



DEVA HOLDING A.Ş.
2025 GRI-Compliant Sustainability Report

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ABOUT THE REPORT

About the Report

This report has been prepared in line with the Global Reporting Initiative (GRI) Standards to transparently share DEVA Holding A.Ş.'s (hereinafter referred to as "DEVA") performance in the ESG areas, along with the practices and projects implemented throughout the year, with its stakeholders and the public.

The numerical data presented in the report cover Türkiye-based operations and overseas subsidiaries between January 1, 2025, and December 31, 2025. The practices and projects, however, encompass all Holding operations, and comparative performance indicators for the last three years are also provided.

Any views, suggestions, or questions regarding the report can be shared with us at surdurulebilirlik@deva.com.tr.





About the Report

Message from the Chairman of the Board and CEO

Dear Stakeholders,

Today, issues such as climate change, the protection of natural resources, access to healthcare, ethical governance and social impact are shaping not only the current performance of organizations, but also their long-term resilience and ability to thrive. In line with the 2030 Sustainable Development Goals, businesses are increasingly expected to take a holistic view of their environmental, social and economic impacts and to shape their value creation processes with a strong sense of responsibility.

At DEVA, we see sustainability not merely as an approach that guides our operations, but as an integral part of our corporate culture and long-term growth strategy. We believe that how we develop and deliver healthcare solutions — the processes we follow, the responsibilities we embrace and the values that guide us — is just as important as the solutions themselves. In 2025, we brought greater visibility and coherence to our sustainability journey under the motto “The Future Is in Our Nature.” This framework reflects our commitment to embedding responsible production within planetary boundaries, an inclusive approach that supports social well-being, and transparent governance principles across all our processes.

2025 marked a period in which we made our sustainability performance more measurable and managed our areas for improvement in a more systematic manner. We focused on increasing energy efficiency, reducing our environmental impact through improved water and waste management, and expanding practices that support the efficient use of resources. During the year, we reduced our total energy consumption compared with the previous year,

while making more effective use of environmentally responsible technologies, recovery practices and data-driven monitoring systems across our production processes.

Our people-centered culture lies at the heart of our approach to sustainability. In 2025, as we continued to create value together with our 2,981 employees, we further strengthened our commitment to equal opportunity, diversity and inclusion. Women represented 50% of our white-collar workforce and 41% of management positions, reflecting the inclusive culture we continue to foster across our organization. To support the personal and professional development of our employees, we provided a total of 169,864 hours of training throughout the year. In addition, we delivered 21,624 hours of occupational health and safety training to 2,811 employees, reinforcing our commitment to maintaining a safe working environment.

In 2025, we integrated key sustainability and climate related performance indicators into the performance and incentive systems of our senior executives, further embedding sustainability into our management and decision-making processes. In doing so, we reinforced our environmental, social and governance objectives as strategic priorities that are owned and supported across the organization.

Research and development, one of the key pillars of our sustainable growth strategy, plays a central role in our ambition to contribute to public health and expand access to medicines. As of 2025, our portfolio of more than 675 products across 15 therapeutic areas enables us to respond to a broad range of healthcare needs.

With a total of 1,863 registered products across 86 countries and exports to more than 60 countries, we continue to strengthen our vision of making high-quality healthcare solutions accessible across a wider geographic footprint.

With our focus on digitalization and operational excellence, we are building a more agile, integrated and sustainable operating model across our activities, from manufacturing to quality control. Paperless manufacturing processes, digital quality management systems and data integrity practices enable us to improve operational efficiency while reducing our environmental impact. In supply chain management, we continue to follow a responsible procurement approach, placing compliance with applicable regulations, quality standards and governance requirements among our key priorities. In 2025, local suppliers accounted for 75% of our supply chain, while our domestic procurement amounted to TRY 3.17 billion, reflecting both our contribution to the local economy and our commitment to sustainability throughout our value chain.

We are pleased to present our Sustainability Report, in which we share our 2025 performance and highlight the value we create across our priority sustainability topics. I would like to extend my sincere thanks to all our stakeholders who have supported us throughout our sustainability journey and whose efforts and contributions have added value to this process, particularly in the preparation of this report.

Philipp Haas

Chairman of the Board & CEO



Philipp Haas

Chairman of the Board of Directors & CEO

About the Report

About DEVA

Founded in 1958, DEVA continues its operations with its long-standing heritage and manufacturing strength in the Turkish pharmaceutical sector. In addition to the manufacturing and marketing of human pharmaceuticals and pharmaceutical raw materials, the Holding also carries out production in the fields of veterinary medicines, cologne, medical ampoules, and dietary supplements. Its broad and diversified product portfolio, together with its strong production infrastructure, supports DEVA's position in the healthcare sector. The main shareholder of the Company is Luxembourg-based EastPharma S.a.r.l., with a shareholding of 82.20%. Listed on Borsa İstanbul (BIST), DEVA conducts its activities in line

with its publicly listed company structure, with an approach centered on transparency and sustainable growth.

DEVA expands its portfolio each year with new treatment options and, as of 2025, offers more than 675 products across 15 therapeutic areas, including oncology, cardiology, respiratory system, and ophthalmology. Its production facilities in Çerkezköy and Kartepe, with an annual production capacity of 620 million units, provide a strong infrastructure supporting the Company's growing product diversity. In line with its objective to contribute to public health and enhance Access to Medicine, R&D activities are

given strategic priority; high value-added products are developed at the DEVARGE R&D Center, which is equipped with advanced technological infrastructure. All production facilities operate in compliance with EU GMP and US FDA standards. DEVA maintains its presence in international markets with a total of 1,863 licensed products in 86 countries and exports pharmaceuticals and pharmaceutical raw materials to more than 60 countries, including the United States, Switzerland, and Germany.



DEVVA



About the Report

Mission, Vision, and Values

Our Mission

We exist to provide high-quality experience with innovative and distinctive products so that everyone can access a healthier life on a global scale.

Our Vision

To be the first choice in the markets where we compete by building leading pharmaceutical brands.

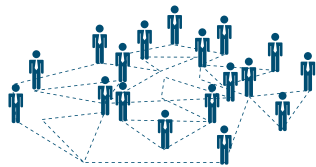
Our Values



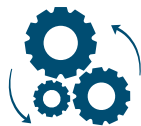
We Succeed
Together



We Build
Relationships Based
on Trust



We Are People-
Oriented



We Are
Innovative



We Act
Responsibly

Our Principles

We diligently implement our fundamental corporate principles throughout all of our business processes and reflect this understanding in every area of our activities. While integrity, quality, and trustworthiness form the foundation of our corporate culture, a customer-oriented approach lies at the heart of our way of doing business.

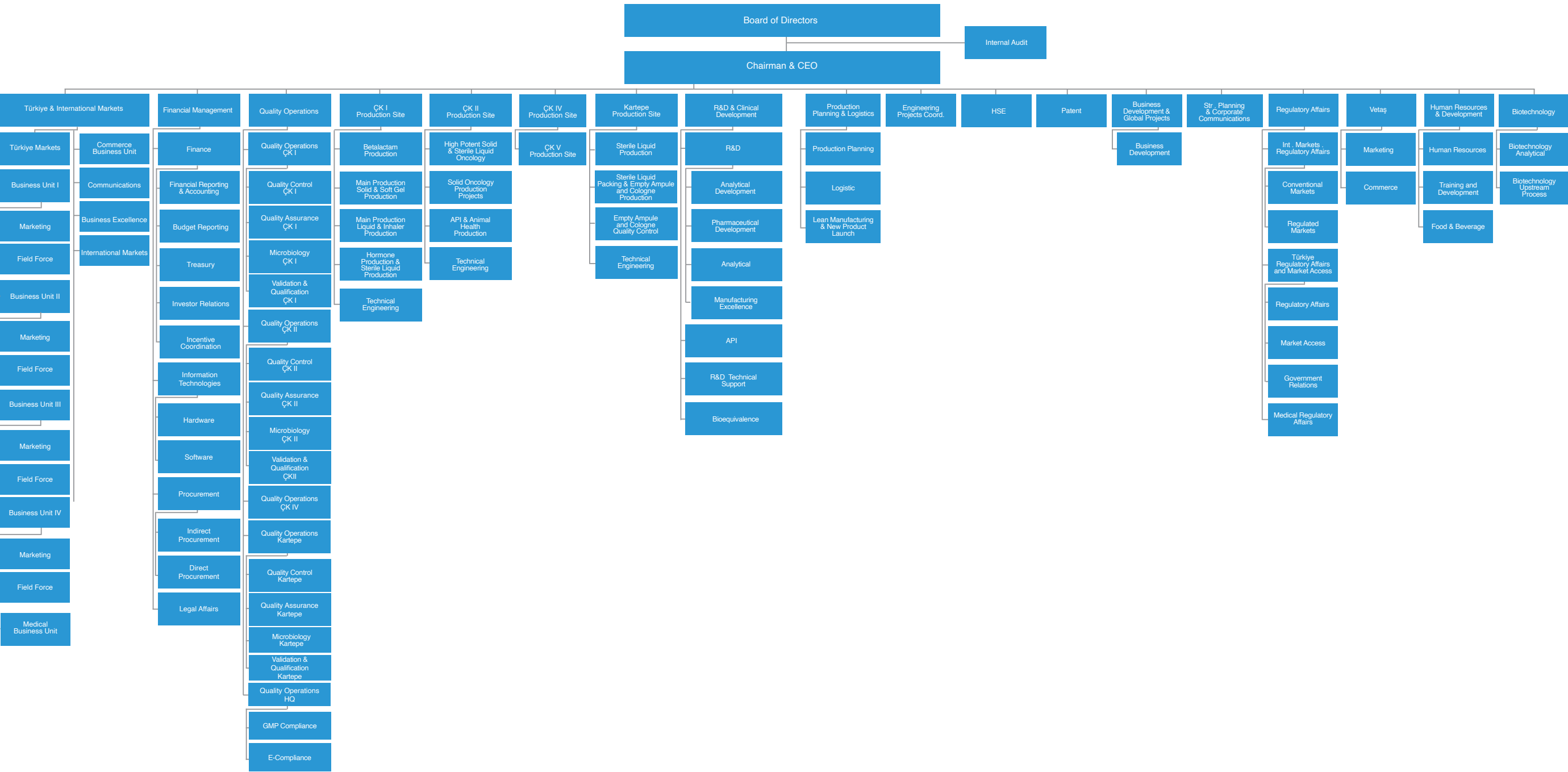
Acting in line with our commitment to ethical rules and our approach to autonomous management, we offer a working environment that supports employee satisfaction and creativity. In addition, we act with a sustainable management approach that fosters entrepreneurial spirit, strengthens teamwork, and embraces environmental responsibility.

- | | | |
|------------------------------|------------------------------|--------------------|
| » Integrity | » Adherence to ethical rules | » Entrepreneurship |
| » Quality | » Autonomous management | » Teamwork |
| » Trustworthiness | » Employee satisfaction | » Environmentalism |
| » Customer-oriented approach | » Creativity | |



About the Report

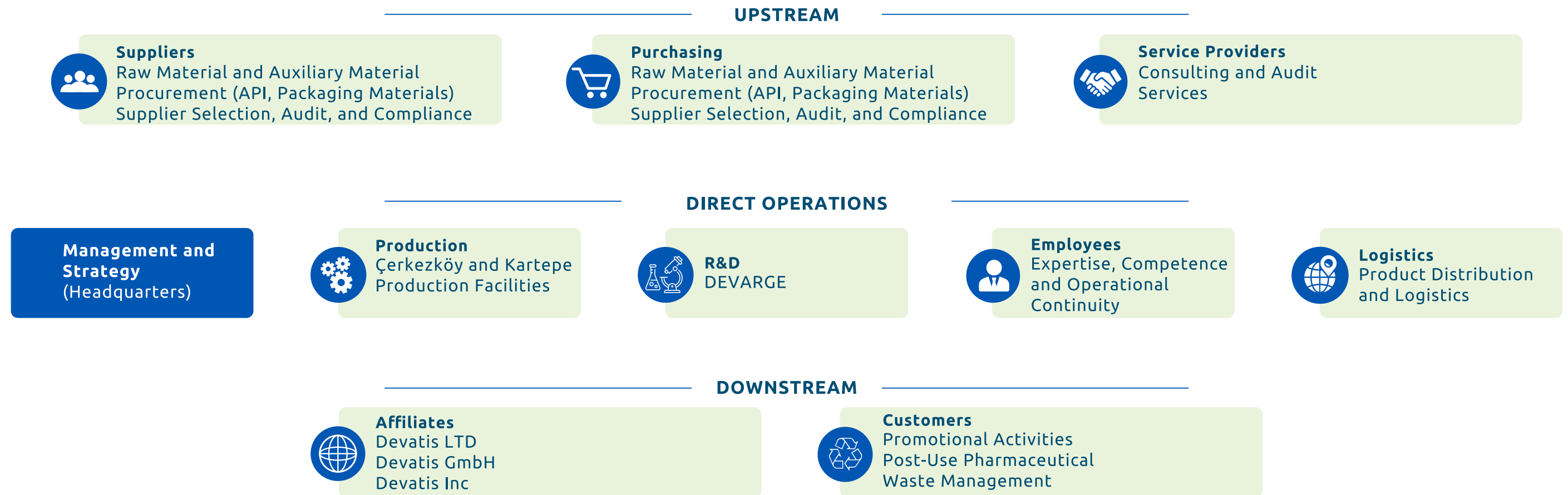
Organizational Scheme





About the Report

Value Chain





About the Report

2025 Financial Performance

Total Domestic Pharmaceutical Sales (Million units)

Year	Value
2023	205.2
2024	200.2
2025	195.4

Total Exports (Million TL)

Year	Value
2023	1,312.7
2024	2,359.4
2025	3,133.1

Total Domestic Pharmaceutical Sales (Million TL)

Year	Value
2023	9,575.1
2024	11,209.8
2025	13,660.6

Economic Value Created (Million TL)

Year	Value
2023	21,412
2024	20,233
2025	19,245

Sustainable Finance (Million TL)

Sustainable Finance	2023	2024	2025
Average Cost of Financing	3,064	3,876	2,768

About the Report

Shareholders and Affiliates

Luxembourg-based EastPharma S.a.r.l., engaged in the manufacturing and marketing of human medicinal products, active pharmaceutical ingredients, and veterinary medicines, is the main shareholder of DEVA with an 82.20% shareholding. EastPharma S.a.r.l. is also the shareholder of Saba ilaç

Sanayi ve Ticaret A.Ş., which operates in the Turkish pharmaceutical sector, holding 99.99% of its capital shares.

