As adopted by Eczacıbaşı Group, the United Nations (UN) Sustainable Development Goals are applicable to all of the Group companies, including our Company, and the specific UN Sustainable Development Goals which are given priority are disclosed to the public through sustainability reports. The following UN Sustainable Development Goals are given priority: 3) Good health and wellbeing, 4) Quality education, 5) Gender equality, 6) Clean water and sanitation, 7) Affordable and clean energy, 8) Decent work and economic growth, 9) Industry, innovation and infrastructure, 12) Responsible production and consumption, 13) Climate action 15) Life on Land and 17) Partnerships for the goals.	2024 Annual Report/Sustainability/Page 102. https://www.eczacibasi.com.tr/assets/eczacibasi_group_storybook_2023_v3-1-1736321473.pdf Sayfa 36, 37, 38, 39
A3.3	The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X				In accordance with the Corporate Governance Principles and business ethics rules, observing legal compliance in its activities is among the main priorities of our Company. In this context, compliance with legislation related to social, economic and environmental areas is observed. There is no reported/detected non-compliance with environmental laws and regulations during the reporting period. No non-compliance with environmental laws and regulations occurred during the reporting period. In addition, there are no lawsuits filed against the Company or concluded during the period regarding environmental, social and corporate governance issues.	2024 Annual Report/Sustainability/Page 103.
A4. Verification							
A4.1	The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.	X				The KPIs followed within the Eczacıbaşı Group and the Company's subsidiaries and affiliates and shared in sustainability reports are verified by independent auditing institutions.	2024 Annual Report/Sustainability/Page 101.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B. ENVIRONMENTAL PRINCIPLES							
B1	The policies and practices, action plans, environmental	X				The policy and strategic plan statements made in the Integrated Sustainability Reports for the entire Group are also valid	2024 Annual Report/Sustainability/Page 93 and 94

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	management systems (known by the ISO 14001 standard) and programs have been disclosed.					for the Company. The Gender and Equal Opportunity Policy and Occupational Health and Safety Policy were approved by the Board of Directors on December 30, 2021, and the Environment and Climate Change Policy, Environmental, Social and Corporate Governance Policy and Human Rights Policy were approved by our Company's Board of Directors on May 30, 2023 and entered into force. In addition, the Gender and Equal Opportunity Policy and Occupational Health and Safety Policy were revised on May 30, 2023 and published on the Company's website. All policies of the Company can be accessed at https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/kurumsalyonetim . Applications for management system documents such as ISO 14001 are valid for our Company's subsidiaries and affiliates operating in production.	
B2	The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X				Information on the scope, period, date, etc. of the environmental reports is disclosed to the public through Eczacıbaşı Group Integrated Sustainability Reports and Company Integrated Sustainability Report.	2024 Annual Report/Sustainability/Page 101.
B4	The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).		X				
B5	How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X				Since the Company operates within the Eczacıbaşı Group, it follows the climate actions and strategies established for the Group in general. Group climate action strategies are explained in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. The ESG Committee established within the Eczacıbaşı Holding, the Holding	2024 Annual Report/Sustainability/Page 104.

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						Sustainability Department and the Sustainability Committees consisting of Group companies are responsible for carrying out the relevant activities. The activities of our Company's subsidiaries and affiliates that have production activities to reduce the impacts of their products and services on the climate are included in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report.	
B7	The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.			X		Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B8	Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.			X		In the Eczacıbaşı Group, policy-making processes are carried out on environmental issues, and policies are evaluated and approved by the Eczacıbaşı Holding Board of Directors. In order to ensure effectiveness in sustainability activities, work is carried out with various non-governmental organizations, and the list of these organizations is published in the Integrated Sustainability Reports.	2024 Annual Report/Sustainability/Page 103.
B9	In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity			X		Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.

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	impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.						
B10	Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X				The Eczacıbaşı Group and Company Sustainability Report are published with reference to the United Nations Global Compact (“UNGC”) criteria, the International Integrated Reporting Council (“IIRC”) framework, the World Economic Forum (“WEF”) stakeholder capitalism metrics, and the principles set out in the Global Reporting Initiative (“GRI”) standards. In addition, the 2023 Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report (Eczacıbaşı Group Integrated Sustainability Report-CompanEczacıbaşı Pharmaceutical and Industrial Investment Co. Sustainability Report 2023 // Story of Our Ambition, Facts about Our Actions) have been approved by the GRI.	2024 Annual Report/Sustainability/Page 102.
B11	The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.			X		Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports for subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Sustainability Reports for 2024 have not yet been published	2024 Annual Report/Sustainability/Page 103.
B12	The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.			X		The Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report include corporate policies and strategies for Group sustainability priorities shaped by stakeholder opinions, short- and long-term goals, comparative results achieved over the years in these goals, improvement activities to increase the sustainability performance of Group companies in their business processes, products and services, and to achieve their goals, and examples of good practice.	2024 Annual Report/Sustainability/Page 102.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B13	A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.			X		Since the Company operates within the Eczacıbaşı Group, it follows the climate actions and strategies established for the Group in general. Group climate action strategies are explained in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. The ESG Committee established within the Eczacıbaşı Holding, the Holding Sustainability Department and the Sustainability Committees	2024 Annual Report/Sustainability/Page 104.

