

CORPORATE GOVERNANCE

DECLARATION FOR COMPLIANCE WITH PRINCIPLES OF CORPORATE GOVERNANCE

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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, 2025 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 adopted with the Resolution of the Board of Directors dated 02.03.2026.

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 following the completion 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, and questionnaires are conducted to gather demand and suggestions of shareholders; the feedback received is evaluated by Human Resources and managers and reflected in policies and practices. 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.". The coordination of these processes is carried out by the relevant functions and reported to senior management. In this framework, there is a dynamic structure within the Group regarding shareholder participation, and in the short run, it is not foreseen that a separate internal regulation will be introduced

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for employee participation in the management, nor the articles of association will be amended accordingly.

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 fulfilment 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. The targeted ratio concerning female employee ratio at the management and the time frame have been determined, and the ratio set for 2026 is 37.5%. However, no target ratio and time frame have yet been determined for the proportion of female members on the Board of Director However, determination of 25% as the minimum female member ratio target specific to the Board of Directors and the related timeline is among our Company's targets. The Equal Opportunity Committee monitors the fulfilment rates of the targets and areas for improvement in the organization.

The principle numbered 4.4.7; The members of the Board of Directors, other than the Independent Board Members, are restricted from taking positions in companies outside the Group as a matter of principle. If board members assume duties outside the Company, such duties are given in our annual report and Public Disclosure Platform (PDP) 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 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 on more than one committee also assure communication and collaboration between committees. Given the professions, knowledge and experiences of board members, persons who are experts in subject matters are appointed to committees. The existing structure does not hinder the active fulfilment by committees of their duties, and no adverse situation in terms of corporate governance arises, considering the qualifications and specialities required by committee membership. No change in this regard has been planned yet, and it is possible to consider an increase in the number of Independent Board Members in compliance with the 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 the performance assessment of the Board of Directors and/or its members. Performances of companies under the roof of the Group, including our company, are reviewed. 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.

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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.

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 the upcoming periods, too.

Corporate Governance Compliance Report (CGCR) and Corporate Governance Information Form (CGIF), pertaining to the Company's accounting period of 01.01.2025 - 31.12.2025, 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 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
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	: Senior Finance Expert
Telephone	: 0 212 371 73 57
E-mail	: yatirimciiliskileri.eis@eczacibasi.com.tr

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

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

- a) to ensure that correspondences exchanged between investors and the corporation and records pertaining to other information and documents are kept in a proper, secure and up-to-date fashion,
- b) to reply to requests for information from shareholders about the corporation.
- c) to prepare documents which need to be made available to shareholders for information and review in relation to the General Assembly Meeting, and to take measures to ensure that the General Assembly Meeting is 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.

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The Investor Relations Department submitted its report regarding its activities conducted in 2025 to the Corporate Governance Committee on 20.02.2026, and the report submitted to the Committee was assessed by the Board of Directors on 26.02.2026.

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 access and review information.

In 2025, 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 2025, 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 careful way to fairly reflect the reality

Questions received by the Investor Relations Department within the year are replied to, 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 on 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

An invitation to a General Shareholders' Meeting is announced at least 3 weeks prior to the date of the 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 Shareholders' 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.

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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.

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 Shareholders' Meeting. On the information documents related to the agenda, information envisaged for each agenda item is provided to shareholders.

Power of attorney samples for those to be represented by an attorney are announced at the Trade Registry Gazette 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 Shareholders' 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 Shareholders' Meeting in 2025. the Ordinary General Assembly Meeting, where the activities of 2024 were discussed, was held on April 30, 2025 with a quorum of 83.96%. 102 shareholders, including 22 real persons and 80 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 Türkiye. 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 Shareholders' Meeting. 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 2024. During the 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 2025 was determined as TL 30,000,000. There has been no change in the donation policy during the year.

According to CMB regulations, in 2025, 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 2025, 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.

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Voting Rights and Minority Rights

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 no provision restricting or making difficult the free transfer of shares.

Dividend Right

Within the 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 2025, a total cash dividend of TL 1,200,000,000, corresponding to 175% of the Company's issued capital, was distributed to shareholders.

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 Board of Directors.

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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 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, no decision can be made to set aside further legal 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, 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
2020	26.04.2021	150,757,200	22.00	18.70	22.00	-
2021	24.05.2022	200,095,920	29.20	26.28	29.20	-
2022	25.04.2023	280,956,600	41.00	36.90	41.00	-
2023	05.06.2024	808,606,800	118.00	106.20	118.00	-
2024	14.05.2025	1,200,000,000	175.12	148.85	175.12	-

DISCLOSURE AND TRANSPARENCY

Corporate Website and Its Content

A separate investor relations section has been created for publicly traded companies of the Group on 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.

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Information set forth in the Corporate Governance Principles is presented to our investors on 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

In its capacity as a holding company, our Company does not have a direct relationship with any stakeholders such as customers and distributors. 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, press conferences 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 the need for tenant and loyal customers are organized throughout the year, and the 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 to 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.eczacibasi.com.tr and to Eczacıbaşı Group Ethics Committee

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through the address etik@eczacibasi.com.tr. Complaints submitted to the Eczacıbaşı Group Ethics Committee are reviewed by the Special Investigations Unit under the Audit Board and then forwarded to the Ethics Committee. 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 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 designed to encourage participation of Eczacıbaşı Group stakeholders in the Company's management are being developed. On the other hand, requests and suggestions made during meetings held with employees and other stakeholders 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 an overall Employee Loyalty questionnaire, employees' immediate opinions and assessments on periodic or specific issues are regularly collected throughout the year via the Your Voice survey, various other questionnaires, and face-to-face focus group discussions. The results of surveys and interviews are incorporated into the "company success criteria" and used as improvement goals in collaboration with project groups, taking into account the companies' activities and priorities.

Any and all suggestions, opinions, and ideas received in person, via e-mail, telephone, and WhatsApp line 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 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 Code of Conduct (Code of Ethics) that applies to Group companies. Please visit <https://www.eczacibasi.com.tr/eczacibasi-toplulugu-davranis-kurallari.pdf> for the Code of Conduct. A summary of the Eczacıbaşı Group's human resources process, including the recruitment steps, is available on the Eczacıbaşı Career website <https://careers.eczacibasi.com/>.

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 a minimum of five members to be elected upon the decision of the General Assembly pursuant to the Turkish Commercial Code and the Capital Market Legislation. The

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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.

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. Details about the Board of Directors members as of the report date are provided below.

Name & Surname	Title	Date of Coming into Office	Status of Independency
Ferit Bülent Eczacıbaşı	Chairman of the Board of Directors	30 April 2025	-
Rahmi Faruk Eczacıbaşı	Vice Chairman of the Board of Directors	April 30, 2025	-
Emin Fadıllıoğlu	Member	April 30, 2025	-
İpek Güleç	Member	April 30, 2025	-
Erol Ulukutlu	Member	April 30, 2025	Independent Member
İhsan Rifat Öktem	Member	April 30, 2025	Independent Member

The Board of Directors was elected to hold the office for one year during the Ordinary General Assembly Meeting dated 30 April 2025, and will hold the office until the Ordinary General Assembly Meeting where operations of the year 2025 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, 2025.

The members of the Board of Directors have been granted the right to act in accordance with Articles 395 and 396 of the Turkish Commercial Code by the General Assembly decision dated April 30, 2025. 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 Assembly Meeting held on April 30, 2025, 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 the Independent Members of the Board of Directors submitted their declarations of independence and their resumes to the Corporate Governance Committee prior to the General Assembly, and their declarations of independence are included in our report.

All independent Board of Directors members fully meet the criteria of independence, 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 24.01.2025 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.

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

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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 Fadılloğlu	EİP Eczacıbaşı İlaç Pazarlama A.Ş. - Member of the Boards of Directors Eczacıbaşı İlaç Ticaret A.Ş. -Member of the Boards of Directors Eczacıbaşı EVital Sağlık Hizmetleri ve Ticaret A.Ş - Chairman of the Board of Directors	None.
İpek Güleç	Eczacıbaşı Holding A.Ş.- Head of Investment Office Board Member at 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 resumes of the members of the Board of Directors are included in the annual reports and on 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 and via the link <https://www.eczacibasi.com.tr/assets/eis-yonetim-kurulu-yonergesi-tr-1655104286.pdf> 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, 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 a majority of its full members and makes decisions with the affirmative vote of a majority of its full members. This rule is also applicable if the Board of Directors holds a meeting electronically. Each member is entitled to cast one vote in Board meetings

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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 the participation of all members of the Board of Directors and the other 22 meeting resolutions were passed by circulation of the resolution.

Members of the Board of Directors have been regularly informed about the performance of the Company, 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 94.8%, 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. An electronic portal is available that can be used for the 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 fulfil 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 adopted at the Board of Directors meetings in 2025 were unanimously adopted by those present, and no member of the Board of Directors opposed the resolutions adopted. As no such opposition or view was declared at the meetings of the Board of Directors held in 2025, no public disclosure was made in this regard.

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 the active participation of 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 2025, 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.

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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 fulfil 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 one committee also ensure communication and collaboration between committees. Given the professions, knowledge and experiences of board members, persons who are experts in subject matters are appointed to committees. The existing structure does not hinder the active fulfilment by committees of their duties, and no adverse situation in terms of corporate governance arises, considering the qualifications and specialities 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 resources and support required for the fulfilment 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 2025, 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 April 30, 2025 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.

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

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the responsible managers of the partnership and of the independent auditors. The Audit Committee held 9 meetings related to its activities in 2025.

The activities carried out by the Committee in 2025 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 2025 and the reports related to the Committee of Early Detection of Risk, and submitted it to Board of Directors for approval.
- It submitted its proposal regarding the appointment of a Sustainability Auditor to carry out mandatory Assurance Audits for Corporate Sustainability Reports prepared in accordance with the Turkish Sustainability Reporting Standards and activities within the scope of related regulations and its opinion of the financial statements being free of any material misstatements as well as 2024 TSRS-Compliant Sustainability Report to the Board of Directors for approval.
- It made its own assessment regarding the accuracy, authenticity and compliance of the consolidated financial statements of 2025, 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 our Company's Internal Audit Manager and Audit Board of Eczacıbaşı Holding.