Saba ilaç purchases toll-manufacturing services from DEVA. In this context, Saba's products are toll-

manufactured and stored by DEVA. Through its in-house R&D Center, DEVA also provides R&D services to Saba; within this framework, it carries out studies and pilot manufacturing related to Saba's products. In addition, Saba purchases financial, administrative, and marketing/promotional services from DEVA. The overseas sales of Saba's pharmaceuticals are also partly carried out by DEVA.

Partnership Structure

EastPharma Ltd.

EastPharma S.a.r.l

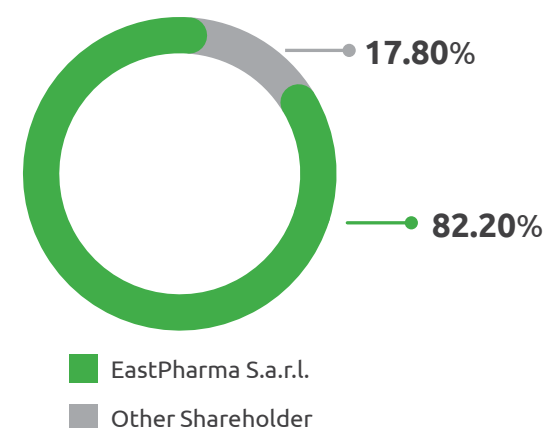
DEVA Holding A.Ş.

Group A 74.00%

Group B 72.00%

Group C 82.20%

Shareholder Structure (Group C Shares)



Subsidiaries

Subsidiary	Location	Share (%)
DEVATIS LTD	New Zealand	100%
DEVATIS GmbH	Germany	100%
DEVATIS AG	Switzerland	100%
DEVATIS INC.	U.S.A.	100%
DEVATIS DE MEXICO, S.DE RL. DE	Mexico	99.99%
DEVATIS PTY LTD	Australia	100%
DEVATIS CANADA INC.	Canada	100%
DEVATIS D.O.O. BEOGRADE	Serbia	100%
DEVATIS B.V.	Netherlands	100%
DEVATIS LLC	Azerbaijan	100%
DEVATIS UK Ltd.	United Kingdom	100%



NATURALLY, TRUSTWORTHY

Trust is at the heart of who we are; with our ethical, transparent, and responsible management approach, we build strong, long-term relationships based on trust with all our stakeholders.

Naturally, Trustworthy

Corporate Governance

At DEVA, we conduct our operations in line with the principles of transparency, accountability and responsibility, while ensuring full compliance with national and international regulations. Through our effective corporate governance approach, we aim to strengthen our strategic decision-making processes, manage risks effectively and build trust among all our stakeholders.

As our highest governance body, the Board of Directors oversees compliance with corporate governance principles, while also setting the strategic direction of our Company, monitoring our performance and overseeing our sustainability priorities.

The Audit Committee, Corporate Governance Committee, Early Detection of Risk Committee and Sustainability Subcommittee, which operate under the Board of Directors, support the effectiveness and accountability of this governance structure.



Naturally, Trustworthy

Business Ethics and Legal Compliance

As a strong ethical culture and full compliance with applicable regulations form the foundation of sound corporate governance, we consider business ethics and legal compliance to be integral components of our corporate governance approach. From this perspective, we conduct all our business processes based on the principles of integrity, transparency and accountability.

We formalize our ethical approach through our **Code of Ethics Procedure**, which defines the standards of conduct we expect our employees, business partners and all parties engaged in business relationships with our Company to follow. The Procedure covers key principles such as the prevention of discrimination, equal and fair treatment, the management of conflicts of interest, the protection of confidentiality and the responsible and ethical use of Company resources.

Across all our processes, from recruitment and promotion to training and performance evaluation, we are committed to treating everyone with respect and providing equal opportunities, regardless of race, religion, gender, age, ethnic origin, marital status, health status or disability.

In order to prevent conduct incompatible with ethical principles, we provide an open Code of Ethics Reporting Line for our employees and external stakeholders. Reports submitted through this channel are reviewed by our Internal Auditing Department in accordance with the principle of confidentiality; the reports prepared regarding the notified cases are submitted to the Ethics Board.

We operate our whistleblowing mechanism in a way that protects the identity of the reporting parties and ensures that no person acting in good faith is subject to any adverse treatment. Where deemed necessary at the end of the investigation process, sanctions are applied within the framework of the Disciplinary Regulations.

We adopt a zero-tolerance principle against all forms of corruption, bribery, and unethical practices. Corruption and bribery risks are regularly addressed within the scope of our risk-based annual internal audit plan and are evaluated together with the notifications received through the ethics reporting line. We consider carrying out all our commercial activities in a transparent manner in compliance with laws and ethical rules to be a fundamental precondition for protecting our corporate reputation and stakeholder trust.

Throughout 2025, we actively conducted fraud audits and internal audit activities, monitoring and evaluating processes on a regular basis. Within the scope of the audits carried out, no confirmed cases of corruption were identified, and the internal audit function continued its active role in overseeing corporate risks and enhancing the effectiveness of processes. Given the highly regulated nature of the pharmaceutical sector and our commitment to business ethics, we regard full compliance with the applicable legislation in all geographies where we operate as one of our fundamental responsibilities. Compliance with regulatory requirements is monitored primarily by our Legal Department, and, where deemed necessary,

independent audits are carried out by our Internal Auditing Department. Thanks to our approach of ensuring full regulatory compliance, no administrative sanctions arising from non-compliance were imposed on us during the reporting period.

We safeguard the effectiveness of our business ethics and legal compliance processes through the independent audit activities of our Internal Auditing Department. We carry out our internal audit activities in accordance with the International Internal Audit Standards (IIA Standards) and the relevant legislation, in line with our Internal Audit Procedure. In our audits, we address issues such as the accuracy of financial reporting, compliance processes, corruption and bribery risks, and internal control and risk management systems. For any non-conformities or risks identified during our audits, we develop corrective and preventive action plans together with the relevant units and periodically monitor the implementation and effectiveness of these plans. Critical findings are shared with senior management and the Auditing Committee, and improvement processes are concluded through our follow-up mechanisms.

We aim to continuously strengthen our practices in the field of business ethics and legal compliance in light of international standards and sectoral developments. In order to disseminate an ethical culture across the organization, we carry out training and awareness activities, update our procedures, and regularly review and strengthen our control points. In this way, we make responsible and transparent business practices a permanent part of our way of doing business.

Ethics Principles Training

To ensure that our employees are aware of ethical values and legal regulations, we organize Ethics Trainings. Through these training sessions, we raise awareness among our employees to act honestly, fairly, and responsibly across all business processes. As of 2025, we have provided our employees with a total of 110 hours of ethics training.

Naturally, Trustworthy

Data Protection and Cybersecurity

In today's world, where business processes are rapidly becoming digitalized, we regard data security as an inseparable part of our corporate sustainability and operational continuity. We approach the protection of personal and corporate data not only as a technical requirement but also as a fundamental element of the trust-based relationship we build with our stakeholders.

Against cyberattacks and data breaches, we continuously update the security infrastructure of our digital platforms and implement multi-layered cybersecurity systems. Our Information Technology (IT) team regularly monitors our data security practices; we continue our investments to strengthen our infrastructure for the early detection and prevention of threats.

We process personal and corporate data in compliance with the applicable legislation in all geographies where we operate. In this context, we conduct periodic audits regarding the requirements of the Turkish Personal Data Protection Law No. 6698 (KVKK) and regularly review our level of compliance with the protection of personal data. In line with the principle of transparency, we share with data subjects the purpose and methods by which we collect their

personal data. Our practices related to customer privacy are monitored by our Legal Department, and we regard the protection of our customers' data as one of our primary responsibilities. In this respect, our main practices include the confidentiality agreements and undertakings signed with customers, the use of encryption and VPN in information access, the incorporation of KVKK protocols into the agreements signed with legal entities, as well as sub-system implementations under the TS ISO/IEC 27001 Information Security Management System Standard, such as "Password Management," "Clean Desk, Clean Screen," "Authorizations in Information Systems," "System Backup," "Internal and External Communication Security," and "Network Management." During the reporting period, we did not record any confirmed complaints regarding breaches of customer privacy or losses of customer data.

We conduct our information security activities within the scope of the ISO 27001 Information Security Management System and in line with international standards. In addition, through the confidentiality agreements signed in all of the projects we carry out, we place our trade secrets, intellectual property rights, and sensitive information under additional protection.

We ensure the regulatory compliance of our data protection and information security processes through the independent audits of our Internal Auditing Department. Within this scope, we carry out periodic audits regarding KVKK requirements and implement the improvement areas we identify together with the relevant units.

In this era of accelerating digital transformation, we aim to continuously enhance our competence in data protection and cybersecurity. While maintaining our investments in cybersecurity infrastructure, we also strengthen our efforts to raise our employees' awareness of information security, thereby making a responsible and reliable approach to the protection of personal and corporate data a permanent part of our operations.



Naturally, Trustworthy

Drug Safety

With an awareness of the potential impacts of our activities on human health, we consider drug safety and the possible adverse effects of medicines to be among our Material Topics. With over 675 products across 15 therapeutic areas, we aim to create a positive impact on human, animal, and environmental health, and we monitor the effects of our products in line with this approach. Accordingly, in order to deliver our products to patients and healthcare professionals in a manner that complies with quality and safety requirements, we ensure compliance with legal regulations, Good Manufacturing Practices, and ethical principles.

Within the scope of our approach to drug safety, we regularly evaluate notifications, feedback, and complaints regarding our products. We position product safety and patient health among our top priorities, and we establish reporting channels for adverse effects and pharmacovigilance notifications in compliance with the applicable legislation. We report notified cases in a timely manner to the competent

authorities, primarily the Ministry of Health of the Republic of Türkiye, while observing the principles of confidentiality.

Within the framework of our approach to drug safety, we position product safety and quality processes in line with national and international standards. At our Çerkezköy-I, Çerkezköy-II, and Kartepe production facilities, we carry out our operations under the assurance of current Good Manufacturing Practices (GMP). Additionally, at our Kartepe production facility, we conduct risk analyses for the relevant products within the scope of the EN ISO 13485:2016 Medical Devices Quality Management System, ensuring that these products comply with quality standards.

Management System Certifications

Our production facilities have successfully completed numerous national and international certification processes in order to meet the requirements of

international market access, product reliability, and legal compliance. We fully maintain our audit and certification processes within the scope of the Good Manufacturing Practices (GMP) certificates, health authority certificates, and management system standards valid in the markets in which we operate. These certifications provide official assurance that our products comply with international quality standards, while also facilitating our export processes. All valid certificates of our facilities, together with their scope and validity information, are presented in the "Appendices" section under the heading **Integrated Management Systems Certificate List**.





NATURALLY, RESPONSIBLE

Responsibility is an integral part of our nature and corporate culture. By extending our sustainability approach across our entire value chain, we act with a sense of responsibility for both the present and the future.

Naturally, Responsible

Sustainability Governance

Aware of our responsibilities toward nature and people in building a healthy society, we embrace the principles of trust, responsibility, and a focus on people and society in our sustainability approach. We define our strategic priorities regarding environmental, social, and governance (ESG) issues in line with our company's future vision, investment plans, and stakeholder expectations. As part of our sustainability governance, we include processes for setting sustainability goals, assessing risks and opportunities, and approving relevant policies to establish a sustainable business model and value chain management; we regularly evaluate our company's sustainability performance. Within this framework, we shape our sustainability strategy under the oversight of our Board of Directors.

In our operations, we adhere to our **Sustainability Policy**, approved by our Board of Directors. We carry out the processes of implementing, reviewing, and updating the policy under the leadership of the Sustainability Subcommittee, which reports to the Board of Directors. **Chaired by our CFO, the Committee operates with the Vice Chair of Türkiye and International Markets and the participation of relevant function heads (Communications, Investor Relations, Human Resources and Development, Legal, Finance, Occupational Health, Safety, and Environment (HSE), Production, Quality, R&D, Procurement, Logistics, International Markets, Biotechnology, and Engineering Projects Coordination).**

In 2025, we updated the Committee's Terms of Reference-which define the Committee's duties and authorities-to include responsibilities that ensure sustainability and climate-related risks are monitored through a holistic approach integrated with our existing risk management framework.