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						consisting of Group companies are responsible for carrying out the relevant activities. The activities of our Company's subsidiaries and affiliates that have production activities to reduce the impacts of their products and services on the climate are included in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report	
B14	The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.			X		The efforts of our company's subsidiaries and affiliates that have production activities to reduce the impact of their products and services on the climate are included in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. The organization-specific data of VitrA Karo, one of the company's subsidiaries, is included in the sustainability report they published.	2024 Annual Report/Sustainability/Page 104.
	The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.		X				-
B15	The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.		X				-
B16	The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
		Company Compliance Status					

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		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B17	The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
B18	The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
B19	The renewable energy production and usage data has been publicly disclosed.	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
B20	The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and	2024 Annual Report/Sustainability/Page 103.

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	through these projects have been disclosed.					Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	
B21	The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X				Data for the company's subsidiaries and affiliates with production activities are reported in the Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report. In addition, separate Integrated Sustainability Reports pertaining to subsidiaries and affiliates can be published. Data is shared consolidated and comparatively by year, and information such as data calculation methods, standards and principles are included in the report. Energy consumption and renewable energy production data by type, Scope 1 and Scope 2 carbon emission data, water and waste management data, information on energy efficiency, water efficiency and circular economy projects, and other relevant environmental performance data within the framework of GRI and WEF stakeholder capitalism metrics are included in the reports. TSRS-compliant data for 2024 will be included in the report to be published in 2025.	2024 Annual Report/Sustainability/Page 103.
B22	The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).				X	There is no carbon pricing system in our country yet. During the reporting period; no application has been made regarding accumulated or purchased carbon credits and also carbon pricing	2024 Annual Report/Sustainability/Page 104.
B23	The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.				X	There is no carbon pricing system in our country yet. During the reporting period; no application has been made regarding accumulated or purchased carbon credits and also carbon pricing.	2024 Annual Report/Sustainability/Page 104.
B24	If carbon pricing is applied within the Company, the details have been disclosed.				X	There is no carbon pricing system in our country yet. During the reporting period; no application has been made regarding accumulated or purchased carbon credits and also carbon pricing.	2024 Annual Report/Sustainability/Page 104.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B25	The platforms where the Company discloses its environmental information	X				The main communication tool used to share detailed information about the sustainability activities of the Eczacıbaşı Group, of which our company is a member, including environmental information, is the Eczacıbaşı Group's corporate website, the Eczacıbaşı Group Integrated	2024 Annual Report/Sustainability/Page 102.

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	have been disclosed.					Sustainability Report and the Company Integrated Sustainability Report.	
	C. SOCIAL PRINCIPLES						
	C1. Human Rights and Employee Rights						
C1.1	The Institutional Human Rights and Employee Rights Policy has been established in the light of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X				Being a part of Eczacıbaşı Group, the Company is responsible for complying with the Group's Gender Equality and Equal Opportunities Policy, Human Resources Policy, Occupational Health and Safety Policy, Personal Data Protection Policy, and Eczacıbaşı Group Code of Conduct, which also addresses the Group's anti-bribery and anti-corruption practices. These policies have been approved by our Company's Board of Directors. These policies address various matters, including the Company's compliance with the Universal Declaration of Human Rights, ILO Conventions ratified by Türkiye, and the legal legislation governing human rights and working life; recruitment of women, employment of women in subsequent human resources management processes, and diversity; prevention of discrimination, child labor, forced labor and human rights abuses; investments in employees, fringe benefits, freedom to form unions, talent management, business ethics, personal data protection and other similar matters mentioned in the Sustainability Principles, and also set out the roles and responsibilities regarding implementation of these policies. These policies also describe the mechanisms, related parties and authorities through which employees and related stakeholders can report their complaints.	2024 Annual Report/Sustainability/Page 101
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.2	Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital	X				Being a part of Eczacıbaşı Group, the Company is responsible for complying with the Group's Gender Equality and Equal Opportunities Policy, Human Resources Policy and Eczacıbaşı Group Code of Conduct, which also addresses the Group's anti-bribery and anti-corruption practices. These policies have been approved by our Company's Board of Directors	2024 Annual Report/Sustainability/Page 101.

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	status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.						
C1.3	The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X				In line with our motto of "equal opportunities for everyone" which guides Eczacıbaşı Group's human resources strategies, providing our employees with equal opportunities is one of the top priorities in all of our sustainability efforts.	2024 Annual Report/Sustainability/Page 104.
C1.4	The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X				Eczacıbaşı Group offers its employees a fair work environment, does not tolerate human rights abuses and avoids being involved in human rights abuses. In this context, practices such as child labor and forced labor are prohibited across the Eczacıbaşı Group. There is no discrimination based on age, gender, language, belief or ethnic origin during recruitment and subsequent processes.	2024 Annual Report/Sustainability/Page 105.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.5	Investments in employees (education, development policies),	X				The Human Resources Practices Handbook and the Eczacıbaşı Group Code of Conduct Booklet are the main documents	2024 Annual Report/Sustainability/Page 105.