Corporate Governance Committee

At our Company's Board of Directors meeting dated April 30, 2025, 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 Tuğçe Fetvacı (Investor Relations Manager) be appointed as members. 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 April 30, 2025 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
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 2025.

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Committee of Early Detection of Risk

During the meeting of our Company's Board of Directors held on April 30, 2025, it was resolved that the committee be composed of two members, and İhsan Rifat Öktem be appointed as the President and İpek Güleç be appointed as member. 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 to 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 2025.

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 17 May 2013 of our Company, the 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

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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.

Risk management and internal control operations at Eczacıbaşı Group are coordinated by the Corporate Risk Management unit within the Audit Board of Eczacıbaşı Holding A.Ş. Such unit works in coordination with the Committee of Early Detection of Risk, chaired by the Independent Board of Directors Member, which 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 Company's Corporate Risk Management Policy, which is adopted to effectively manage risks that may be encountered in the process of achieving its strategic objectives, reduce uncertainties, and utilize opportunities, covers all units and activities of the Company and is in line with the Community Corporate Risk Management Policy.

The manager in charge of internal audit within our Company is responsible for auditing the processes of our Company and our subsidiaries, 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.

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 objectives 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 Assembly Meeting dated April 30, 2025.

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.

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At the Ordinary General Assembly held on April 30, 2025, it was decided to pay a monthly gross attendance fee of TL 70,000 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 executives 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 2024 and 2025, the breakdown of benefits provided to senior executives is as follows:

Benefits provided to senior executives (Thousand TL)	2025	2024
Benefits provided to members of the Board of Directors and senior management	142.823	132.958
Total	142.823	132.958

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1. SHAREHOLDERS	
1.1. Facilitating the Exercise of Shareholders' Rights	
The number of investor meetings (conference, seminar, etc.) organised by the company during the year	In addition to telephone meetings with investors throughout the year, an Online Investor Webinar was organized once and online meetings were held with 2 PMF.
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 Assembly 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/1416707
Whether the company provides materials for the General Assembly Meeting in English and Turkish at the same time	The call for the 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 Communique on Corporate Governance (II-17.1)	There is no transaction of such nature.
The links to the PDP announcements associated with common and continuous transactions in the context of Article 10 of the Communique on Corporate Governance (II-17.1)	https://www.kap.org.tr/tr/Bildirim/1410177
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 Assembly 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 Assembly 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 to take the floor.
Identified stakeholder groups that participated in the General Assembly Meeting, if any	Certain employees from Eczacıbaşı Group and our Company attended the Ordinary General Assembly Meeting where the 2024 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 the 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 was 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
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 on the use of the dividend	It was decided to distribute dividends.
PDP links to the related general assembly meeting minutes in case the board of directors proposed to the general assembly not to distribute dividends	It was decided to distribute dividends.

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General Assembly Meetings

General Assembly Meeting	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 Assembly 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 Assembly Meeting minutes, and also indicate for each resolution the voting levels for or against	Specify the name of the page of the corporate website that contains all the questions asked in the general assembly meeting and all the responses to them	The number of the relevant item or paragraph of the General Assembly Meeting minutes in relation to related party transactions	Number of persons with privileged access to shareholding information who have notified the board of directors (Insiders list)	The link to the related PDP general assembly meeting notification
30/04/2025	0	83.96%	1.01%	82.95%	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	https://www.kap.org.tr/tr/Bildirim/1416707 ; https://www.kap.org.tr/tr/Bildirim/1432313 ; https://www.kap.org.tr/tr/Bildirim/1437093

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 – Frequently Asked Questions
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
ç) 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%	This is explained in the "Affiliates and Subsidiaries" section of the Annual Report.

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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 Section
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 title of the person responsible for the alert mechanism	Eczacıbaşı Group Ethics Committee
The contact detail of the company alert mechanism	E-mail: etik@eczacibasi.com.tr Phone 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 and Equal Opportunity Committees.
3.3. Human Resources Policy	
The role of the board in 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 a summary of the Eczacıbaşı Group's human resources procedures, including hiring steps, is published on the Eczacıbaşı Careers website at https://careers.eczacibasi.com/ .
Whether the company provides an employee stock ownership programme	The Company does not provide an employee stock ownership programme.
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.

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

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4. BOARD OF DIRECTORS-I	
4.2. Operation Principles of the Board of Directors	
Date of the last board evaluation conducted	23/02/2025
Whether the board evaluation was externally facilitated	No
Whether all board members released from their duties	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 the internal control system	Risk Management and Internal Audit Activities
Name of the Chairman of the Board of Directors	Ferit Bülent Eczacıbaşı
Name of the CEO/general manager	Emin Fadilloğlu (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 the current diversity policy targeting women directors	The number and ratio of female directors on the Board of Directors Investor Relations / Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar / Explained on Corporate Governance and Sustainability / Societal Gender and Opportunity Equality Policy section
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 Member 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 Finance Or Not
Ferit Bülent Eczacıbaşı	Nonexecutive	Not Independent Member (Not independent director)	03/04/1981	-	-	-	-
Rahmi Faruk Eczacıbaşı	Nonexecutive	Not Independent Member (Not independent director)	31/03/1993	-	-	-	-
Emin Fadilloğlu	Executive	Not Independent Member (Not independent director)	31/12/2024	-	-	-	No
İpek Güleç	Nonexecutive	Not Independent Member (Not independent director)	22/05/2024	-	-	-	Yes
Erol Ulukutlu	Nonexecutive	Independent Member (Independent director)	22/05/2024	https://www.kap.org.tr/tr/Bil-dirim/1416707	Considered	No	Yes
İhsan Rifat Öktem	Nonexecutive	Independent Member (Independent director)	22/05/2024	https://www.kap.org.tr/tr/Bil-dirim/1416707	Considered	No	Yes

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

DECLARATION FOR COMPLIANCE WITH PRINCIPLES OF CORPORATE GOVERNANCE

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	4 physical meetings were held and the other 22 meeting resolutions have been passed by circulating among the attendees.
Director average attendance rate at board meetings	94.8%
Whether the board uses an electronic portal to support its work or not	Yes
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

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 (Yes)	Member of the Board of Directors
Audit Committee	-	İhsan Rifat Öktem	No (No)	Member of the Board of Directors
Corporate Governance Committee	-	Erol Ulukutlu	Yes (Yes)	Member of the Board of Directors
Corporate Governance Committee	-	İpek Güleç	No (No)	Member of the Board of Directors
Corporate Governance Committee	-	Tuğçe Fetvacı	No (No)	Not a Member of the Board of Directors (Not board member)
Committee of Early Detection of Risk	-	İhsan Rifat Öktem	Yes (Yes)	Member of the Board of Directors
Committee of Early Detection of Risk	-	İpek Güleç	No (No)	Member of the Board of Directors

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-17.1, duties of the Nomination Committee are fulfilled by the

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

DECLARATION FOR COMPLIANCE WITH PRINCIPLES OF CORPORATE GOVERNANCE

report/website)	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-17.1; duties of the Salary Committee are fulfilled by the Corporate Governance Committee. 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 Matters / Management's Analysis and Assessment of the Financial Position and Results of Operations, Degree of Achievement of Planned Activities, Company's Position in Relation to the Strategic Goals Set
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 of Directors 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 (Audit Committee)	-	100%	100%	4	9
Corporate Governance Committee	-	67%	33%	3	6
Committee of Early Detection of Risk	-	100%	50%	7	7

CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)

	Compliance Status					Remarks
	Yes	Partial	No	Exempt	Not applicable	
CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)						
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 EXAMINE 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 Assembly 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 Assembly Meeting.	X					
1.3.10 - The agenda of the General Assembly 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 Assembly Meeting of any company with which it has cross-ownership, in case such cross-ownership provides management control.	X					

	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 shares that may limit the exercise of shareholding/scarcity rights. Utmost care is taken for our shareholders to exercise their shareholding rights. Given our existing shareholding structure,

CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)

						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 Assembly 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					

	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						

CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)

MANAGEMENT					
<p>3.2.1 - The Articles of Association, or the internal regulations (terms of reference/manuals), regulate the participation of employees in management.</p>		X			<p>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, and questionnaires are conducted to gather demand and suggestions of shareholders; the feedback received is evaluated by Human Resources and managers and reflected in policies and practices. 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.". The coordination of these processes is carried out by the relevant functions and reported to senior management. In this framework, there is a dynamic structure within the Group regarding shareholder participation, and in the short run, it is not foreseen that a separate internal regulation will be introduced for employee participation in the management, nor the articles of association will be amended accordingly.</p>

CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)

	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					
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					

CORPORATE GOVERNANCE COMPLIANCE REPORT (CGCR)

	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 REPORT (CGCR)

	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 the female employee ratio at the management and time are determined (the ratio determined for 2026 is 37.5%), no target ratio and time concerning female members have been determined specifically for the Board of Directors. However, determination of 25% as the minimum female member ratio target specific to the Board of Directors and the related timeline is among our Company's targets.
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 REPORT (CGCR)

	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					Seven physical meetings were held with the participation of all Board members. (Other 22 meeting 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 who could not attend the meeting, but did submit their opinions 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 Assembly Meeting.		X				The members of the Board of Directors, other than the Independent Board Members, are restricted from taking positions in companies outside the Group as a matter of principle. If board members assume duties outside the Company, such duties are given in our annual report and Public Disclosure Platform (PDP) 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 REPORT (CGCR)

	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 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 one committee also ensure communication and collaboration between committees. Given the professions, knowledge and experiences of board members, persons who are experts in subject matters are appointed to committees. The existing structure does not hinder the active fulfilment by committees of their duties, and no adverse situation in terms of corporate governance arises, considering the qualifications and specialities required by committee membership. No change in this regard has been planned yet, and it is possible to consider an increase in the number of Independent Board Members in compliance with the 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 REPORT (CGCR)

	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 the 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 reviewed. 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 members 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

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.