Sustainability Subcommittee Duties and Responsibilities

- Establishing a sustainability strategy in the areas of environmental, social, and corporate governance
- Implementing the policies, objectives, and practices developed under the sustainability strategy
- Identifying and assessing sustainability and climate-related risks and opportunities
- Evaluating our company's sustainability performance
- Conducting sustainability reporting that includes affiliated companies

The Sustainability Subcommittee reports the results of its activities carried out throughout the year to the Board of Directors through our Corporate Governance Committee. In addition, sustainability and climate-related risks and opportunities are identified and assessed through the collaboration established between the Sustainability Subcommittee and the Early Risk Detection Committee.

Through the strong collaboration we have established among our committees, we support the Board of Directors' effective monitoring and oversight of sustainability issues.

We organize awareness campaigns and capacity-building training sessions for all our employees to enhance their expertise on sustainability-related issues. As part of this effort, we provide mandatory sustainability training through our in-house training platform, Devakademi, to all employees, including new hires.

To ensure top-down ownership of sustainability across our governance structure, we prioritize the participation of managers and senior staff in these training sessions. We provide information on the "Occupational Health, Safety, and Environment Training" and "Zero Waste Management Training"- which we designate as mandatory training on Devakademi in the "**Naturally, Combating Climate Change**" section.

We evaluate the effectiveness of the training programs we conduct through our annual Management Review (MR) meetings and via the OHS Committees, thereby identifying training needs and areas for improvement.



Naturally, Responsible

Stakeholder Engagement

In all regions where we operate, we prioritize fulfilling our social and environmental responsibilities toward society through harmonious collaboration with shareholders, employees, the public, civil society organizations, and other stakeholders.

In line with the principles of corporate transparency, we regularly inform our stakeholders about all

practices and necessary regulations related to the DEVA Sustainability Policy.

We maintain regular communication with our internal and external stakeholders through various communication channels tailored specifically to each stakeholder group. We carefully consider improvement suggestions based on the data and observations we gather by taking our stakeholders’

views and expectations into account. Thereby, we integrate stakeholder feedback into our business processes and ensure stakeholder participation in strategic decision-making processes.

Stakeholder Communication

Stakeholder Group	Communication Method	Reason for Communication	Frequency of Communication
Employees	e-mails, telephone, SMS, internal communication platforms, training sessions	Daily workflow, updates, awareness training, employee satisfaction surveys	Daily / Monthly
Customers (pharmacies, doctors, pharmacists)	Customer visits, telephone, e-mails, digital platforms	Product presentations, order and distribution processes, gathering feedback, pharmacovigilance reporting	Daily / As needed
Investors and Shareholders	Activity reports, investor meetings, email, KAP disclosures	Sharing financial and sustainability performance, communicating strategic developments	Quarterly / Upon request
Suppliers	Supplier visits, telephone calls, e-mails, sustainability reports	Material procurement and quality assurance processes	Weekly / Monthly
Governmental and Regulatory Agencies	Written notifications, official correspondence, meetings, audit reports	Legal compliance, licensing, reporting obligations	Under applicable legislation / Periodic
Affiliates and Subsidiaries	e-mails, written notifications, board of directors and general assembly meetings, discussions	Operational coordination, corporate compliance	Quarterly / Annually
Rating and Evaluation Agencies	Meetings, e-mails, telephone	Credit rating	Annual / Upon request
Civil Society Organizations and Academic Institutions	Joint projects, e-mails, panels, events	Social impact projects, knowledge sharing, awareness-raising activities	Periodic / Project-based
Press and Media	Press releases, interviews, media relations	Announcements of organizational developments, transparency, public information	As needed



Naturally, Responsible

Materiality Assessment

In 2025, we reassessed the importance of our Material Topics to clearly articulate our sustainability strategy and develop actionable plans. As part of this process, we began by reviewing the practices and reports of peer companies in our sector. In addition, we analyzed sectoral trends and developments by reviewing international standards and frameworks,

particularly SASB, S&P and MSCI. We then assessed the impact of our sustainability activities on our stakeholders through a survey-which we prepared based on the topics we identified and in which 373 of our stakeholders participated. As a result of the assessment conducted with the participation of our stakeholder groups-including executives, employees,

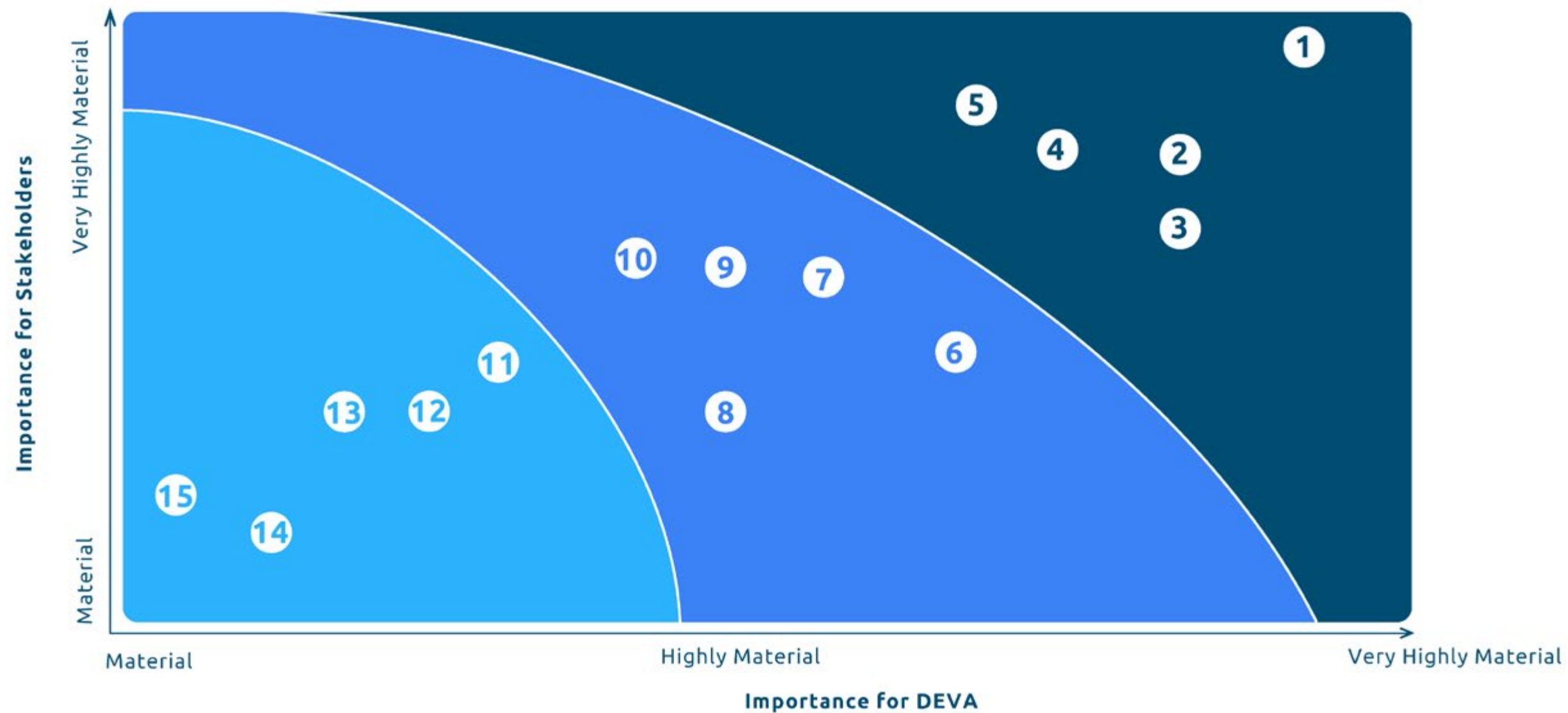
suppliers, and business partners, we updated the materiality ranking of our key issues. Using this list, we created a matrix showing the positioning of our material topics, with topics prioritized by our stakeholders on the vertical axis and topics prioritized by DEVA on the horizontal axis.

Stages of the Materiality Assessment



Naturally, Responsible

Materiality Matrix



Very Highly Material Topics

- ① R&D, Innovation, and Digitalization
- ② Drug Safety and Side Effects
- ③ Business Ethics, Legal Compliance, and Transparency
- ④ Access to Medicine
- ⑤ Employee Engagement and Satisfaction

Highly Material Topics

- ⑥ Talent Management
- ⑦ Integrated Risk Management
- ⑧ Combating Climate Change and Emissions Management
- ⑨ Equal Opportunity, Diversity, and Inclusion
- ⑩ Energy Management and Efficiency

Material Topics

- ⑪ Responsible Supply Chain Management
- ⑫ Data Protection and Cybersecurity
- ⑬ Resource Use and Circular Economy
- ⑭ Water and Wastewater Management
- ⑮ Chemical Management

Naturally, Responsible

In line with our company's mission, we aim to responsibly manage the economic, environmental, and social impacts of our operations while providing high-quality, innovative medicines that support access to a healthy life for everyone. To this end, we base our business model on safe production, ethical supply chain management, creating a healthy and safe work environment for our employees, and enhancing the contribution of our products to public health.

To minimize potential negative impacts, we focus on continuously improving our environmental performance, occupational health and safety practices, and supplier compliance processes. Additionally, by developing innovative solutions in our R&D and production processes, we aim to create a positive social impact for patients and generate economic value by building highly competitive and trusted brands in our industry.

We have been regularly reporting and sharing our sustainability activities and progress on our performance with the public since 2020. Furthermore, as a publicly traded company, we have been conducting mandatory reporting in accordance with the Turkish Sustainability Reporting Standards (TSRS) since 2024. Throughout this process, we draw on the expertise we have gained in assessing, prioritizing, monitoring, and managing sustainability and climate-related risks and opportunities; we believe that these reports and standards contribute to our ability to develop proactive strategies against the potential impacts of climate change.



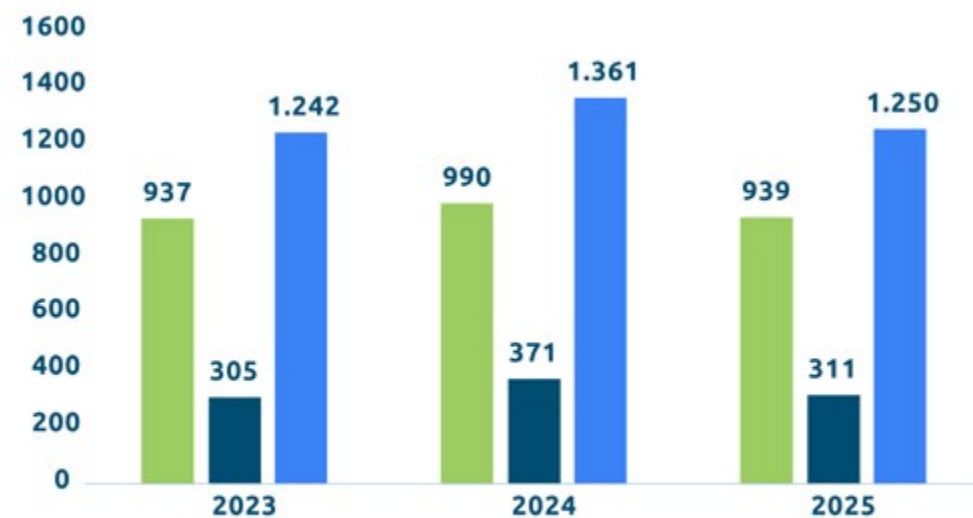
Naturally, Responsible

Responsible Supply Chain

We embrace responsible supply chain principles at every stage, from raw material procurement to the delivery of final products to customers, and treat compliance with legal regulations and safety standards as our top priority. We place critical importance on the quality, safety, and regulatory compliance of our active pharmaceutical ingredient (API), excipient, and packaging suppliers, who are at the beginning of our value chain.

To address challenges such as price increases, delivery delays, and long lead times, we implement an alternative supplier strategy to foster competition among suppliers; by conducting cost controls on a product- and project-by-project basis, we improve profitability.

Number of Domestic and Foreign Suppliers



■ Number of Local Suppliers ■ Number of Foreign Suppliers ■ Number of Total Suppliers

We manage procurement processes under the leadership of our Indirect and Direct Procurement Departments, based on requests generated by the relevant departments:

Direct Procurement Department:

- Fulfilling requests for active ingredients, auxiliary materials, and packaging materials as part of the production material requirements plan,
- Procuring materials of similar characteristics for new product projects

Indirect Procurement Department:

- Managing procurement processes for all goods and services other than production materials, including consumables, service contracts, major and minor fixed asset purchases, and all investments defined in the investment budget.

In 2025, 75% of our supply chain consisted of domestic suppliers, and we made 3.17 billion TL in domestic purchases.

We prioritize regular communication and interaction within our supply chain and organize periodic evaluation and update meetings with suppliers and vendors. Through e-mails, phone calls, and site visits, we ensure that preventive actions are taken in response to complaints and feedback.

We monitor all our suppliers through regular quality assessments and compliance checks; supplier audits are conducted under the responsibility of the GMP Compliance Department. We make purchases from suppliers whose quality systems have been approved as a result of these audits. Approved suppliers are then subject to annual evaluation processes to monitor their performance.