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	compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.					that guide our employees in the Group's human rights and freedom of association practices, Group values, and code of conduct.	
C1.5	The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X				Related mechanisms are described in Eczacıbaşı Group's Code of Conduct.	2024 Annual Report/Sustainability/Page 105.
	The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X				Since employee satisfaction plays a key role in the establishment and strengthening of employee loyalty, practices such as flexible working hours and telecommuting are used to increase employee motivation and satisfaction. Employees are supported to take part in management mechanisms through performance evaluation, open access to management, strategy meetings, innovation and entrepreneurship teams and the suggestion system used throughout the Group.	2024 Annual Report/Sustainability/Page 105 ve 106.
C1.6	The occupational health and safety policies have been established and disclosed.	X				Eczacıbaşı Group Occupational Health and Safety Policy has been prepared. The policy has also been approved by the Company's Board of Directors	https://www.eczacibasi.com.tr/assets/occupational-health-and-afety-tr-2023.pdf https://www.kap.org.tr/Bildirim/987291
C1.6	The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.			X		OHS performance of the Company's subsidiaries is disclosed in the Company Integrated Sustainability Report.	2024 Annual Report/Sustainability/Page 93. https://www.kap.org.tr/Bildirim/987291
C1.7	The personal data protection and data security policies have been established and disclosed.	X				Personal data protection and data security policies have been established and the PDP Policy has been disclosed to the public.	2024 Annual Report/Sustainability/Page 101. https://www.eczacibasi.com.tr/assets/EIS-KVK-Politikasi-20012022.pdf
C1.8	The ethics policy have been established and disclosed.	X				Being a part of Eczacıbaşı Group, the Company is responsible for adhering to Eczacıbaşı Group's Code of Conduct.	2024 Annual Report/Sustainability/Page 93

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C1.9	The studies related to social investment, social responsibility, financial inclusivity and access to finance have been explained.			X		Eczacıbaşı Group designs and carries out its social investments with the understanding of being a pioneer of a contemporary, high-quality and healthy life. It counts contributing to social development in the fields of culture and arts, sports, education, science and informatics among its basic responsibilities. It also carries out its services for the society through institutions that Eczacıbaşı Group directly established or actively played a role in the establishment of.	2024 Annual Report/Sustainability/Page 94.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.10	The informative meetings and training programs related to ESG policies and practices have been organized for employees.			X		Information activities for Group employees regarding Human Rights, Gender and Equal Opportunities, Environment and Climate Change, Environment, Social, Corporate Governance, Occupational Health and Safety Policies were carried out during the reporting period.	2024 Annual Report/Sustainability/Page 101.
		C2. Stakeholders, International Standards and Initiatives					
C2.1	The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X				The main rules that govern the Group companies' relations with customers are described in the Eczacıbaşı Group Code of Conduct document. This document also includes information on the mechanisms through which customers or other stakeholders can submit their complaints regarding violations of these rules, and the contact details.	2024 Annual Report/Sustainability/Page 104.
C2.2	The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X				The activities carried out in accordance with our disclosure policy and the communication methods used were disclosed to the public.	https://www.eczacibasi.com.tr/assets/bilgilendirme-1648015886.pdf
C2.3	The international reporting standards that adopted in reporting have been explained.	X				The Eczacıbaşı Group and Company Sustainability Report are published with reference to the United Nations Global Compact ("UNGC") criteria, the International Integrated Reporting Council ("IIRC") framework, the World Economic Forum ("WEF") stakeholder capitalism metrics, and the principles set out in the Global Reporting Initiative ("GRI") standards. In addition, the 2023 Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report	2024 Annual Report/Sustainability/Page 102.

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						(Eczacıbaşı Group Integrated Sustainability Report-Eczacıbaşı Pharmaceutical and Industrial Investment Co. Integrated Sustainability Report 2023 // Story of Our Ambition, Facts about Our Actions) have been approved by the GRI.	
C2.4	The principles adopted regarding sustainability,the signatory or member international organizations, committees and principles have been disclosed.	X				The Company promotes various national and international initiatives which are supported by Eczacıbaşı Group a signatory or advocate.	2024 Annual Report/Sustainability/Page 106.
		Company Compliance Status					
		Yes	No	Partial	Not Applicable	Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C2.5	The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.			X		After the completion and implementation of sustainability studies in line with the principles in line with the current structure of our company, concrete efforts are being made to be included in the Borsa Istanbul Sustainability Index and international sustainability indices.	2024 Annual Report/Sustainability/Page 106.
D. CORPORATE GOVERNANCE PRINCIPLES							
D1	The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X				The studies are carried out under the roof of the Eczacıbaşı Group.	2024 Annual Report/Sustainability/Page 102.
D2	The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X				The studies are carried out under the roof of the Eczacıbaşı Group.	2024 Annual Report/Sustainability/Page 104.