İhsan Rifat Öktem

STATEMENT OF INDEPENDENCE

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 Approach

Eczacıbaşı Group has adopted a 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.

In 2025, Our Company published its first TSRS-Compliant Sustainability Report for 2024, prepared in accordance with the Türkiye Sustainability Reporting Standards (TSRS) pursuant to the regulations of the Public Oversight, Accounting and Auditing Standards Authority of the Republic of Türkiye (POA) and subjected to a mandatory sustainability assurance audit by RSM Turkey Uluslararası Bağımsız Denetim Anonim Şirketi. The report¹², attached hereto, has been disclosed on the Public Disclosure Platform and made available to the public on the Company's website.

The steps we have taken toward building a sustainable future and the details of our work in 2024 were shared in our Integrated Sustainability Report¹³ prepared in 2025. In 2025, a public disclosure was also made on the Public Disclosure Platform in relation to our Integrated Sustainability Report, which focuses on Gensenta İlaç San. ve Tic. A.Ş. and Eczacıbaşı İlaç Pazarlama A.Ş. and sets out our sustainability strategy, performance, targets, and progress towards achieving those targets for 2024, and the report was made available to the public on the Company's website.

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

We address risks relating to occupational health and safety, product and service responsibility, innovation, business ethics, legal compliance, and anti-bribery and anti-corruption not only in terms of their strategic, operational, and compliance impacts, but also, within the scope of our sustainability risk management efforts, in their economic, social, and environmental dimensions.

Eczacıbaşı Group supports the United Nations (UN) Sustainable Development Goals and continuously monitors and improves its 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.

The goals identified within the scope of our Company's Priority Topics for 2025, the key performance indicators used to monitor these goals, the performance values achieved in the relevant period, and current status information regarding the targets are summarised in the table below:

¹² <https://www.eczacibasi.com.tr/assets/eis-eczacibasi-ilac,-sinai-ve-finansal-yatirimlar-tsrs-uyumlu-surdurulebilirlik-raporu-2024.pdf>

¹³ [https://www.eczacibasi.com.tr/assets/2024-entegre-surdurulebilirlik-raporu-\(tsrs-uyumlu-degildir\).pdf](https://www.eczacibasi.com.tr/assets/2024-entegre-surdurulebilirlik-raporu-(tsrs-uyumlu-degildir).pdf)

SUSTAINABILITY

Priorities	Objectives	Main Performance Indicator	Performance	Status
			2025	
Energy Management and Carbon Emissions	At the Gensenta Yenibosna facility, energy intensity per tonne of product has been targeted not to exceed 150 MWh/ton by the end of 2025.	Energy Intensity (MWh/ton)	150	Achieved
Water Management	At the Gensenta Yenibosna facility, water consumption per tonne of product has been targeted not to exceed 260 m ³ /ton by the end of 2025.	Water Density (m ³ /ton)	225.69	Achieved
Waste Management	At Gensenta, a target has been set to reduce the total amount of non-recyclable waste by at least 30% by the end of 2028 compared with the base year (2021).	Amount of Waste Disposed (ton)	43.89 An 81.17% decrease compared with the base year (2021)	Ongoing
Health, Safety, and Well-being	A target has been set to reduce the lost-time accident rate to below 0.4 by the end of 2025.*	Lost-Time Incident Rate	0.17	Achieved

*This is consolidated data for Gensenta and EczacıbaŐı İlaç Pazarlama.

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 in their third year of undergraduate education, graduated students, and students in the first year of their master's degrees, to the final year of their undergraduate and master's degrees. This program offers various recruitment-focused opportunities to promising students through project-based initiatives.

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 students who are either in the final year of their undergraduate studies or at the thesis stage of their master's degree programmes. 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.

At the Eczacıbaşı Group, every employee is regarded as a talent. One of the Group's fundamental principles in people management is investing in people. Self-development and developing one's job, and creating value are deemed the primary liabilities of an employee. The management has adopted the responsibility for providing everyone with the necessary opportunities and guidance in order for employees to be fully informed within their specialty fields and to develop themselves and their jobs by using such information.

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In 2025, TRY 14.2 million was spent on training and development in the Company's healthcare subsidiaries.

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.

Talent Management

Career Management

At Eczacıbaşı Group, career management is considered a part of the strategic human resources planning. 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 as 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 reward those employees showing 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

At the Eczacıbaşı Group, the technical and behavioural competencies required by the role are taken as the basis in order to identify employees' strengths and development needs, enhance individual and team performance by improving ways of working, and offer employees a more professional working environment 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 in the Talent Management process, with the same understanding by all human resources managers is employed.

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.

SUSTAINABILITY**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 Ethics

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.

The performance indicators relating to the social topics of Gensenta and Eczacıbaşı İlaç Pazarlama, the Company's healthcare subsidiaries, are set out in the tables below.

Workforce by Gender	2025
Total number of employees	1,004
Female	343
Male	661
Number of white-collar employees	792
Female	313
Male	479
Number of blue-collar employees	212
Female	30
Male	182

Number of Leavers	2025
Total Number of Leavers	98
Female	37
Male	61
Under 30 years old	20
Female	16
Male	4
30-50 (inclusive) years old	70
Female	18
Male	52
Over 50 years old	8
Female	3
Male	5
Number of leavers who voluntarily left their jobs	31
Female	12
Male	19

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Turnover Rate	2025
Employee turnover rate	26%
Voluntary employee turnover rate	8%
Female employee turnover rate	25%

Number of Disabled Employees	2025
Female	3
Male	6

This year, the employee engagement surveys conducted across the Company's healthcare subsidiaries achieved a high participation rate. In this context, according to the survey results, the employee engagement score was determined as 81 for Eczacıbaşı İlaç Pazarlama and 75 for Gensenta.

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 and Eczacıbaşı İlaç Pazarlama on 03.08.2023 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 2025, employees were provided with trainings within the scope of legal requirements regarding occupational health and safety. Subcontractor employees who will work at the facilities are provided with Occupational Health and Safety Orientation Training before commencing work, during which the statutory and facility-specific health and safety conditions are explained, and the applicable rules are communicated. A total of 2,861 hours of training were provided at Gensenta and Eczacıbaşı İlaç Pazarlama in 2025. The training delivered in 2025 at Vitra Karo, one of the Company's affiliates, has not yet been published, while

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the occupational health and safety training delivered in 2024 is included in Vitra Karo's Sustainability Report¹⁴.

In the table below, the data relating to the Occupational Health and Safety training provided at Gensenta, our subsidiary engaged in manufacturing operations, is presented on a comparative basis by year. Training activities aimed at enhancing employees' occupational health and safety awareness and competencies are monitored and reported through sub-breakdowns such as total training hours, the number of employees receiving training, and the average training time per employee. The information set out in the table covers the total (consolidated) training data for the Yenibosna and Şekerpinar facilities.

Gensenta			
OHS Trainings	2023	2024	2025
Total number of training hours provided to employees on OHS (person x hours)	5,193	522	2,413
Number of employees trained on OHS	705	264	606
Average number of training hours per employee related to OHS	7.37	1.98	3.98

Employees undergo regular health examinations at the legally prescribed intervals. On special occasions (e.g., Breast Cancer Awareness Month), webinars are organised for the employees of the Company's healthcare subsidiaries to provide information. Infirmaries and occupational physicians are available at the Company and its affiliates. In addition to statutory insurance, Supplementary Health Insurance and Private Health Insurance are taken out for employees each year.

The lost-time injury frequency rates for 2025 at Gensenta and Eczacıbaşı İlaç Pazarlama were calculated based on 200,000 working hours and are as follows:

Incorporation	2025
Gensenta	0,32
Eczacıbaşı İlaç Pazarlama	0

In 2025, 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 awareness among employees. 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 an ISO 45001 Occupational Health and Safety Management System Certificate in its production facilities in Türkiye, as well as Gensenta, another subsidiary of our Company, which has the certificate in its production facilities.

Perimeter

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.

Through our efforts to prevent the lasting effects of climate change on our planet, we remain committed to fulfilling our responsibility in the most effective manner possible.

The climate crisis is becoming increasingly evident through extreme weather conditions affecting people, economies, and nature. Economic and population growth are causing deforestation, biodiversity loss, water

¹⁴ https://storage-vitraglobal.mncdn.com/vitra/global/Sustainability/EBPT_Integrated_Sustainability_Report_2024.pdf

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insecurity, and pollution. As climate change disrupts supply chains and reduces productivity, businesses are coming under pressure to adopt sustainable practices. Regulatory demands for transparency in corporate climate efforts are increasing. Despite the urgent warnings, reports, and statements of various organisations focusing on the climate crisis, particularly the IPCC, current measures remain insufficient to limit the rise in global temperatures and increase the risk of failure in climate action.

The inadequacy of water resources makes it more difficult to maintain hygiene, increases the likelihood of outbreaks, and puts the continuity of pharmaceutical production at risk. The contamination of water resources hinders the supply of clean water required for pharmaceutical production, and environmental factors may disrupt production processes. Climate change threatens biodiversity; polluted air and water resources jeopardise the availability of the natural resources required for pharmaceutical production. In addition, the impact of climate change on the supply chain makes both the procurement of raw materials used in pharmaceutical production and the distribution of medicines more difficult. In this context, it is important to take into account the environmental impact of the materials used in pharmaceutical production and to avoid materials that lead to high carbon emissions.

As Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar, we are committed to reducing our environmental impact by minimising energy and water consumption in the production processes carried out within our affiliates and subsidiaries, preventing waste at source, and ensuring the proper disposal of waste. Within the scope of the Low-Carbon Transition Roadmap, we calculate our greenhouse gas emissions and carry out efforts to reduce them. In 2025, all manufacturing operations at the facilities of our affiliates and subsidiaries were conducted using electricity generated from renewable energy sources.