Naturally, Responsible

Supplier Audits

As part of the supply chain improvement initiatives we implemented in 2025, we transitioned the manual “Supplier Performance Evaluation” reporting, which was time- and cost-intensive, to a digital platform. Due to this digital transformation project, we were able to report the annual performance evaluation results of over 2,400 suppliers more quickly.

In line with our continuously evolving responsible supply chain approach, our goal for the coming period is to ensure that decisions in procurement processes prioritize energy efficiency and that environmental compliance risks stemming from the supply chain are regularly monitored.

Customer Relationship Management

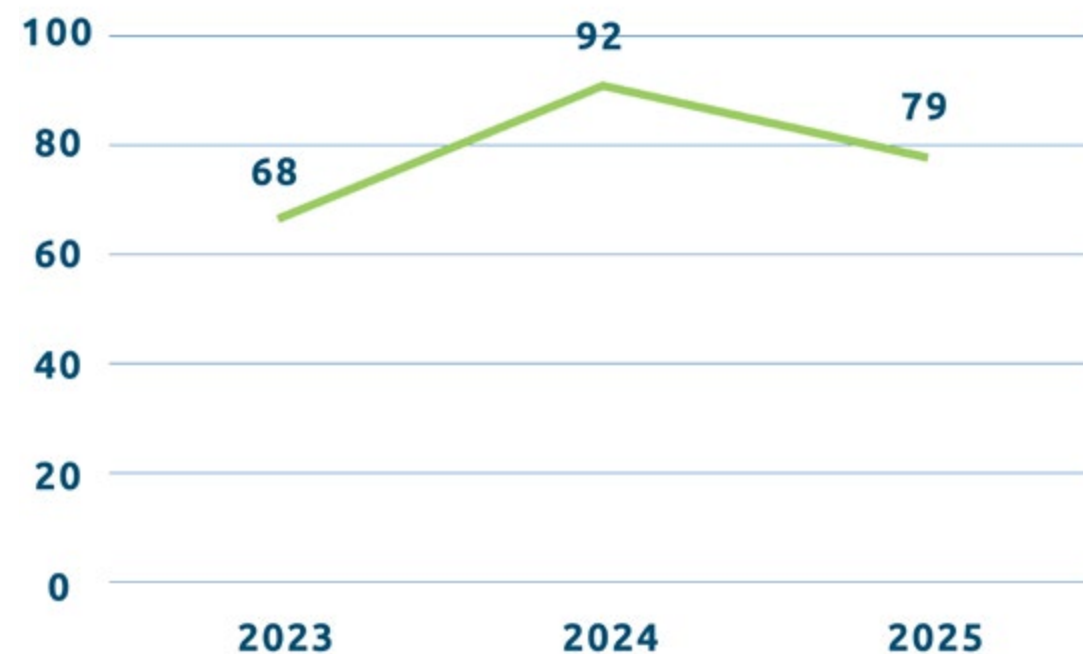
We manage customer relationships based on the principles of trust, transparency, and sustainability; to ensure continuous customer satisfaction, we regularly monitor and analyze customer feedback and implement improvement actions. In 2025, in response to customer complaints related to suppliers, we ensured that necessary actions were taken by communicating with the relevant suppliers via email, phone calls, and on-site visits.

As part of our efforts to measure and evaluate customer satisfaction, we reach out to our customers once a year through surveys and present the findings to senior management at MR meetings. In 2025, we recorded a score of 4 out of 4 from our customer

satisfaction survey. We take actions aimed at improving the customer experience based on the findings from these surveys.

As human health and drug safety are of critical importance in our industry, we conduct our promotional and informational activities regarding our products and services in accordance with our ethical marketing principles, providing accurate, science-based, and non-misleading information. Through our approach that prioritizes human health, we place great importance on building long-term and responsible relationships.

Total Number of Domestic and International Supplier Audits¹



¹ Figure shows the number of audits conducted for domestic and international suppliers over the past three years. These audits are conducted to measure supplier performance; however, they are not evaluated as part of sustainability performance audits.



NATURALLY, COMBATTING CLIMATE CHANGE

Naturally, we are committed to our responsibility toward the future. We contribute to the fight against climate change through emissions and energy management, and we manage our environmental impacts through our circular economy practices.

Naturally, Combatting Climate Change

In today's world, where environmental and climate-related risks rank among the top global risks, we view minimizing negative environmental impacts and supporting sustainable development as part of our responsibility to society and the environment-as a company that generates health and value. In this regard, we position protecting the environment and ecological balance, supporting the reduction of the carbon footprint, and raising awareness in society by promoting the efficient use of natural resources as our primary areas of focus. We address these issues through a holistic environmental management approach, with a particular emphasis on energy, emissions, water, and waste management.

We comply with national and international regulations that directly impact our energy and emissions management processes, including the Energy Efficiency Law, the Environmental Law and its subsidiary regulations, regulations regarding the monitoring and reporting of greenhouse gas emissions, as well as legal requirements related to waste management and air emissions, and we conduct our processes in accordance with these

regulations. Additionally, we fully comply with notification, measurement, and reporting obligations to the relevant authorities when required.

As part of our TSRS-compliant sustainability reporting-which includes the HSE Department- we aim to effectively track our company's environmental sustainability performance through the targets set by this department, which will take effect as of the next reporting period.

Our Environmental Sustainability Goals

- To protect the environment and natural resources, we will implement at least "1" project focused on calculating, monitoring, and reducing our carbon footprint;
- To regularly monitor and control consumption of electricity, natural gas, and water as part of energy and resource usage, we will develop energy efficiency initiatives, improve existing processes and systems, design new projects, and make energy-efficient selections in equipment procurement and supply processes,

- Continuously improving environmental and energy management performance by reviewing company policies and utilizing relevant management systems,
- Ensuring that waste is reduced to the lowest possible level for a sustainable environment, supporting recycling, and using energy and natural resources efficiently,
- Raising the level of awareness among employees and stakeholders regarding the environment, occupational health and safety, and energy; organizing training activities to foster a sense of individual responsibility,
- Assessing environmental impacts and using appropriate technologies to control potential risks and minimize them.



Naturally, Combatting Climate Change

Emissions Management

At our company, emission management matters fall under the responsibility of the HSE Department, while energy management matters are handled by the “Energy Teams.”

We conduct and monitor flue gas measurements periodically every two years. We keep emissions under control by using carbon and HEPA filters.

We take the necessary measures to prevent air pollution and ensure full compliance with

regulations. We implement the required filtration measures under the Regulation on the Control of Industry-Source Air Pollution and monitor compliance through periodic measurements.

We calculate and report our greenhouse gas emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. We perform emission calculations using the equity share approach and include our subsidiaries within the scope of financial consolidation.

When investing in projects or initiatives aimed at reducing greenhouse gas emissions, we conduct the necessary assessments using the project proposal form and the efficiency-enhancing project form as outlined in the Energy Management System handbook.

Greenhouse Gas Emissions (tCO2e)

Greenhouse Gas Emissions (tCO2e)	2024	2025
Scope 1 (DEVA)	23,178.65	23,168.78
Scope 2 (DEVA)	35,603.71	33,593.64
Scope 1 (Subsidiaries)	10.35	8.63
Scope 2 (Subsidiaries)	2.29	1.73
Consolidated Total*	58,795.00	56,772.78

* Consolidated Total includes the sum of DEVA Holding’s Scope 1 and Scope 2 emissions and the Scope 1 and Scope 2 emissions of its subsidiaries (Devatis LTD., Devatis GmbH, and Devatis INC.) included in the financial consolidation.



Naturally, Combatting Climate Change

Energy Management

As part of our energy management approach at DEVA, we assess the energy consumption resulting from our operations, implement measures to keep consumption under control, and make efficiency-enhancing improvements.

Recognizing that the efficient use of energy not only helps reduce environmental impacts but also leads to financial savings by lowering costs, we support energy-efficient choices in the design of existing processes and systems as well as new projects, in equipment purchases, and in energy, product, and service procurement processes.

Compressed Air Leak Repair Project

At our Çerkezköy facility, by repairing leaks in the compressed air system, we are reducing the need for compressed air production and thereby lowering the rate at which the compressor operates under unnecessary load. At the same time, we are contributing to increased system efficiency by reducing maintenance and breakdown risks. Through this, we aim to achieve savings in both electricity consumption and costs.

Defective Condensate Trap Replacement Project

At our Çerkezköy facility, we are replacing faulty condensate traps by conducting comparative measurements of their energy consumption. In this way, we are reducing natural gas consumption.

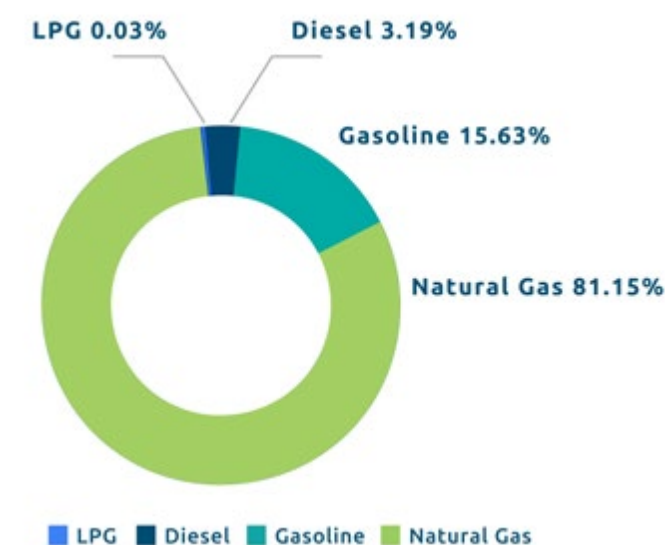
Central Chiller Pump Replacement Project

As part of this project, we replaced pump motors in the IE2 efficiency class with those in the IE3 efficiency class, and upgraded the old piping and electrical panel. Additionally, we increased pump power and operated them with drives to boost capacity. Through this project, we aim to achieve an annual electricity consumption savings of 1,000 kWh.

Since the implementation of the **ISO 50001 Energy Management System** in 2023 to improve energy efficiency at our facilities, we have been monitoring our energy consumption in accordance with ISO 50001. Additionally, under the ISO 50001 framework and led by the Energy Team, we identify risks and opportunities related to energy management, and we evaluate our findings during quarterly energy review meetings, with a final assessment conducted once a year at the Management Review meeting.

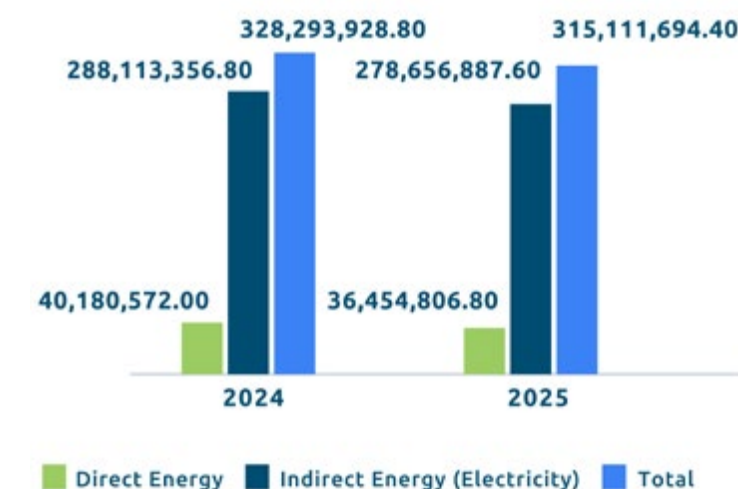
In 2025, we reduced our direct energy consumption by 9.3% compared to the previous year, resulting in an energy consumption of 36,454,806.8 GJ. In addition, we achieved a 3.3% reduction in indirect (purchased) energy consumption compared to the previous year, resulting in an electricity consumption of 278,656,887.6 GJ. Our total energy consumption for 2025 was 315,111,694.4 GJ, representing a 4% reduction compared to 2024.

Direct Energy Consumption (2025)



We prioritize the quantitative and data-driven tracking of our energy consumption and include energy intensity among the consumption metrics we monitor. In 2025, energy intensity per product decreased from 1.15 to 1.14 compared to the previous year. This decrease is attributed to changes in both energy consumption and production volume.