We are implementing the Low-Carbon Transition Roadmap as part of our efforts to combat and adapt to climate change. Our project, which we launched in 2023, was prepared in alignment with the European Union's 2050 Roadmap for the Transition to a Low-Carbon Economy and focuses on reducing greenhouse gas emissions and establishing the relevant monitoring and control mechanisms by developing a long-term climate strategy.

At the end of 2023, the Eczacıbaşı Group launched the low-carbon transition roadmap project. This project focuses on developing and implementing an effective climate strategy that is fully aligned with global standards and frameworks. The project is structured around three main phases:

- Measurement of climate impacts
- Identification of climate risks and opportunities
- Setting greenhouse gas emission targets and developing the climate strategy

In 2024, our process for identifying climate risks and opportunities was completed. In 2025, as the process of defining greenhouse gas emission targets progressed, the greenhouse gas emission reduction targets that Gensenta, one of our subsidiaries engaged in manufacturing operations, has committed to achieve by 2034 and 2050 were reviewed and approved by the Science Based Targets initiative (SBTi), the international initiative that assesses companies' emission reduction targets based on their alignment with the 1.5°C scenario.

Gensenta targets a 58.8% reduction in Scope 1, 2, and 3 emissions by 2034 and reaching net zero emissions by 2050 (compared with the base year 2023).

In the table below, the data relating to Gensenta's energy consumption are presented on a comparative basis by year. Energy consumption is monitored through sub-breakdowns such as renewable and non-renewable energy sources and electricity, natural gas, diesel, and LPG/LNG; it is also reported by distinguishing between direct and indirect energy consumption.

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Gensenta			
Energy Consumption (MWh)	2023	2024	2025
Non-Renewable Energy	21,185	20,546	17,526
Electricity	-	-	-
Natural Gas	20,779	20,368	17,170
Diesel	255	59	200
LPG/LNG*	150	118	156
Renewable Energy	19,762	19,844	17,247
Purchased Renewable Electricity	19,762	19,844	17,168
Self-Generated Renewable Electricity*	-	-	79
Total Energy Consumption	40,947	40,390	34,774
Direct Energy Consumption	21,185	20,546	17,526
Indirect Energy Consumption	19,762	19,844	17,247
Total Energy Consumption	40,947	40,390	34,774

*Data represents only Yenibosna plant.

Solar Energy Panels

Solar panels were installed on the roof of the Production-1 Building at the Gensenta Yenibosna Facility. The solar panels generate 110,414 kWh/year of electricity, meeting part of the lighting needs of the Production Building. The installation of the SPP project was started in 2024 and commissioned in 2025, and the total cost of the investment made within the scope of this project is TRY 2,511,277.



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HVAC Energy Valve Installations and Heating-Cooling Line Revisions

At the Gensenta Yenibosna facility, the installation of 72 energy valves on the heating and cooling lines of the HVAC units was completed, enabling the heating and cooling systems to operate according to demand in line with the design criteria. The project is expected to deliver annual energy savings of 1,700,000 kWh. The total cost of the investment made as part of this project was TRY 10,212,211.



Installation of High-Efficiency Compressor and Dryer and Pipeline Revision

At the Gensenta Yenibosna facility, high-efficiency compressors and dryers were installed, and revisions were made to the compressed air lines. Through the integration of the high-efficiency compressors and dryers into the automation system, annual energy savings of 430,051 kWh are expected to be achieved. The total cost of the investment made as part of this project was TRY 10,258,663,28.



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In the table below, the data relating to Gensenta's total freshwater withdrawal are presented on a comparative basis by year. Water use is monitored through source-based sub-breakdowns such as mains water and groundwater, and performance is tracked through total freshwater withdrawal and the product-based water intensity indicator:

Gensenta			
Total Freshwater Withdrawal (m³)	2023	2024	2025
Mains Water Consumption	79,397	62,203	46,351
Groundwater Consumption*	5,843	5,833	5,608
Total	85,240	68,036	51,959
Water Density (m ³ /ton)	340	215	225

* The data represent the Şekerpınar facility.

Practices for management system certificates, such as ISO 14001, also apply to our Company's affiliates and subsidiaries that carry out production operations. VitrA Karo and Gensenta hold ISO 14001 Environmental Management System Certificates. No environmental or hazardous material incidents occurred at Gensenta production facilities, and 100% compliance with water and environmental management legislation was maintained.

The packaging of Gensenta pharmaceutical products bears the "Green Dot" symbol, indicating that the legal obligations relating to the recovery of packaging waste have been fulfilled.

A Zero Waste System has been established at Gensenta's facilities, and Zero Waste Training has been provided to employees. The Zero Waste Certificate issued by the Provincial Directorate of Environment, Urbanisation and Climate Change was awarded to the Gensenta Yenibosna pharmaceutical production facility in 2022 and to the Gensenta Şekerpınar raw material production facility in 2021. ¹⁵In 2025, a total of 4,393 minutes of Environmental Training were provided to Gensenta employees.

The amounts and ratios of the waste generated in 2025 at the Gensenta Yenibosna and Şekerpınar production facilities, by disposal method, together with a comparison with 2023 and 2024, are presented below:

¹⁵ As stated in the KAP announcement dated 03.02.2026, it was resolved to permanently cease all manufacturing operations at Gensenta's raw material production facility located in Şekerpınar and to fully shut down the facility. The link to the KAP announcement regarding this matter is provided below. <https://www.kap.org.tr/tr/Bildirim/1552214>

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Gensenta			
Waste Quantities by Disposal Method	2023	2024	2025
Total Hazardous Waste Quantity by Disposal Method (ton)	917.91	921.40	669.38
Recovered	839.68	875.29	635.87
Energy Recovered	31.69	75.54	66.43
Temporary Storage (Prior to Recovery)	32.11	3.09	0.35
Disposal	78.23	46.11	33.52
Hazardous Waste Recovery Percentage (%)	91.48%	94.99%	94.99%
Total Non-Hazardous Waste Quantity by Disposal Method (ton)	543.30	527.65	183.69
Total Recovered	438.00	395.45	173.32
a. Routine Recovered	266.60	293.97	173.32
b. Recovered by Project	171.40	101.48	0
Disposal	105.3	132.2	10.37
Non-Hazardous Waste Recovery Percentage (%)	80.62%	74.95%	94.35%
Percentage of Total Waste Reused / Recycled (%)	87.44%	87.69%	94.86%
Packaging Waste Recovery Percentage (%)	99.40%	96.92%	100%

We comprehensively assess our suppliers' sustainability practices and procurement standards, and as part of this assessment process, we conduct periodic audits. In selecting our suppliers, we give priority, to the extent possible, to procurements based on global or local agreements or those based on the working principles established with Group companies. In our selection processes, we take into consideration various criteria such as the customer's production and service capacity, quality management, technological capability, production efficiency, cost, market position, compliance with delivery terms, financial standing, after-sales support capability, environmental responsibility practices, and energy efficiency, as well as OHS approach, references, and experience. In 2025, a Supplier ESG Evaluation Form was created at Gensenta and Eczacıbaşı İlaç Pazarlama, and selected direct, indirect, contract manufacturing, and logistics suppliers began to be evaluated, with actions taken based on the results.

In 2025, with 2,568 of our 3,195 suppliers in Gensenta and Eczacıbaşı İlaç Pazarlama consisting of local sources, a locally based business network of approximately 80% has been established in our supply chain.

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.

SUSTAINABILITY

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 Programme

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, 400 of whom were female students affected by the February 6 earthquakes. Students in the scholarship program are supported with various education, career, and internship programs within the Eczacıbaşı Group until their graduation.

In 2025, the Group supported the career development of a total of 358 scholarship recipients, 258 of whom were disaster scholarship recipients, through bootcamps, competitions, training programmes, mentoring, and facility and institution visits, and contributed to their mental and physical well-being through psychologist and dietitian support. It encouraged young people to participate in social life with privileges in sports, culture, and arts.

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 2025, Istanbul Foundation for Culture and Arts (İKSİV) supported young people's participation in life through art by offering student category tickets to all events throughout the year for TRY 30.

Since 2022, 95% of the tickets offered as part of the Eczacıbaşı Young Ticket at İKSİV festivals have been 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 145 thousand tickets in more than 2480 different events to date.

In 2025, Eczacıbaşı Genç Bilet was recognised among the most successful corporate social responsibility projects in the "**Corporate Social Responsibility Survey**" conducted for the 20th time this year by Capital magazine. The "Young People Who Do Not Want to Share This Information Are Absolutely Right" campaign won a Gold Effie at the Effie Awards, the world's most prestigious competition in the field of marketing and advertising.

1.3 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. Having contributed to the education of 176 young musicians to date, the Foundation has enabled 14 young musicians to continue their education in four different European countries in 2025.

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1.4 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 Türkiye, and every year supports the Young Designer of the Year Award given by the Graphic Designers Professional Organization (GMK). In 2025, the Dr. Nejat F. Eczacıbaşı Foundation Young Designer of the Year Special Award was given to Oğuz Can Yazgı.

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.

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 Sururi-Engin Cezzar Theater Incentive Award.

In 2025, 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, nearly 850,000 audience members were reached through 104 concerts; 15 theatre, performance, and dance shows; 65 free events for children and young people; screenings of 203 films at the Istanbul Film Festival, Filmekimi, and the Lale Kart Film Club; and the exhibitions of the 18th Istanbul Biennial 24,694 students attended İKSV events with Eczacıbaşı Young Tickets, which were priced at TRY 30 this year.

Support was provided for 10 new cultural productions through the İKSV Young Artist Fund; 4 artists from Türkiye were hosted under the artist residency programme carried out at Paris Cité Internationale des Arts; and travel support was provided to 25 artists and artist collectives through the International Mobility Support Programme launched this year within the scope of the fund. The annual contribution of the fund to artists was 165.000 USD.

The "Collectively: Culture, Dialogue and Support Programme", launched with the support of the European Union and the participation of the Marmara Municipalities Union, has completed its first three-year term. Over three years, grant support of EUR 1.3 million was provided to 13 projects across Türkiye, 6 arts and culture venues were transformed, and 22 venues once again hosted arts and culture events.

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2.2 Istanbul 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 continues to operate in order 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.

In May 2023, Istanbul Modern, which reopened its doors in its new building designed by Pritzker Prize-winning architect Renzo Piano and Renzo Piano Building Workshop, welcomed 11 million visitors over 21 years. It provided free art education to more than 1 million children and young people and organised 9 collection exhibitions, 86 temporary exhibitions, 46 photography exhibitions, and 17 exhibitions abroad. It also held 3,600 events, and 4,100 films met audiences at Istanbul Modern Cinema. In 2025, Istanbul Modern welcomed 750,000 visitors and introduced 50,000 children and young people to art through free art education programmes.

In addition to its collection exhibition, enriched with new sculptures, the Museum hosted the exhibitions "Ömer Uluç: Beyond the Horizon", "İzzet Keribar: Journey of Colours", "Chiharu Shiota: Between Worlds", and "Ali Kazma: Landscapes of the Mind". As part of international collaborations, the directors of the Rijksmuseum, the Stedelijk Museum, and Museum Boijmans Van Beuningen in the Netherlands shared their experiences in Istanbul. The 2025 guest of the Istanbul Modern International Visiting Artist Programme was the Greek composer Dimitris Skylas, who presented the world premiere of his composition titled "The Big Other", prepared for Istanbul, to museum visitors.

Istanbul Modern was honoured with another prestigious international award in 2025. At the European Museum of the Year Awards (EMYA), organised under the auspices of the Council of Europe, it won the Portimão Museum Prize for Welcoming, Inclusion and Belonging.

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 2025, İKSEV organised the 32nd Izmir European Jazz Festival, featuring distinguished examples of European jazz, and the 38th International Izmir Festival, which hosted world-class productions. In addition to the festivals, a rich arts season was completed through year-round exhibitions, academic collaborations, masterclasses, and education-focused concerts held under the umbrella of MÜZİKSEV. As in previous years, İKSEV continued its mission of providing a free working and rehearsal space for university students and young artists this year as well; through MÜZİKSEV concerts, it also served as a living "learning space" for children and young people.

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.

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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 2025, the award was given to Koray Avcı Çakman for "Dr. Kimo'nun Laboratuvarı", published by Altın Kitaplar.

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 15th book in the series featured a retrospective of photographer Gülnur Sözmen. Despite all the challenges and obstacles that come with being a woman in some of the most demanding fields of photography and in difficult geographies, Sözmen continues to sustain her enduring success and stands out as an iconic figure in our cultural life.

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.

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 reinforced its international success by winning the **FIVB Women's Club World Championship in 2015, 2016, and 2023**. In addition, the Club has won **1 CEV Champions League title**, 28 Turkish League titles, and 9 Turkish Cups, appeared in 12 European Cup finals, and won the European Cup Winners' Cup in 1999.

Along with the A team, the club also has five 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 50 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.

As an important step in completing this structure, **the 2nd League team of Eczacıbaşı Sports Club, made up of young team players, was promoted to the 1st League with its successful performance in the 2024–2025 season.** With this achievement, the Club has gained a **sub-professional league team that serves as a bridge between the youth academy and the A Team**, where its young athletes can continue their development at the professional level.

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 24 campuses.** Over the years, thanks to its widespread impact and the success it has achieved, the programme has evolved beyond the scope of a project. **In the 2024-2025 season, 8,420 students**

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participated in the program, of which 4,951 were trained in volleyball schools and 2,100 were licensed athletes.

As a result of this growth and structural development process, **Slam Dunk for the Future was transformed, as of July 2025, into Slam Dunk for the Future Sports Schools, operating entirely within Eczacıbaşı Sports Club.** With this transformation, the sports schools aim to achieve stronger integration with the club's youth development system, enabling girls to be introduced to volleyball at an early age, develop a sports culture, and continue their development as licensed athletes.

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.

In line with this robust infrastructure and the vision of sustainable athlete development, the new volleyball hall constructed in Kartal, Istanbul, as part of the facility investments of Eczacıbaşı Sports Club, has been planned and implemented **primarily to serve the training and match requirements of the A Team.** The facility, **built in accordance with FIVB and CEV standards,** comprises a main court where the Senior Team plays its matches, three training halls, accommodation areas for youth athletes, and fitness and physiotherapy units. Designed to support the A Team's performance at the highest level, this facility brings the athletes' preparation, recovery, and development processes under a single roof.

Equipped with **advanced match and broadcasting technologies** utilized for the first time in volleyball in Türkiye, the new hall—featuring its high-resolution cube display, modern stands, and on-site museum—stands not only as a sports center but also as a **center of life and culture** that reflects the deep-rooted history and sports culture of Eczacıbaşı Sports Club. In addition to being a strategic investment that directly supports the First Team's sporting success, this new facility also serves as an important hub that reflects the club's innovative approach and its vision for international competition.

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 37 Medical Science Awards, 48 Medical Incentive Awards, 21 Medical Student Project Awards, and supported 183 studies under the Scientific Research Support Awards. In 2025, the Medical Honour Award was presented to Prof. Dr. Mehmet Şükrü Sever and the Medical Science Award

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to Prof. Dr. Ali Koşar, while the Medical Incentive Award was awarded to Assoc. Prof. Dr. Şefik Evren Erdener and Assoc. Prof. Dr. Fatih İnci, the Scientific Research Support Award to Prof. Dr. Seda Kızılel, the Special Topic Scientific Research Support Award to Assoc. Prof. Dr. Umut Şahin, and the Medical Students Project Award to İsmail Emir Yassı.

4.2 Informatics Foundation of Türkiye

The Turkish Informatics Foundation (TBV), of which we are the founding sponsor, 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, analyses 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 Türkiye, AITR, Start Point, and Digital Türkiye, 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.

The Informatics Foundation of Turkey (TBV) celebrated its 30th anniversary on 7 November with a special event themed "Tomorrow's Equation on Artificial Intelligence". At the gathering, which brought together leading representatives from the business world, academia and the technology ecosystem, issues relating to digitalisation, AI, data policies and ethics were discussed. At the same time, the "Equation of Tomorrow" video series launched by TBV to mark its 30th anniversary was also released on YouTube and Spotify.

With support from Google, the AI Training Program launched in 2025 for young professionals aged 18-35, with priority given to the earthquake-affected region, was completed through phases in Gaziantep, Adana, Şanlıurfa, İzmir, Ankara, and Istanbul.

In 2025, under the My Future Dream Project implemented by the Turkish Informatics Foundation under the leadership of Ford Otosan and with the support of the Vehbi Koç Foundation, efforts were undertaken to empower women and girls in STEM fields and to raise awareness of gender equality.

In 2025, 4 major reports were published on the BCTR platform:

- Blockchain Technology in Healthcare Research Review 2025
- Digital Identity Systems and Sectoral Effects Report 2025
- Crypto Asset Retention Report 2025
- Tokenization of Securities Report 2025

A large-scale AI Summit was organised on the AITR platform in December 2025. At the summit hosted by the Türkiye İş Bankası AI Factory, the world of AI was examined from the perspectives of business, science, social good, and innovation. Through the AIWARENESS events held regularly every month throughout 2025, a large number of AI entrepreneurs and enthusiasts came together.

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The Demand-Driven, System-Based Development of Digital Transformation Occupations Project, carried out by the Turkish Informatics Foundation with EU financial support, was developed under the VOCTEST Centres-III Grant Programme and completed between 2020 and 2025. Under the project, an Examination and Certification Centre accredited by the Turkish Accreditation Agency (TÜRKAK) and authorised by the Vocational Qualifications Authority (MYK) was established at the Turkish Informatics Foundation's headquarters building. As of September 2025, the TBV Examination and Certification Center, which is authorized to issue Vocational Qualification Certificates, began administering examinations in 6 information technology professions.

The 16th ETR Awards, a competition on the transition to digital government with participation from public institutions and municipalities, was completed in December 2025.

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 activities throughout 2025:

- * Under the Our Schools, Our Children project, school supplies were donated to more than 400 children attending 8 different village schools in the Milas and Söke region, and art- and sports-based workshops were held at these schools to support the children's psychosocial development.
- * We raised donations for women's cooperatives in 70 cities to support the social and economic empowerment of disadvantaged women.
- * Through shelter visits carried out throughout the year in Istanbul, Ankara, Bozüyük and Kırklareli, we provided food, hygiene materials, and consumables to more than 1,500 stray animals.
- * We shared the excitement of the New Year with 91 children through heartfelt gifts.
- * Led by the running team in the Istanbul Marathons, we raised TRY 1.3 million for KAÇUV with 120 volunteers.
- * We collected waste in Beykoz Riva through a coastal cleanup effort.
- * By providing mentorship support to 38 young people benefiting from the Dr. Nejat F. Eczacıbaşı Education Scholarship, it contributed to their career planning.
- * We donated 90 kg of plastic bottle caps for the benefit of people with spinal cord paralysis in Türkiye.
- * We organised a charity bazaar to donate white canes for the benefit of the Altı Nokta Association for the Blind.
- * We provided material support to Çorbada Tuzun Olsun Association (ÇOTUN), which distributes free food to homeless individuals living on the streets due to psychological, financial, and traumatic circumstances, and joined the association's staff in distributing food.

Sustainability Principles Compliance Statement

SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK DECLARATION

Communiqué numbered II-17.1 on the amendment to the Capital Markets Board's Communiqué on Corporate Governance numbered II-17.1 was published in the Official Gazette dated 02.10.2020 and numbered 31262. According to the amendments made to the Communiqué on Corporate Governance (Communiqué), "Sustainability Principles" have been introduced, compliance with which is voluntary. Our Company voluntarily adopts the Sustainability Principles Compliance Framework specified in accordance with its general targets for compliance with the Corporate Governance Principles. In this context, our Company aims to comply with the published Sustainability Principles in accordance with its fields of activity, partnership and subsidiary structure, organisational, corporate, and operational qualifications.