Total Energy Consumption (GJ)



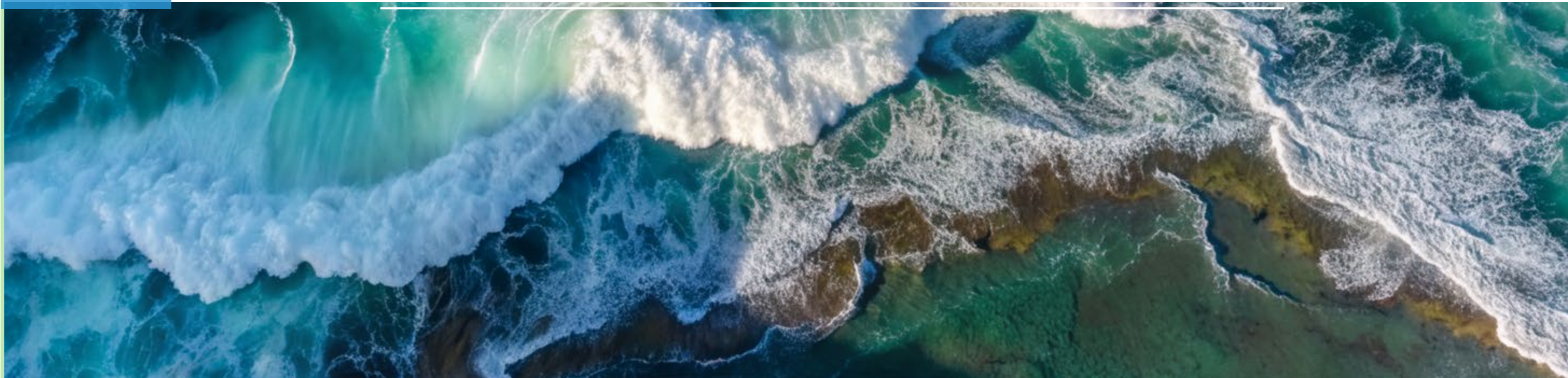
Naturally, Combatting Climate Change

Our Energy Management Goals

- Improving EnPG by 1% and 2% for the steam boiler (SEU Steam Boiler),
- Ensuring no major non-conformities are identified during energy audits,
- Ensuring that 90% of products and services procured in the second half of 2025 comply with energy efficiency specifications, and sourcing products/services from Class A suppliers based on energy-related supplier evaluation results,
- Providing the basic training required for the sustainability of the Energy Management System (EMS) to relevant personnel on a periodic basis by the end of the year (Energy Standards, Internal Auditor, Energy Management, etc.) and ensuring a 100% completion rate,
- Achieving a completion rate at least 95% by the end of the year for the awareness training provided to energy management all employees,
- Conducting at least one internal audit on energy management per year,
- Monitoring, analyzing, and verifying energy consumption at all SEUs,
- Monitoring and controlling energy consumption (electricity, natural gas, water, etc.) and ensuring the continuity of the ISO 50001 Energy Management System,
- Minimizing energy consumption through efficiency-enhancing projects,
- Utilizing renewable energy sources.

We periodically review the goals we have set to improve energy efficiency and ensure sustainability, and we plan the necessary resources for forward-looking investments and activities to achieve these goals. To continuously improve our energy performance, we monitor new environmentally and energy-friendly technologies and explore alternative energy sources.

In addition, we encourage the participation of all our employees and stakeholders in improving and developing Energy Management Systems in every area where we operate.





Naturally, Combatting Climate Change

Water and Wastewater Management

We monitor our water management processes in coordination with the HSE Department and the Technical Department, and we fully comply with the Environmental Law, the Regulation on Water Pollution Control, other relevant subsidiary regulations, and the regulatory obligations of local governments. In accordance with the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards, we carry out water management activities within the framework of the objectives defined in our company policies. Additionally, we organize awareness and education activities for our employees to strengthen our corporate culture regarding water conservation.

As part of regulatory agency inspections, we regularly prepare and maintain the necessary records, analysis reports, and monitoring results for inspections conducted by local governments and authorized environmental agencies. Furthermore, through internal audits conducted under the ISO 14001 Environmental Management System, we continuously monitor our compliance level and ensure full compliance with regulations by planning corrective and preventive actions for any identified nonconformities.

We incorporate water efficiency and sustainable water management approaches into all our processes, starting with the design of our products and services. In our design and process development efforts, we adopt approaches aimed at reducing

water consumption; we evaluate technologies and practices that will enable more efficient water use in production processes. In this context, we prioritize process improvements that reduce water usage, water recovery systems, and equipment investments that enhance water efficiency.

Furthermore, in line with our sustainable procurement approach, we take into account our suppliers' environmental impacts and water management practices; we incorporate criteria such as compliance with environmental regulations and environmental management systems into our evaluation processes. In this way, we aim to contribute both to reducing water consumption in our operational processes and to the conservation of water resources throughout the value chain.

We identify potential risks at water consumption points and focus on increasing recovery and reducing consumption through the use of new and environmentally friendly technologies to mitigate these risks. In particular, we assess the impact of water scarcity and potential water crises-which are among the physical risks associated with climate change-on our operations through annual risk workshops. In this context, we analyze potential risks such as a decline in water resources, interruptions in water supply, cost increases, the risk of disruptions in production processes, and regulatory restrictions. We report our assessments, findings, and action plans regarding the direct impact of climate change-

induced water stress risks on our operations and financial performance under the TSRS framework.

Through our wastewater management practices, we aim to conserve dwindling water resources and reuse generated wastewater. In this process, we leverage technology and innovation by integrating filters and activated carbon systems at the inlets of water storage tanks to reduce energy and water consumption. In the pretreatment section of our water systems, we have implemented reverse osmosis systems upstream of the deionizer unit to reduce water and chemical consumption during regeneration processes, while also extending the service life of the deionizer resins.

In addition, through waste steam recovery projects, we minimize water consumption and reduce consumption levels through improvements made to water cooling systems. We also promote low-flow usage and reduce water consumption by opting for sensor-activated and aerator-equipped faucets in restrooms.

Distiller Cooling System Project

As part of a project we launched in 2025 at our Kartepe facility to address the discharge of distiller cooling water into the sewer system, we installed a closed-loop heat exchanger cooling system, achieving a monthly water savings of 3,000 m³.

Naturally, Combatting Climate Change

Water and Wastewater Management

We regularly monitor water consumption across all our operations, track our water footprint, and prevent potential water leaks through periodic on-site inspections. With these practices, we effectively maintain a sustainable water management approach.

Regarding water efficiency, we set targets in line with policies under ISO 14001 and ISO 50001, and we carry out continuous improvement efforts aimed at these targets, which are ultimately evaluated at Management Review meetings.

Looking ahead, we plan to increase water recovery rates, evaluate alternative water sources, expand the use of closed-loop systems in our processes, and continue training activities to enhance employee awareness. In this way, we aim to maintain operational continuity in line with our sustainable water management approach.

Water Consumption (m³)

Water Consumption (m³)	2023	2024	2025
Municipal Water Consumption	462,262	525,653	518,887
Groundwater Consumption	66,558	44,307	49,699
Total Water Consumption	528,820	56,960	568,586

Water Withdrawal (m³)

Water Withdrawal (m³)	2023	2024	2025
Third-Party Water (Municipal Water)	462,262	525,653	518,887
Groundwater	66,558	44,307	49,699
Total Water Withdrawal	528,820	569,960	568,586



Naturally, Combatting Climate Change

Resource Use and Circular Economy

At all our facilities and our Headquarters, we manage our waste management activities in accordance with international standards and legal regulations, as outlined in the Environmental Law, the Waste Management Regulation, the Zero Waste Regulation, and our Waste Management Procedure. Additionally, we periodically submit Recycling Participation Fee (GEKAP) declarations, which are required under the Environmental Law for those who place certain products on the market. In accordance with our Sustainability Policy, we ensure that waste is minimized to the lowest possible level for a sustainable environment and use energy and natural resources efficiently.

Within the scope of the ISO 14001 Environmental

Management System, we address the enhancement of waste management effectiveness, ensuring the sustainability of recycling and zero-waste practices, and the development of environmental education activities as fundamental components of our environmental management approach. We manage our waste management process under the responsibility of the HSE Department.

In accordance with the Waste Management Regulation and the Zero Waste Regulation, we maintain waste collection stations at our facilities. We ensure that hazardous and non-hazardous waste generated as a result of our operations is separated at the source and collected at the relevant waste collection stations; that it is properly labeled and

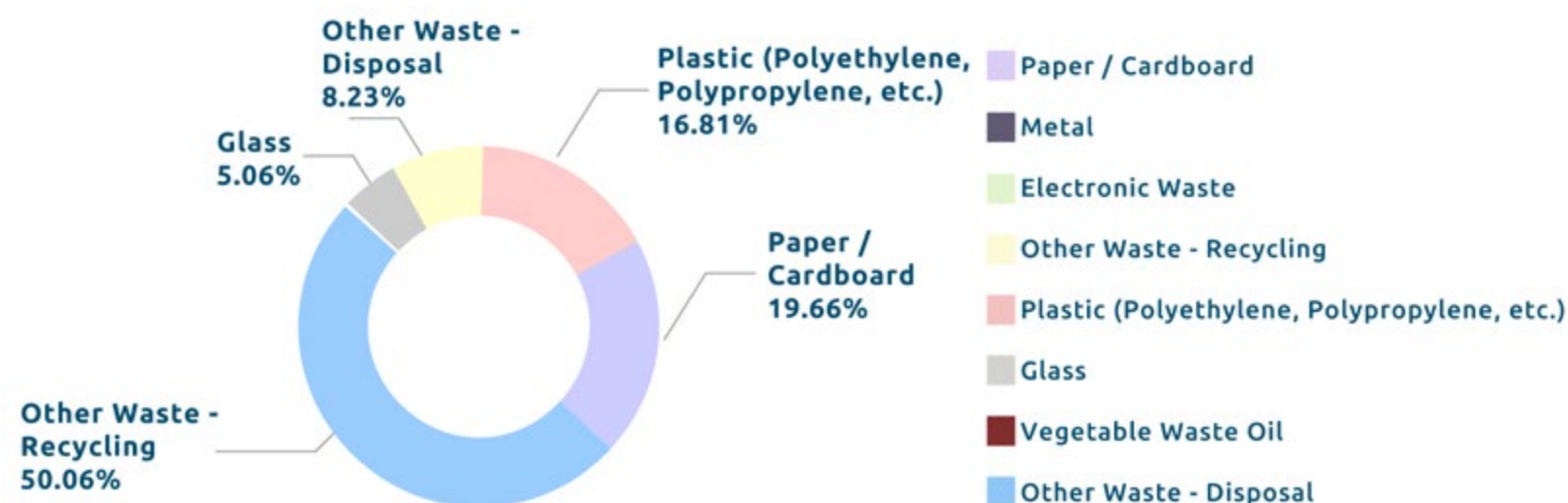
classified; that it is safely stored in the temporary waste storage area under conditions compliant with regulations; and that necessary precautions are taken against the risk of leakage.

We deliver the collected waste to licensed recycling and disposal companies according to type through the relevant tracking systems; we prioritize the recycling of waste that can be recycled and ensure that other waste is managed using appropriate disposal methods. Additionally, we regularly monitor and record waste volumes and carry out improvement initiatives aimed at reducing waste generation and increasing recycling rates.

Sustainability and Awareness Training

To support our employees' awareness in the areas of sustainability and environmental awareness, we conduct training programs such as "Occupational Health, Safety, and Environmental Training," "Zero Waste Training," and "ISO 50001:2018 Energy Management System Basic Awareness Training." Through these training programs, we support our employees in contributing to a culture of sustainable business practices. In 2025, as part of our sustainability and environmental training initiatives, we provided a total of 3,288 hours of training to employees.

Waste by Type (2025)





Naturally, Combatting Climate Change

Resource Use and Circular Economy

We prioritize reducing the use of durable and non-biodegradable materials and prefer recyclable products. In this way, we aim to maintain or reduce the waste generated by our processes. By integrating circular economy models into our business strategies-reducing waste at the source and ensuring that generated waste is recycled and reused-we ensure the sustainability of our circular economy initiatives.

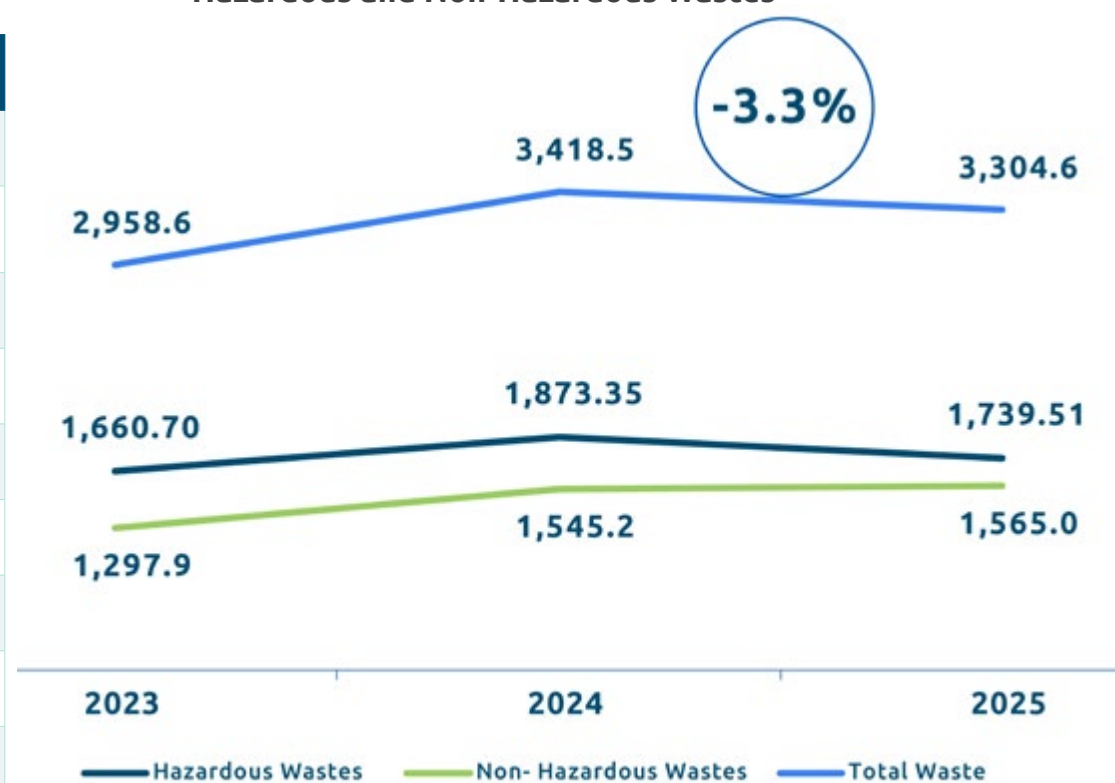
We select packaging materials for our products in a way that minimizes their environmental impact. We primarily use recyclable cardboard, plastic-based, and glass materials in our packaging, and we prefer certified cardboard for product groups where possible. We ensure that the plastic packaging we use is recyclable and make improvements to packaging designs to reduce material usage.

Additionally, we regularly review relevant processes to reduce packaging waste and increase recycling rates by requiring our suppliers to provide documentation of environmentally responsible production and certification. Where appropriate, we evaluate reusable and/or compostable packaging alternatives.

Waste by Type (metric tonnes)

Waste by Type (metric tonnes)	2023	2024	2025
Paper / Cardboard	466.3	627.6	649.8
Plastic (Polyethylene, Polypropylene, etc.)	380.1	525.6	555.5
Metal	55.1	39.3	4.7
Glass	123.2	113.6	167.3
Electronic Waste	5.7	0.3	0.6
Vegetable Waste Oil	0.7	0.6	0.6
Other Waste - Recycling	1,750.6	1,830.5	1,654.3
Other Waste - Disposal	176.9	281.1	272.0
Total Amount of Waste	2,958.6	3,418.5	3,304.8

Hazardous and Non-Hazardous Wastes



SEF-PEN: Sending Cardboard, Plastic, and Other Waste from Secondary Areas for Recycling

Due to the increase in waste classified as hazardous, the decrease in recyclable waste, and rising disposal and transportation costs, we implemented a project at the Çerkezköy facility to ensure that cardboard, plastic, and other waste from SEF-PEN secondary areas is sent for recycling. By allocating space for recyclable waste in the SEF and PEN waste areas, we manage the shipping processes for recyclable waste through contracted, licensed companies. As part of the project, we successfully met the target of ensuring that the amount of waste recycled per box exceeded 3 grams, achieving 4.04 grams.



NATURALLY, FOCUSED ON PEOPLE AND SOCIETY

Creating health and value for people and society is in our nature. While fostering an equal, inclusive, and safe work environment for our employees, we contribute to the society's right to access healthcare through our initiatives that support access to medication.

Naturally, Focused on People and Society

Human Rights

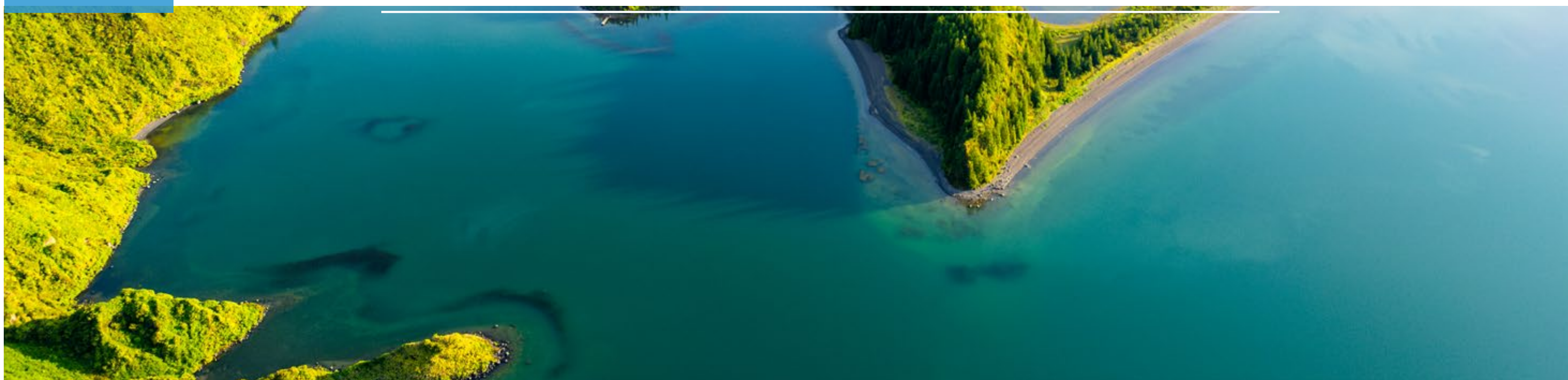
As a company that places people and society at the center of every stage of the value chain, we implement policies that value people in our human resources processes; we position human rights as an indispensable element of our corporate culture.

We do not tolerate child labor or forced labor in our operations or throughout our value chain. We implement approaches aimed at ensuring a work environment that respects fundamental rights and freedoms in accordance with universal human rights principles, and we oversee related practices within the framework of legal compliance.

In our human resources processes, we offer equal opportunities to our employees and job applicants, and we maintain a fair and non-discriminatory approach regardless of race, religion, gender, sexual orientation, age, disability, or marital status. To effectively ensure compliance with human rights principles and promptly identify potential risks of violations, we place great importance on enabling our employees and all stakeholders to submit reports through secure channels based on the principles of confidentiality and privacy. In this regard, we evaluate reports submitted to the Ethics

Hotline-defined in our [Code of Ethics](#) -through our Disciplinary Committee; this mechanism strengthens our approach to creating a work environment that is respectful of human rights, safe, and fair.

We conduct various training programs to support our employees in working within a safe and supportive environment. As part of this effort, we aim to raise awareness and foster understanding at all management levels through our “Training on Creating a Safe Work Environment Against Psychological Harassment (Mobbing).”



Naturally, Focused on People and Society

Equal Opportunity, Diversity, and Inclusion

At DEVA, we continue to create value with our 2,981 employees; 68% of whom are white-collar and 32% blue-collar as of 2025. We shape our workforce based on a philosophy rooted in the principles of equal opportunity, diversity, and inclusion. As of the reporting period, we recorded that 50% of our white-collar employees are women, 17% of our blue-collar employees are women, and women account for 41% of management positions, including senior leadership. We see the reflections of our approach to equal opportunity, diversity, and inclusion in our workforce; we aim to continue our practices that support women's representation in the workforce and decision-making processes.

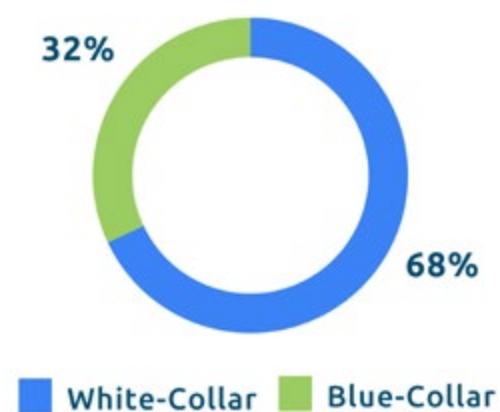
We believe that our policies, which respect our employees' parental rights and support them as

parents, play a significant role in strengthening equality of opportunity and inclusivity in our workforce. As of 2025, 129 of our employees are eligible for parental leave. Of these, 53 are women and 76 are men. 44 of our employees have returned to work after parental leave, and all of them are women. The number of women who returned to work after parental leave and continued working for at least 12 months is 43. Based on these figures, we see that we have effectively managed parental leave processes and that our practices supporting our employees' work-life balance have yielded positive results. Through our initiatives, we strive to strengthen female employees' commitment to our company and support our employees who are parents through our inclusive work environment.

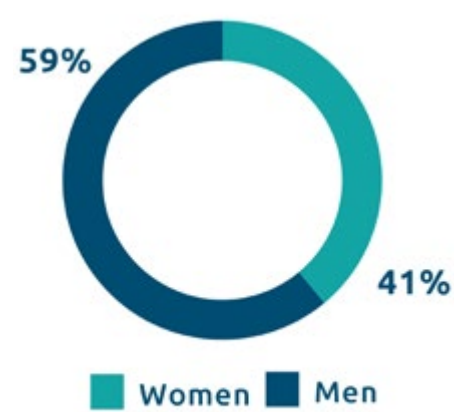
Furthermore, in line with our equitable and inclusive approach under our human resources policies, we view supporting the participation of people with disabilities in the workforce as an important part of our corporate culture. Believing that diverse skills, experiences, and perspectives add value to our work environment, we are working to create a fair, accessible, and supportive work life for all our employees. In this context, we view the employment of our employees with disabilities not merely as a legal obligation, but as an integral part of our inclusive corporate culture that supports equal opportunity, solidarity, and social well-being.

Through our inclusive corporate culture and people-centered approach, we continue to create value for health.

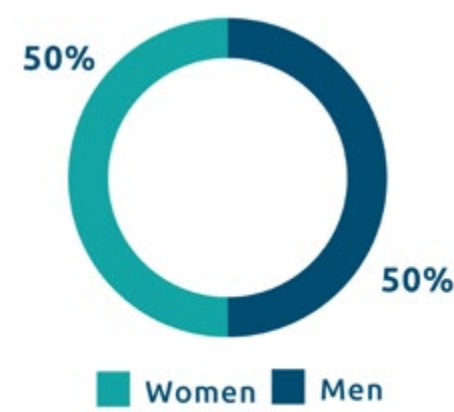
Employees by Category



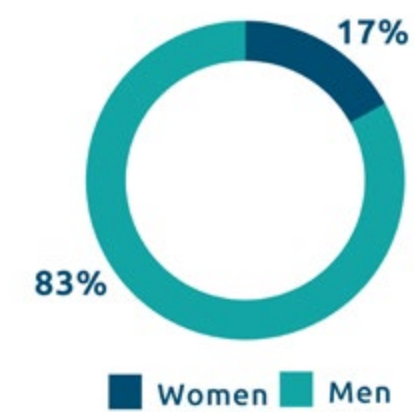
Employees by Gender



White-Collar Employees by Gender



Blue-Collar Employees by Gender



Naturally, Focused on People and Society

Employee Engagement and Satisfaction

We consider ensuring that our employees feel valued in their work lives to be a top priority in terms of strengthening our corporate culture and employee belonging. In line with our human resources approach, we implement reward systems, benefits, and career development programs that support the employee experience; we aim to strengthen employee belonging through social events. Through this approach, we aim to strengthen our corporate culture and enable our employees to actively contribute to the company's growth.

To increase employee engagement, we implement initiatives that foster social interaction in the workplace, such as happy hour events, vacation rewards, seniority awards, and foreign language support.

Additionally, to highlight our employees' achievements, we have established systems that award educational achievement scholarships and recognize creative ideas and project proposals submitted through their managers. We forward eligible applications to our Human Resources and Development Directorate and evaluate them through an Evaluation Committee composed of members from Senior Management, Human Resources and Development, Legal, and Production. Furthermore, we support employee participation in the hiring process through our "Refer-and-Earn" program, which allows employees to recommend candidates who align with our corporate culture and values for open positions. When recommended candidates are hired, we reward the employees who made the recommendations to encourage their contribution

to organizational development. Through these initiatives, we support our employees in contributing to the company's growth through their active participation.

We conduct department-specific surveys to regularly measure employee engagement. Based on the feedback we receive, we aim to strengthen employee engagement by organizing social activities, implementing recognition programs, hosting events, and developing career development plans.

We establish communication channels that allow our employees to share their requests, suggestions, and complaints in accordance with the principle of confidentiality. Our employees can submit their suggestions and feedback anonymously via physical suggestion boxes or through the email address info@deva.com.tr.