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 that are suitable for the current structure of our Company.

In the Sustainability Report Compliant with the Turkish Sustainability Reporting Standards (TSRS), published for the first time in 2025, our Company applied the following exemptions in accordance with the regulations of the Public Oversight, Accounting and Auditing Standards Authority (KGK):

- Turkish Sustainability Reporting Standards (TSRS) 1-E3 and TSRS 2-C3: The entity is not required to provide comparative information in its first annual reporting period. In applying this transition exemption, the report covers only information relating to the relevant reporting period, 2024, and does not include climate-related financial disclosures for prior years.
- TSRS 1-E4: In the first annual reporting period in which an entity applies TSRS, the entity is permitted to report its sustainability-related financial disclosures after publishing its related financial statements. At the same time, under Provisional Article 2 of the Board Resolution of the Public Oversight, Accounting and Auditing Standards Authority (KGK), published in Official Gazette No. 21634, the report in question was permitted to be published concurrently with the interim financial report. In this framework, the Company has used the relevant exemption and published the report for 2024 at the same time with the interim financial report for 2025.
- TSRS 1-E5: In the entity's first annual reporting period, it is permitted to disclose information only on climate-related risks and opportunities (pursuant to TSRS 2) and, accordingly, to apply the provisions of TSRS 1 only to the extent that they relate to the disclosure of information on climate-related risks and opportunities. By relying on the relevant exemption within the scope of this report, the Company has included only climate change-related matters under the Strategy and Metrics and Targets sections of the report. However, the general information relating to the governance and risk management approach covers all sustainability matters, including climate.
- Public Oversight, Accounting and Auditing Standards Authority Board Resolution on the Scope of Application of the Türkiye Sustainability Reporting Standards - Provisional Article 3: Entities are not required to disclose Scope 3 greenhouse gas emissions in the first two annual reporting periods in which

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

they apply TSRS within the scope of application. By applying the relevant exemption in this report, the Company did not include information on its 2024 Scope 3 greenhouse gas emissions.

Although the Company was entitled to an exemption under paragraph C4 of TSRS 2 in preparing this TSRS-Compliant Sustainability Report, it has nevertheless included the relevant disclosures on the subject in the report in accordance with the said paragraph.

- TSRS 2-C4(a): If, in the annual reporting period immediately preceding the date of the entity's initial application of the TSRS Standard, the entity used a method other than the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) to calculate its greenhouse gas emissions, the entity is permitted to continue using that same method. Accordingly, the Company has calculated its Scope 1 and Scope 2 emissions in accordance with the Greenhouse Gas Protocol, in line with the data consolidation approach set out in the "Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard".

Efforts have been initiated to disclose, in future TSRS-Compliant Sustainability Reports, details relating to sustainability risks and opportunities not disclosed under the exemption, and the Company's reporting obligations are being monitored.

GENERAL PRINCIPLES

Our Company reflects sustainability policies, risks and opportunities approved by the Board of Directors in its strategies. Through the Double Materiality Assessment launched in 2024 and completed in 2025, the Eczacıbaşı Group identified its priority environmental, social, and governance matters, along with the related risks and opportunities, across its operations in five core sectors (including the healthcare entities operating under the subsidiaries of Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar).¹⁶

Managing environmental, social and governance risks in coordination and cooperation with the Board of Directors Committee for Early Detection of Risk, while also adhering to the Corporate Risk Management (CRM) structure and organisational framework, which has been designed in a multilayered manner to ensure a robust and systematic approach at all levels of the Eczacıbaşı Group of which the Company is a part. The Enterprise Risk Management Policy adopted by our Company to effectively manage risks that may arise in the achievement of its strategic objectives, reduce uncertainties, and capitalize on opportunities covers all of the Company's units and activities and is aligned with the Group Enterprise Risk Management Policy.

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 2025 was submitted by the ESG Commission to the Corporate Governance Committee and the Board of Directors on December 16, 2025.

Our Company performs its activities in compliance with the policies established for the Eczacıbaşı Group, of which it is a member. While the responsibility for determining and managing sustainability and climate change risks and strategies under the authority of the Eczacıbaşı Holding Board of Directors is supported by the Eczacıbaşı Holding Environmental, Social, and Governance (ESG) Committee, the Eczacıbaşı

¹⁶ <https://www.eczacibasi.com.tr/assets/eczacibasi-group-double-materiality-assessment-report-2024.pdf>

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

Holding Sustainability Department, and the Sustainability Coordination Board, these structures work in collaboration and coordination with our Company.

The policies published exclusively for the Company are the Information 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.

Information activities for Group employees on Human Rights, Gender and Equal Opportunities, Environment and Climate Change, Environment, Social, Corporate Governance, Occupational Health and Safety Policies have been carried out during the reporting period.

Roles and responsibilities for the implementation of these policies are defined in the content of these policy texts, in addition to the Company's compliance with the Universal Declaration of Human Rights, ILO Conventions ratified by Türkiye, human rights and legal legislation regulating working life; women's employment and inclusion in recruitment and subsequent human resources management processes; prevention of discrimination, child labor, forced labor, human rights violations; investments made to employees, benefits provided, freedom of unionization, talent management, business ethics, personal data protection and similar issues mentioned in the Sustainability Principles. In addition, in these policies, the mechanisms through which employees and relevant stakeholders can submit their complaints, the related parties, and the persons to make applications are defined.

The Holding ESG Committee, established as a sub-committee of the Eczacıbaşı Holding Board of Directors, is informed about the Group's sustainability activities and plans 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 Report¹⁷, Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Integrated Sustainability Report, and the TSRS-Compliant Sustainability Report, values consolidated at the Group scale and verified by an independent audit firm are shared. Explanations regarding the scope, temporariness, and limitations of the information presented in the reports are also presented in the Group and Company Integrated Sustainability Reports.

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

At the Eczacıbaşı Group, innovation and entrepreneurship studies 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, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report. Innovation projects that support sustainability goals are prioritized, in line with the identified innovation strategic focus areas.

¹⁷ As of the date of publication of the annual report, the Eczacıbaşı Group's Sustainability Report for 2025 has not yet been published. The 2024 sustainability report is available at https://www.eczacibasi.com.tr/assets/eczacibasi_group_integrated-sustainability_report_2024.pdf.

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

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, the Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Integrated Sustainability Report, and the Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar TSRS-Compliant Sustainability Report. Eczacıbaşı Group and Company Sustainability Reports 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; and the Company TSRS-Compliant Sustainability Report with reference to the TSRS standards. In addition, the 2024 Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar Integrated Sustainability Report received GRI approval.

The Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS_Compliant Sustainability Report include corporate policies and strategies for the Group's sustainability priorities shaped by stakeholder views, short and long-term targets, comparative results achieved in these targets 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 targets. The reports include communication channels through which stakeholders can submit their questions and comments. The United Nations Sustainable Development Goals adopted for the Eczacıbaşı Group cover all of the companies of the Group, including our Company, and the UN Sustainable Development Goals that are prioritized are disclosed to the public with integrated sustainability reports. From the UN Sustainable Development Goals, the following have been prioritized; 3) Healthy and quality life, 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, 10) Reducing inequalities, 12) Responsible production and consumption, 13) Climate action and 17) Partnerships for the Goals.

SDG 3 - Good Health and Well-Being

- The safety and well-being of our employees, their families, and our stakeholders have always been among our highest priorities.
- A healthy and safe working environment is maintained at the facilities of our subsidiaries and affiliates, and a "Zero Accident" approach is adopted.

SDG 4- Quality Education

- A work culture grounded in continuous learning and development is fostered, and development opportunities are provided to enhance our employees' skills and competencies.
- Through training programs, we support our employees' professional development and help equip them with the capabilities they need to succeed in their current and future roles.

SDG 5 - Gender Equality

- At our organization, we foster a culture that promotes diversity and inclusion and adopt an approach that takes gender balance into consideration across all our projects and practices.
- In line with the principles of the Eczacıbaşı Group's Gender Equality and Equal Opportunity Policy, our commitment to gender equality and equal opportunity is being further strengthened.
- We commit to providing equal opportunities in employment, leadership, and compensation for all our employees.

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

SDG 6-Clean Water and Sanitation

- Targets are being set and comprehensive water management initiatives are being carried out to reduce water consumption at the facilities of our subsidiaries and associates.
- At the facilities of our subsidiaries and affiliates, we set targets to reduce water consumption and carry out comprehensive water management initiatives.

SDG 7- Affordable and Clean Energy

- At the facilities of our subsidiaries and affiliates, we focus on minimizing the direct and indirect impacts of energy consumption and adopting practices that deliver energy savings and help prevent carbon emissions.
- The Solar Power Plant (SPP), whose installation was completed in the Other Pharmaceuticals Unit of Gensenta's Yenibosna facility, is increasing the availability of green energy sources in its operations.

SDG 8- Decent Work and Economic Growth

- Across our entire value chain, we continue to create economic value in the sector and generate added value for society, with revenue reaching TRY 9.9 billion and employment exceeding 1,000 people.
- By channeling our resources into areas such as innovation, entrepreneurship, research and development, and digital transformation, we are building our long-term growth on a solid foundation.

SDG 9- Industry, Innovation, and Infrastructure

- Guided by our innovation and entrepreneurship mindset, we continue our efforts to develop new products with a strong focus on customer needs and to further advance our existing products through continuous improvement.
- Through our digital infrastructure investments, we are not only improving operational efficiency but also reshaping our organizational structure.

SDG 10- Reduced inequalities

- We aim to increase the proportion of women among new hires and focus on creating an inclusive work environment throughout our recruitment processes.
- With the aim of increasing the proportion of women professionals in management positions, diversity in leadership roles is being promoted.

SDG 12- Responsible Production and Consumption

- At the facilities of our subsidiaries and associates, while waste and pollution are being reduced, due care is being taken to preserve resources and fulfil our environmental responsibilities.
- In line with circular economy principles, waste generated at the facilities of our subsidiaries and affiliates is recycled and minimized.