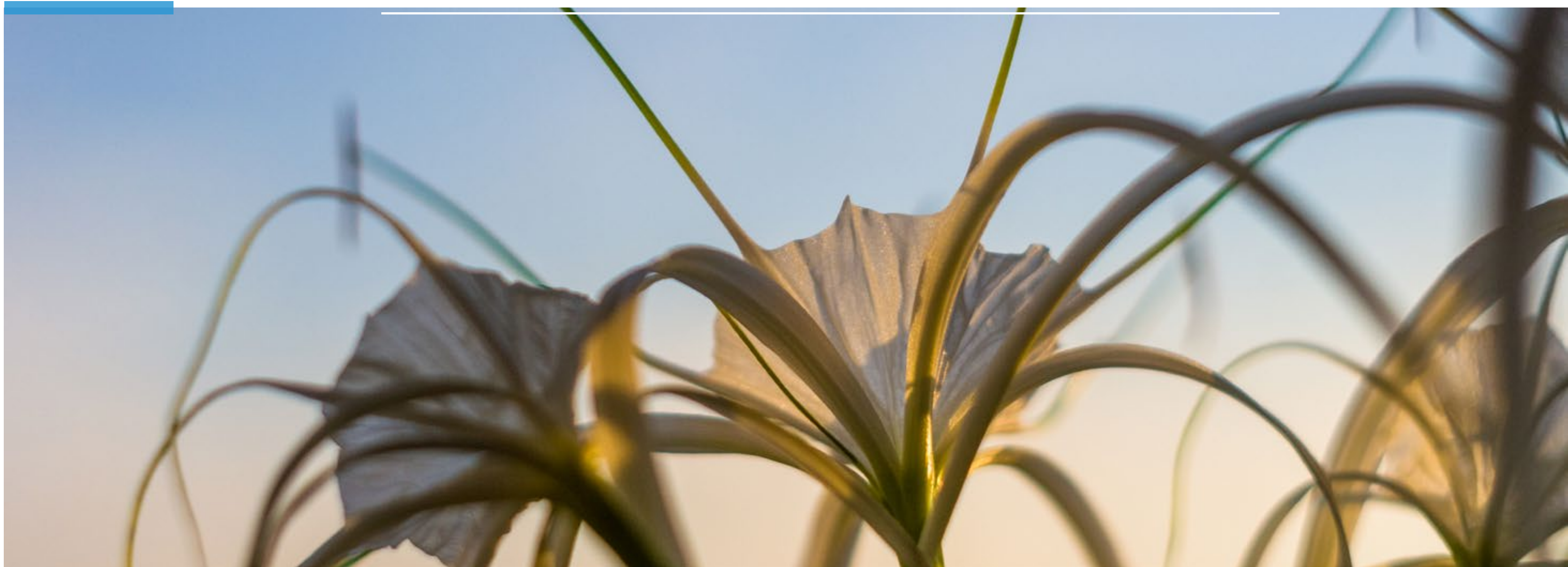
Naturally, Focused on People and Society

Orientation Processes and Buddy Program

To effectively manage the onboarding process for new employees, we implement supportive initiatives such as the Orientation Process, Digital Onboarding applications, and the Buddy System. Through these systems, we make the adjustment and adaptation processes more efficient and help employees quickly integrate into our corporate culture. We regularly measure the effectiveness of our processes and track the success of our post-hiring orientation and retention programs.

To better understand the employee experience, we conduct Persona studies and analyze the insights we gain to restructure our process. In line with these efforts, after completing the preparation, planning, and team-building phases, we listen to our employees and analyze their expectations and needs. We then design the ideal employee experience, implement it, and measure its effectiveness. To support this process, we develop and implement the Buddy Program.

After implementation, we regularly monitor the process and make improvements based on feedback. At DEVA, we continuously improve our human resources processes with an approach centered on our employees' expectations and needs to strengthen employee engagement and a sense of belonging.



Naturally, Focused on People and Society

Compensation, Benefits, and Employee Well-being

At DEVA, we offer comprehensive benefits that support our employees' motivation, commitment, and well-being. We provide all our employees with benefits such as life insurance, health services, and disability insurance; through these initiatives, we aim to strengthen our employees' social and economic security.

We conduct our compensation processes within a budget determined by senior management based on internal performance evaluations and achieved targets. We structure our compensation policy using an approach that aligns with industry dynamics and takes into account internal pay scales, while also considering market data obtained from independent research firms. In this regard, we adopt a competitive and sustainable compensation philosophy grounded in fair living conditions.

In 2025, we integrated key sustainability and climate-related performance indicators into the performance

and bonus systems of senior executives. In doing so, we strengthened the role of sustainability performance in compensation and decision-making processes while reinforcing our approach focused on the environment, people, and society.

Training and Development Initiatives

At DEVA, we value our employees' personal and professional development and implement programs that support their growth within the company and help them showcase their strengths. In this context, we support our employees through training programs, internal and external training sessions, mentoring initiatives, and career development plans.

Through Devakademi, we connect with our employees by organizing webinars, newsletters, and monthly posts on topics such as personal development, work-life balance, and mindfulness-including sessions on "Life in General," "Well-being," and "Emotional Intelligence and Social

Skills Development." In addition, we conduct in-person training sessions such as the "Happiness Workshop", to support our employees' individual growth. Through these initiatives, we aim to foster our employees' development and well-being. We also support our employees in developing their internal and external communication skills through the "Communication and Social Styles Training." Our goal is to help employees identify their own social communication styles, understand the impact of different communication styles on relationships, and strengthen collaboration and interaction.

In 2025, we provided our employees with a total of 169,864 hours of personal and professional development training.

Training Programs for Personal and Professional Development



Naturally, Focused on People and Society

Talent Management

Through our talent management processes, we aim to support our employees' development and sustainably improve their performance in line with our company values and strategic priorities. We treat the competencies we have defined through "Our Values and the DEVA Competency Matrix" as the foundation of our human resources practices. In this regard, we strengthen our corporate culture by incorporating our values, which are "We Succeed Together, We build relationships based on trust, We are people oriented, We act responsibly, We are innovative", into our training, development, recruitment, and promotion processes.

We view talent management both as a human resources practice that unlocks our employees' potential and as a strategic element that supports our competitive strength.

We implement human resources processes that support our employees' access to equal development and career opportunities based on their competencies and performance. In our hiring and promotion processes, we rely on objective evaluation criteria through exams and interviews. We view unlocking our employees' potential, developing their competencies, and sustainably supporting

their career development as one of the fundamental elements of our human resources approach. We carry out our talent management processes through career planning, performance management, training and development programs, leadership programs, and systems that support the employee experience.

We are Taking the Employee Experience Digital!

We are taking significant steps to digitize our human resources and talent management processes to make them more sustainable. With our SAP Success Factors project, we aim to transition these processes to a fully digital environment end-to-end. By managing all our processes on a single, integrated platform, we are creating a more efficient and sustainable human resources experience. This enables us to quickly access up-to-date and accurate data and support our decision-making processes more effectively through data analysis using reporting tools. As part of our project, while we aim to reduce manual data processing and save time, we are also strengthening standardization and operational efficiency in our processes. At the same time, by ensuring that our international employees can effectively use the system, we are building an inclusive and accessible digital human resources infrastructure.



Naturally, Focused on People and Society

Career Management and Assessment Processes

Through the Career Project process, we create career maps for our employees. Using Assessment Center Applications, we observe employees through various tools within the framework of the competencies required for the relevant role and evaluate their readiness for a higher-level position. If the assessment result is positive, we proceed with the appointment. Through the Segmentation Process, which covers our field-based employees, we incentivize success and, in line with this, provide additional benefits.

As part of our Career Management System project, we continue our efforts to develop the potential of our white-collar employees. To this end, we conduct calibration studies within the framework of a potential-performance approach to help employees prepare for roles they may assume in the future. As part of these efforts, we position our employees on

the 9-Box Matrix based on their current performance and competency levels and, following an assessment by the Talent Committee, include them in the development center. This allows us to systematically evaluate our employees' areas for development and strengthen our organizational succession planning and career planning processes.

Performance Management

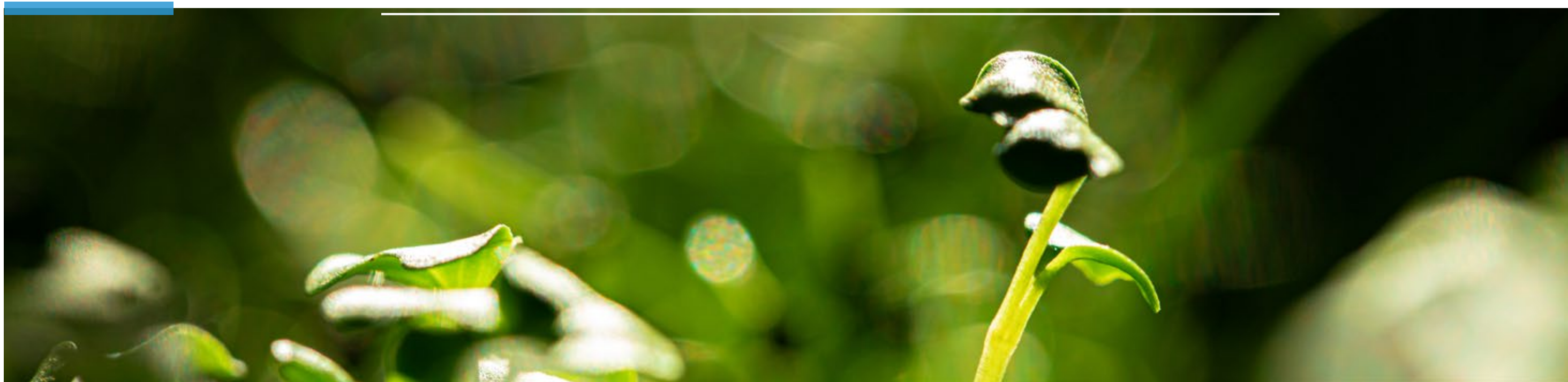
We also conduct our performance management processes in an integrated manner with our talent management approach. Our Performance Management System has continued in line with the goals set for 2025, encompassing both goal evaluation and competency assessment processes. We continue to implement our system through Training and Development, Recruitment and Placement, Assessment Center Applications,

and Promotion processes, addressing employee development and career advancement together.

Leadership and Organizational Development Programs

By implementing leadership development programs for all management levels, we aim to strengthen our leaders' development in the areas of team management, communication, and the sustainability of corporate culture.

In 2025, we provided a total of 3,578 hours of leadership training to our managers.



Naturally, Focused on People and Society

Occupational Health and Safety

We consider ensuring that our employees work in a healthy and safe environment to be one of our top priorities. For this reason, under the responsibility of the HSE Department, we adopt a continuous improvement approach to reduce workplace accidents through regular risk analyses, mandatory occupational health and safety training, the provision of protective equipment, the encouragement of near-miss reporting, and periodic inspections. We evaluate every workplace accident that occurs in accordance with the Accident Reporting and Tracking Procedure and conduct root cause analyses.

We evaluate and improve our occupational health and safety (OHS) performance and practices in accordance with legal requirements, and we implement them with a management philosophy that supports employee participation and a sustainable safety culture.

We manage our OHS processes in accordance with our **OHS and Environmental Policy** and within the framework of the ISO 45001 Occupational Health and Safety Management System. In this regard, as DEVA, we consider assessing and minimizing OHS risks and ensuring our employees have access to

a safe working environment to be among our top priorities. Following the publication of our policy by the Chairman of the Board & CEO and the Vice Chairman of the Board (CFO), we communicate it to our employees at all levels. We aim to continuously improve our processes by evaluating the effectiveness of our policy during annual Management Review meetings and OHS Committee meetings. In addition, we support our employees' active participation in these processes to enhance and continuously improve our OHS performance. In 2025, we ensured our employees' active participation in the process through initiatives carried out with our 5 separate OHS Committees.

We also encourage employee participation in identifying our OHS risks. As part of the Occupational Safety and Health Risk Analysis procedure, we regularly review risk analyses with the participation of our teams. By incorporating the views of employees from different departments into the risk assessment processes, we ensure that hazards and risks identified on-site are determined directly by the personnel performing the work. Through the Hazard and Near-Miss Reporting System, we receive regular feedback from our employees and support the early detection of potential risks on-site.

Our employees can submit reports on a facility-by-facility basis via both written reports and QR code applications. We periodically review the automated reports submitted to the system, share them with the relevant departments, and define the necessary actions. We organize annual recognition events for employees who contribute to the reporting system.

In addition, we maintain occupational health units at all our locations and assign full-time occupational physicians and healthcare personnel. We regularly conduct periodic health screenings for our employees and manage hospital referral processes when necessary. We enter into agreements with private hospitals to ensure that healthcare services can be effectively provided following workplace accidents. We ensure that our subcontractor employees can also benefit from infirmary services in the same manner, thereby extending our occupational health practices to cover all our employees.

Vehicle Tracking System

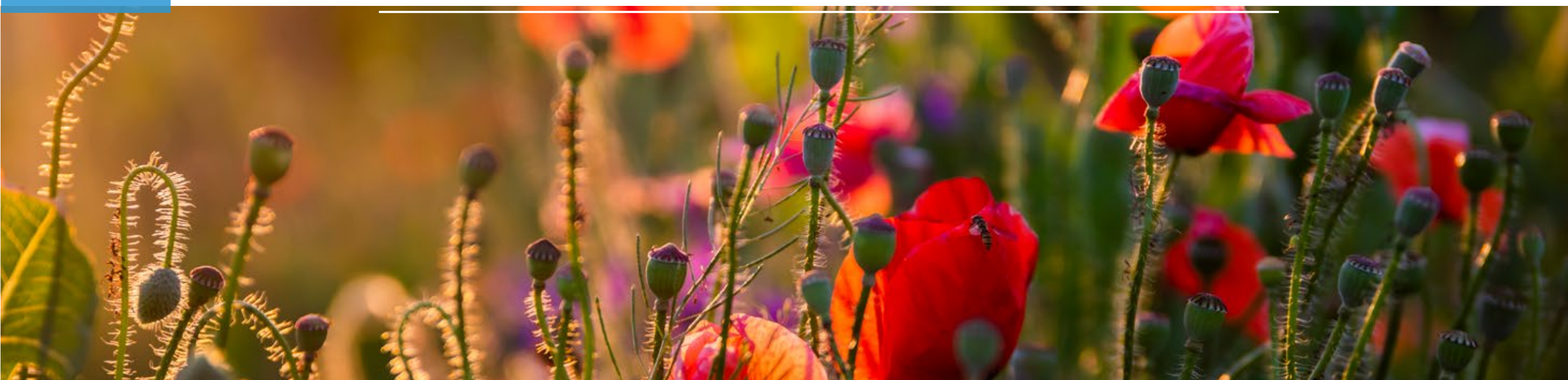
At DEVA, we use a Vehicle Tracking System in all vehicles used by our field employees throughout Türkiye. The system is designed to ensure the efficient use of field vehicles, safe route planning, efficient fuel consumption, and enhanced employee safety; the necessary data protection disclosures under the Personal Data Protection Law (KVKK) have been provided. Through route and fuel optimization, we contribute to both operational efficiency and the reduction of our environmental footprint, while also strengthening road safety for our field employees.