SDG 13- Climate Action

- Through our efforts to prevent the lasting effects of climate change on our planet, we remain committed to fulfilling our responsibility in the most effective manner possible.
- Various measures are being taken throughout the supply chain, from procurement to distribution, to reduce carbon emissions and lower our environmental impact.

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

SDG 17-Partnerships for the Goals

- At Eczacıbaşı İlaç, Sınai ve Finansal Yatırımlar, we implement various sustainability projects and establish strong collaborations with a wide range of stakeholders, from universities to civil society organizations.
- Throughout the year, various technical workshops, guest lectures, and career events are held, and active participation in these events is ensured.

Our Company pays utmost attention to the principles of transparency, objectivity, and reliability as required by the Eczacıbaşı Group's corporate working principles and corporate governance principles; it observes compliance with these principles in its activities and public disclosures.

Pursuant to 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 social, economic, and environmental legislation is observed. During the reporting period, there were no reported/detected non-compliance with environmental laws and regulations. In addition, there are no lawsuits filed against the Company on environmental, social, and corporate governance issues or finalized during the period.

ENVIRONMENTAL PRINCIPLES

Since our Company operates within the Eczacıbaşı Group, it follows the environmental management policies and practices determined for the Group. Practices for management system certifications, such as ISO 14001 and ISO 27001, apply to the Company's affiliates and subsidiaries with production operations.

Group targets 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 goals of the Group's senior managers. This also encourages strong environmental sustainability performance. The business targets and processes determined for the Group as a whole and applicable within the framework of our activities and organizational structure are also valid for our Company.

Within the Eczacıbaşı Group, policy development processes on environmental matters are carried out, and the resulting policies are reviewed and approved by the Eczacıbaşı Holding Board of Directors. To ensure effectiveness in sustainability activities, we carry out initiatives in collaboration with various non-governmental organisations, and a the list of these organisations is published in the Integrated Sustainability Reports.

The data relating to the Company's subsidiaries and associates engaged in manufacturing activities are reported in the Eczacıbaşı Group Integrated Sustainability Report, the Company's Integrated Sustainability Report or the Company's TSRS-Compliant Sustainability Report. In addition, separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. The data are shared in consolidated and comparative terms by year, and information such as data calculation methods, standards, and principles are included in the report.¹⁸ The reports include 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. Value chain management processes across the Group are included in the Sustainability Reports. Data on

¹⁸ The Sustainability Reports for 2025 have not yet been published.

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

environmental management relating to the Company and its subsidiaries are prepared using invoices, meters and declarations submitted to the ministry.

Since our Company operates within the Eczacıbaşı Group, it follows the climate actions and strategies created for the whole of the Group. Despite the difficulties in combating the climate crisis, the Eczacıbaşı Group prioritizes the integration of new strategies across the Group in line with the identified risks and the priorities of its organisations, taking both risks and opportunities into account. 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 combating process. In order to raise the sustainability studies carried out in all Group companies to a more competitive level on an international scale, studies are carried out in the stages of identifying and analyzing sustainability risks and creating action plans against them. The Group's and the Company's climate action strategies are disclosed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report. The ESG Committee established within Eczacıbaşı Holding, the Holding Sustainability Department, and the Sustainability Committees consisting of Group companies are responsible for the realization of the relevant activities. The Eczacıbaşı Group Integrated Sustainability Report and the Company Integrated Sustainability Report present the efforts of our Company's affiliates and subsidiaries engaged in manufacturing activities to reduce the climate impacts of their products and services. Entity-specific data for Vitra Karo, one of the Company's associates, are included in the sustainability report it has published.

A carbon pricing system has not yet been implemented in Türkiye. During the reporting period, no practice relating to accumulated or purchased carbon credits or carbon pricing was implemented.

The implementation of carbon pricing will be reassessed in the coming period.

SOCIAL PRINCIPLES

For our Company, as for all organizations included in the Eczacıbaşı Group, compliance with internationally accepted business ethics principles and applicable legal regulations in all its activities and savings is considered the minimum working standard. Business ethics, internal audit, and legal compliance activities throughout the Group are conducted under the coordination of the Audit Board Presidency, Human Resources Group Presidency, Chief Legal Advisor, and Ethics Board.

As a signatory of the UN Global Compact, Eczacıbaşı Group has adopted the principle of zero tolerance for 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 have been explained and necessary trainings and informative activities are organized for the 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 the Group employees at a high level with periodic information and reminder messages. Pursuant to the Code of Conduct, all Group employees are obliged to notify the Ethics Board through the notification channels in case of any violation of the Code of Conduct, particularly bribery, corruption, violation of rights, and conflict of interest. All notifications are evaluated within the framework of the principle of confidentiality to protect the person notifying. The main rules governing the relations of Group companies with customers are presented in the Eczacıbaşı Community Code of Conduct document. Information about the mechanisms

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

through which customers or other stakeholders can submit complaints about violations of these rules and relevant contact information are also presented in this document.

Within the scope of the basic motivation of "equal opportunities for all" that guides the human resources strategies of the Eczacıbaşı Group, equal opportunity has been recognized as one of the main priorities in sustainability activities. 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 studies 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, it accelerated its equal opportunity initiatives 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 developing Gender Equality Training Programs. As of 2017, through its equal opportunity platform called "birlikteBİZ," it began redesigning all business processes, from recruitment processes to its leadership approach. This set in motion a transformation at every level of the Group that will contribute to Türkiye's future.

Working in collaboration with McKinsey, the international consulting firm known for its significant work on equal opportunity at the global level, the Eczacıbaşı Group took action to elevate its current standing to "best-in-class." The project was designed to ensure that performance in equal opportunity is monitored regularly and enhanced through the identification of relevant action steps and the implementation of new practices and policies. The Group published a manifesto and communicated its commitment on this issue, particularly its goals focused on women's employment, to its employees and the public. Accordingly, human resources policies were developed to support and facilitate women's empowerment both in entering the workforce and throughout their working lives.

As we shape our corporate culture around an inclusive work environment and a balanced workforce, we place strong emphasis on diversity and gender balance. In 2025, women represented 40% of our management team. In addition, during this period, women represented 39% of our professional workforce and 45% of new hires.¹⁹

Nursery support is offered to female employees on all campuses and offices. Paternity leave has been implemented as three weeks after the birth and one day a week for up to three weeks thereafter. In addition, the 'Employee Children Education Scholarship Program' continues in order to support the education of employees' children. Under this program, educational support is provided to the children of our employees who meet the established criteria throughout their academic lives.

Eczacıbaşı Group organizations offer a fair working environment to their employees, do not tolerate human rights violations in business life, and avoid being involved in such violations. Within this framework, practices such as child labor, and forced labor are prohibited activities throughout the whole of the Eczacıbaşı Group. There is no discrimination based on age, gender, language, belief, or ethnicity 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 Manual and the Eczacıbaşı Group Code

¹⁹ This information relates to white-collar employees within Gensenta and Eczacıbaşı İlaç Pazarlama.

SUSTAINABILITY PRINCIPLES COMPLIANCE STATEMENT

of Conduct Booklet are the basic documents that guide our employees on the Group's practices regarding human rights and freedom of association, Group values and codes of conduct.

It is essential to apply objective criteria in remuneration, which is a significant indicator of providing equal opportunities. The Eczacıbaşı Group warrants that there is no discrimination in the remuneration of employees in similar positions in its remuneration 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 loyalty of the employees leads to the success of the Group. Eczacıbaşı Group supports employees to 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 uses a back-up system in which the positions that arise in the Group are filled primarily by Group employees. Talent management studies focus on recruiting, retaining, and developing the talents of the most talented individuals in the organization. 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 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.

Providing a safe and healthy working environment for employees is among the main sustainability targets of Eczacıbaşı Group. The Group Occupational Health and Safety Committee, which consists 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.

The Eczacıbaşı Group sustainability roadmap is designed in line with the expectations and needs of all stakeholders. Accordingly, the needs and priorities of various stakeholder groups are also evaluated in consultation with them in the processes of determining the Sustainability Priorities of the Eczacıbaşı Group, which are also binding for the company. The explanations made in the Eczacıbaşı Group Integrated Sustainability Report regarding stakeholder communication activities are also valid for our Company.

Our Company, a member of the Eczacıbaşı Group, supports the local and international initiatives endorsed or supported by the Group.

Regarding sustainability, substantial efforts are made to take part in the Borsa Istanbul Sustainability Indices and international sustainability indices, along with the completion and implementation of the studies envisaged on the principles that are in accordance with the current structure of our Company.

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CORPORATE GOVERNANCE PRINCIPLES

Our Company has fully complied with the principles required to be followed within the scope of the Capital Markets Board Communiqué on Corporate Governance numbered II.17.1 in force. Although full compliance with the non-mandatory Corporate Governance Principles is aimed for, full compliance has not yet been achieved due to the difficulties encountered in the implementation of some of the principles, and the ongoing debates both in our country and on the international platform regarding compliance with some principles.

The principles that have not yet been put into practice are being worked on and are planned to be put into practice after the administrative, legal, and technical infrastructure works in a way that contributes to the effective management of our company.

There are no conflicts of interest arising from principles that have not yet been implemented. Detailed information on the subject is provided in the Corporate Governance Section of our annual report.

Our Company considers the issue of sustainability, the environmental impact of its activities and the principles in this regard when determining its corporate governance strategy. The sustainability program conducted throughout the Eczacıbaşı Group is designed in line with the expectations and needs of all stakeholders, and explanations regarding stakeholder communication activities are included in the Eczacıbaşı Group Integrated Sustainability Report and Company Integrated Sustainability Report.

The Eczacıbaşı Group's social investment and corporate social responsibility activities are disclosed in the Eczacıbaşı Group Sustainability Reports, the Company Integrated Sustainability Report, and on the corporate website: <https://www.eczacibasi.com.tr/tr/toplumsal-sorumluluk>. The disclosures made with respect to our Company's operating period from 01.01.2025 to 31.12.2025 in accordance with the Sustainability Report template set out by the resolution of the Capital Markets Board of Türkiye dated 23.06.2022 and numbered 34/977 may be accessed on the website at <https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/kurumsal-yonetim> and on the Public Disclosure Platform (KAP) (<https://www.kap.org.tr/>). It is also included at the end of this section.

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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 manages environmental, social, and governance risks in coordination and cooperation with the Board of Directors' Early Risk Detection Committee, adhering to the multi-layered Corporate Risk Management (CRM) structure and organization designed to ensure a strong and systematic approach at all levels of the Eczacıbaşı Group. Our Corporate Risk Management Policy, adopted to effectively manage risks, reduce uncertainties, and capitalize on opportunities in achieving our strategic goals, covers all units and activities of the company and is consistent with the Group's Corporate Risk Management Policy.	2025 Annual Report/Sustainability/Page 108
	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/Bildirim/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, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report detail the Group's sustainability priorities shaped by stakeholder input, including corporate policies and strategies, short-term and long-term goals, comparative results achieved over the years, improvement activities aimed at enhancing sustainability performance in the business processes, products, and services of Group companies, and examples of best practices. The reports also include communication channels through which stakeholders can submit their questions and opinions.	2025 Annual Report/Sustainability/Page 110
	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 issues in the Company and their duties have been identified and disclosed to the public.	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
	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 2025 was presented to the Corporate Governance Committee and the Board of Directors by the ESG Commission on December 16, 2025.	2025 Annual Report/Sustainability/Page 108

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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, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report detail the Group's sustainability priorities shaped by stakeholder input, including corporate policies and strategies, short-term and long-term goals, comparative results achieved over the years, improvement activities aimed at enhancing sustainability performance in the business processes, products, and services of Group companies, and examples of best practices. The reports also include communication channels through which stakeholders can submit their questions and opinions.	2025 Annual Report/Sustainability/Page 110
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 Key Performance Indicators (KPIs) for sustainability as determined by the Eczacıbaşı Group. The Eczacıbaşı Group Integrated Sustainability Report, the Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments Integrated Sustainability Report, and the TSRS Compliant Sustainability Report share consolidated values at the Group level, which have been verified by an independent auditing firm. Explanations regarding the scope, timeliness, and limitations of the information included in the reporting are included in the content of the Group and our Company's Sustainability Reports.	2025 Annual Report/Sustainability/Page 109
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 any) innovation activities carried out in subsidiaries are shared in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report. In line with the identified innovation strategic focus areas, innovation projects supporting sustainability goals are prioritized.	2025 Annual Report/Sustainability/Page 109
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 and sufficient manner.	X				Information regarding our company's current status under sustainability principles is presented in a consolidated, understandable, accurate, and sufficient manner in the 2024 Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report. (As of the publication date of this activity report, the Eczacıbaşı Group and our company have not yet published their 2025 Sustainability Reports. Sustainability reports from previous years can be accessed at " https://www.eczacibasi.com.tr/politika-ve-raporlar " and " https://www.eczacibasi.com.tr/yatirimci-iliskileri/eis/finansal-bilgiler ".)	2025 Annual Report/Sustainability/Page 109
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 and 17) Partnerships for the goals.	2025 Annual Report/Sustainability/Page 110
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	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	2025 Faaliyet raporu/Sürdürülebilirlik/Sayfa 111

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	Company's activities, have been disclosed to the public.					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.	
	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.	2025 Annual Report/Sustainability/Page 109
	B. ENVIRONMENTAL PRINCIPLES						
B1	The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X				The policy and strategic plan statements made in the Integrated Sustainability Reports for the entire Group are also valid 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 operating in production.	2025 Annual Report/Sustainability/Page 93
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 regarding environmental reports, such as the scope, period, and date of the report, is publicly disclosed through the Eczacıbaşı Group Integrated Sustainability Reports, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report.	2025 Annual Report/Sustainability/Page 109
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				

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B5	How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X				As a company operating within the Eczacıbaşı Group, it follows the climate action and strategies established for the entire Group. The Group's climate action strategies are detailed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report. The ESG Committee established within Eczacıbaşı Holding, the Holding Sustainability Department, and the Sustainability Committees comprised of Group companies are responsible for implementing these activities. The efforts of our subsidiaries and affiliates with manufacturing activities to reduce the climate impact of their products and services are also detailed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report.	2025 Annual Report/Sustainability/Page 112
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 relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
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.	2025 Annual Report/Sustainability/Page 112
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 impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.	X				Data relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112

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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 is published in accordance with the United Nations Global Compact (“UNGC”) criteria, the International Integrated Reporting Council (“IIRC”) framework, the World Economic Forum (“WEF”) stakeholder capitalism metrics, and the Global Reporting Initiative (“GRI”) standards; the Company’s TSRS Compliant Sustainability Report is published with reference to TSRS standards. Furthermore, the 2024 Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments Integrated Sustainability Report have been approved by the GRI.	2025 Annual Report/Sustainability/Page 109
B11	The increase or decrease in Company’s environmental indicators as of the reporting year has been comparatively disclosed with previous years.			X		Data relating to the company’s manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
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, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report detail the Group’s sustainability priorities shaped by stakeholder opinions, including corporate policies and strategies, short-term and long-term goals, comparative results achieved over the years, improvement activities aimed at enhancing sustainability performance in the business processes, products, and services of Group companies, and examples of best practices to achieve these goals.	2025 Annual Report/Sustainability/Page 110
B13	A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.			X		As a company operating within the Eczacıbaşı Group, it follows the climate action and strategies established for the entire Group. The Group’s climate action strategies are detailed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report. The ESG Committee established within Eczacıbaşı Holding, the Holding Sustainability Department, and the Sustainability Committees comprised of Group companies are responsible for implementing these activities. The efforts of our subsidiaries and affiliates with manufacturing activities to reduce the climate impact of their products and services are also detailed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS-Compliant Sustainability Report.	2025 Annual Report/Sustainability/Page 112
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		Our company’s efforts to reduce the climate impact of the products and services of its subsidiaries and affiliates involved in production activities are detailed in the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, and the Company TSRS Compliant Sustainability Report. Data specific to Vitra Karo, one of our subsidiaries, is included in its own sustainability report.	2025 Annual Report/Sustainability/Page 112

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	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 relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
B17	The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X				Data relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
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 relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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.	2025 Annual Report/Sustainability/Page 112

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						TSRS compliant data for 2025 will be included in the report to be published in 2026.	
B19	The renewable energy production and usage data has been publicly disclosed.	X				Data relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
B20	The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.			X		Data relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
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 relating to the company's manufacturing subsidiaries and affiliates are reported through the Eczacıbaşı Group Integrated Sustainability Report, the Company Integrated Sustainability Report, or the Company TSRS Compliant Sustainability Report. Separate Integrated Sustainability Reports for subsidiaries and affiliates may also be published. Data is shared on a consolidated basis and on a comparative basis over the years, and information such as data calculation methods, standards, and principles is included in the report. The reports include data on energy consumption and renewable energy production by type, Scope 1 and Scope 2 carbon emissions, 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. TSRS compliant data for 2025 will be included in the report to be published in 2026.	2025 Annual Report/Sustainability/Page 112
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.	2025 Annual Report/Sustainability/Page 113

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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.	2025 Annual Report/Sustainability/Page 113
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.	2025 Annual Report/Sustainability/Page 113
B25	The platforms where the Company discloses its environmental information have been disclosed.	X				The main communication tools used by the Eczacıbaşı Group, to which our company belongs, for sharing detailed information about the group's sustainability activities, including environmental information, are the Eczacıbaşı Group's corporate website, the Eczacıbaşı Group Integrated Sustainability Report, the Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments Integrated Sustainability Report and the Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments TSRS Compliant Sustainability Report.	2025 Annual Report/Sustainability/Page 109
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.	2025 Annual Report/Sustainability/Page 108
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 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.	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.	2025 Annual Report/Sustainability/Page 108

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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.	2025 Annual Report/Sustainability/Page 113
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.	2025 Annual Report/Sustainability/Page 114
C1.5	Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X				"The Human Resources Practices Handbook and the Eczacıbaşı Group Code of Conduct Booklet are the main documents that guide our employees in the Group's human rights and freedom of association practices, Group values, and code of conduct.	2025 Annual Report/Sustainability/Page 114
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.	2025 Annual Report/Sustainability/Page 114
C1.5	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.	2025 Annual Report/Sustainability/Page 115
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/en/investor-relations?utm_source=https://www.kap.org.tr/en/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 and Company Annual Report.	2025 Annual Report/Sustainability/Page 94
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.	https://www.eczacibasi.com.tr/assets/3-eczacibasi-holding_policy-on-the-protection-and-processing-of-personal-data.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.	2025 Annual Report/Sustainability/Page 92
C1.9	The studies related to social investment, social responsibility, financial			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	2025 Annual Report/Sustainability/Page 99

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	inclusivity and access to finance have been explained.					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.	
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.	2025 Annual Report/Sustainability/Page 108
	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.	2025 Annual Report/Sustainability/Page 113
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/637459877759332177.pdf
C2.3	The international reporting standards that adopted in reporting have been explained.	X				The Eczacıbaşı Group and Company Sustainability Report is published in accordance with the United Nations Global Compact (“UNG”) criteria, the International Integrated Reporting Council (“IIRC”) framework, the World Economic Forum (“WEF”) stakeholder capitalism metrics, and the Global Reporting Initiative (“GRI”) standards; the Company’s TSRS Compliant Sustainability Report is published with reference to TSRS standards. Furthermore, the 2024 Eczacıbaşı Group Integrated Sustainability Report and the Eczacıbaşı Pharmaceuticals, Industrial and Financial Investments Integrated Sustainability Report have been approved by the GRI.	2025 Annual Report/Sustainability/Page 109
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.	2025 Annual Report/Sustainability/Page 115
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.	2025 Annual Report/Sustainability/Page 115
	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.	2025 Annual Report/Sustainability/Page 91

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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.	2025 Annual Report/Sustainability/Page 94
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