Naturally, Focused on People and Society

Occupational Health and Safety

Occupational Health and Safety (OHS) Performance Indicators (Employees)

OHS Metrics	Unit	2023	2024	2025
Total Working Hours	Hours	6,309,773	6,504,599	6,433,193
Number of Occupational Diseases	Number per year	0	0	0
Total Number of Accidents	Number per year	128	139	96
Near Misses	Number per year	348	345	451
Number of Lost-Time Injuries (LTIR)	Number per year	26	29	23
Days Lost	Number per year	398	703	509
Number of Accidents Without Lost Days	Number per year	102	110	73
KSO - Accident Frequency Rate	Rate	1.00	0.66	0.8
Fatalities	Number per year	0	0	0
KAO - Accident Severity Ratio	Ratio	0.051	0.057	0.063
Occupational Disease Rate (ODR)	Rate	0	0	0



Naturally, Focused on People and Society

Training and Awareness Initiatives

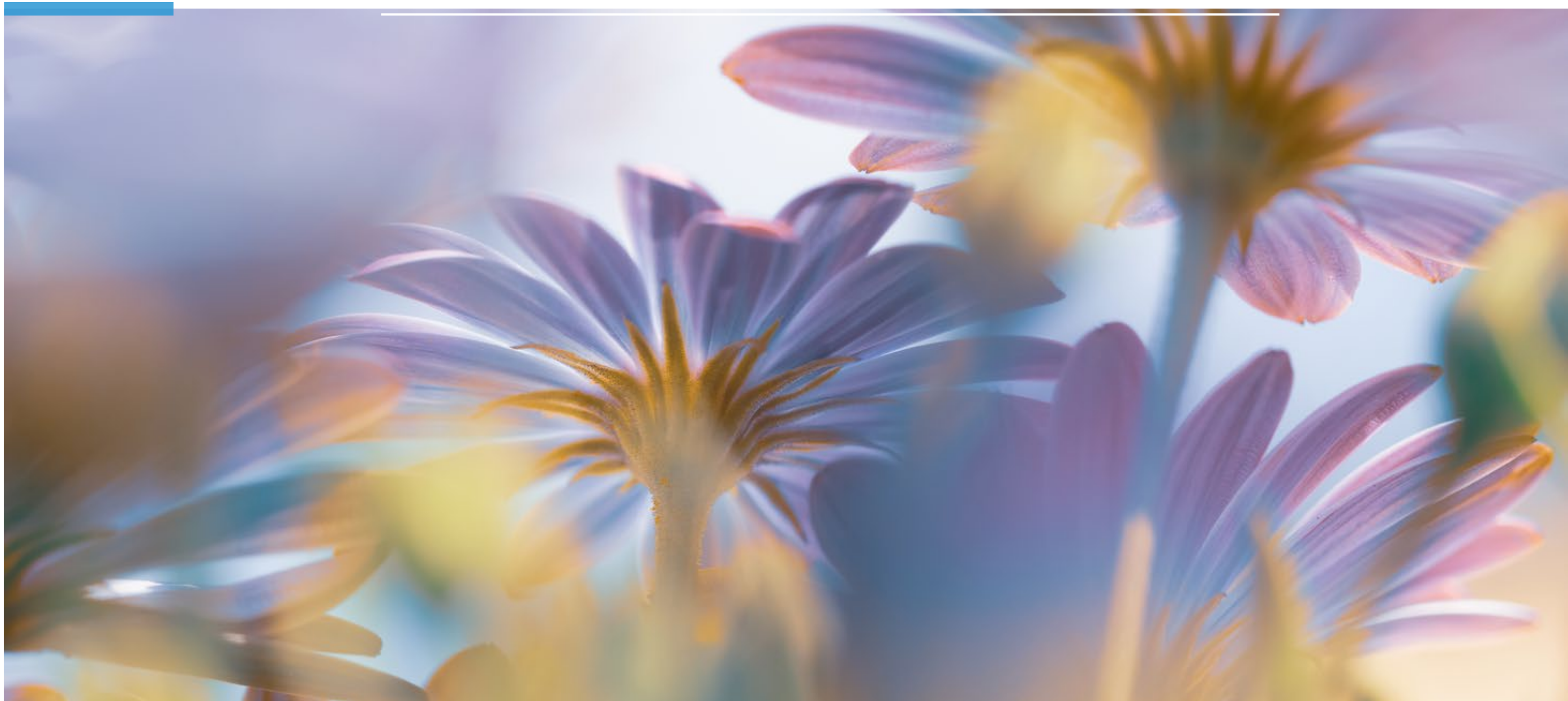
We conduct regular training sessions, meetings, targeted briefings, and drills to raise our employees' awareness of OHS processes.

To foster the development of a Health and Safety Culture and maximize awareness within the scope of occupational health, safety, and environment, we organize Occupational Health and Safety events on

various topics each year using different formats, such as theater, Creative Drama and Workshop Games, PPE Empathy Stations, Virtual Reality (VR), and taboo-breaking activities.

We ensure that the programs planned under the HSE Department's training plan are completed in line with the objectives.

In 2025, we provided a total of 21,624 hours of occupational health and safety training to 2,811 people. Through our training programs, we aim to strengthen our employees' safety culture, increase risk awareness, and promote safe work habits.



Naturally, Focused on People and Society

OHS Training Programs and Content by Type

OHS Training Contents	
General Topics	Information on labor legislation
	Employees’ legal rights and responsibilities
	Workplace cleanliness and order
	Legal Consequences of Workplace Accidents and Occupational Diseases
Health Issues	Causes of occupational diseases
	Principles of disease prevention and the application of preventive techniques
	Biological and psychosocial risk factors
	First Aid
	The Harms of Tobacco Products and Secondhand Smoke
Technical Topics	Chemical, physical, and ergonomic risk factors
	Manual lifting and handling
	Flammability, Explosions, Fire, and Fire Prevention
	Safe Use of Work Equipment
	Working with Display Screen Equipment
	Electricity, hazards, risks, and precautions
	Causes of workplace accidents and the application of prevention principles and techniques
	Safety and health signs
	Use of Personal Protective Equipment
	General occupational health and safety rules and safety culture
Other Topics	Evacuation and Rescue
	Work-specific activities such as working at heights, working in confined spaces, working in environments with radiation risks, welding, working with equipment that poses specific risks, potential health risks caused by carcinogenic substances, etc.

Naturally, Focused on People and Society

Number of Employees and Subcontractors Who Have Received OHS Training

OHS Training (persons)	2023	2024	2025
Number of Company Employees	2,871	3,011	3,038
Number of Subcontractor Employees	283	272	281
Total Number of Participants	3,154	3,283	3,319

Social Contribution

At DEVA, we place the goal of contributing to public health and well-being at the center of all our activities. In line with this approach, we implement various initiatives through partnerships with our stakeholders.

In 2025, we continued to support young people’s

education and career development. As part of our human resources policy, we continued to offer internship programs for vocational high school and university students, helping them gain work experience and supporting their professional development. With the internship quota agreements we have established with Türkiye’s leading

universities, we offered internship opportunities within DEVA’s various departments to university students during the summer and to vocational high school students during the winter. In this way, we continue to contribute to the development of a qualified workforce in the sector by providing a growth environment that adds value to young people’s career journeys from an early stage.

Career Days and the 360-Degree Training Program in the Pharmaceutical Industry

By participating in career days held at universities and organizing factory tours, we introduced our company and the pharmaceutical industry to students in the Faculty of Pharmacy and the Department of Chemical Technologies. We continued our collaboration with Istanbul University’s Faculty of Pharmacy in 2025 through the “360-Degree Training Program in the Pharmaceutical Industry,” which included mentoring projects and career planning seminars. As part of the program, we supported fourth-year Pharmacy students in participating in in-person training sessions led by our R&D managers and helped them gain experience in the pharmaceutical industry by involving them in scientific projects.

TÜBİTAK 2244-Industry Doctoral Program

Under the TÜBİTAK 2244-Industry Doctoral Program, we hired students pursuing doctoral studies in the Analytical Chemistry departments of designated universities as “Doctoral Fellows” within our R&D department, supporting their preparation for professional life throughout their education.

Scholarship Support

To contribute to equal opportunities in education, we provided scholarship support to the high-achieving children of our employees who are studying in fields such as Medicine, Pharmacy, Chemistry, Chemical Engineering, Biology, Chemical and Biological Engineering, Molecular Biology and Genetics, Genetics and Bioengineering, Biochemistry, Engineering, Biomedical Engineering, Biotechnology, Molecular Biotechnology, Veterinary Medicine, and Dentistry.

Naturally, Focused on People and Society

Access to Medicine

We view supporting everyone's access to a healthy life as the foundation of our mission; we place the community's access to high-quality and reliable medicines under reasonable conditions at the center of the social value we create. As patent terms for original medicines expire, we initiate the production and sale of generic medicines. We position the production of generic medicines, which offers a cost advantage-as one of the most important elements of our business model, which supports the public's Access to Medicine at reasonable prices.

With our strong R&D infrastructure, we have the capability to develop products across various product groups and therapeutic areas. We view this capability as a key factor in meeting public health needs, facilitating the public's Access to Medicine, and supporting sustainable growth. With the strength

gained from R&D and innovation, we continue to create lasting value for patients and society.

We do not limit our contribution to improving access to medicine within our country's borders. With our international GMP certifications and licenses, we deliver our products to numerous countries across different continents; we support patients' access to quality medicines across a broad geographic area, including emerging markets. The compliance of our manufacturing facilities with quality standards approved by international authorities ensures the safety and efficacy of the medicines we provide.

The continuity of access to medicine depends on products reaching patients on time and safely. For this reason, we manage our storage and distribution processes through our own internal logistics

infrastructure; we maintain direct control over supply continuity, temperature control, and reliable transportation conditions. Due to this structure, we preserve product quality and ensure patients have uninterrupted access to the medicines they need.

We treat access to medicine as a strategic priority that combines economic value creation with social benefit. We uphold our commitment to providing high-quality, reliable, and accessible medicines by strengthening our R&D investments, production capacity, and presence in international markets; in doing so, we aim to contribute to the Sustainable Development Goal (SDGs) "Good Health and Well-being" (SDG 3).



A young green plant with two leaves growing from a mossy surface, with water droplets and a bokeh background.

NATURALLY, INNOVATIVE

We aim to carry the strength and experience we have gained from our profound transformation into the future through our innovative perspective. With our focus on R&D, innovation, and digital transformation, we continue to create added value in healthcare.

Naturally, Innovative

R&D and Innovation

As one of Türkiye’s long-established and domestically-based pharmaceutical manufacturers, we conduct our operations through our modern production facilities in Çerkezköy and Kartepe, along with our logistics center; and through our award-winning R&D center, we support human health and our industry through our scientific research.

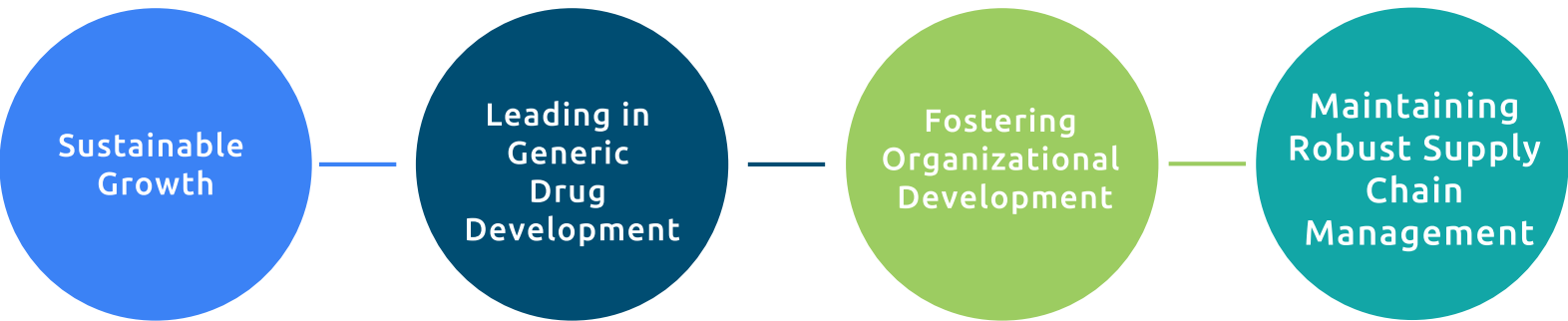
At DEVA, we carry out our research, development, and innovation-focused efforts under the responsibility of our R&D Department, in line with our strategic priorities of “Rational Growth,” “Leading the Way in the Development of Generic Drugs”, “Maintaining Strong Supply Chain Management,” and “Ensuring Organizational Development.” In this context, we prioritize our projects based on criteria such as cost-benefit balance, patent status, and regulatory requirements; we share the current status of all projects with our senior management through

R&D project evaluation meetings held every three months. While developing health solutions that are in line with the needs of our time and shape the future, with a focus on human health, we conduct our R&D activities in alignment with our company’s strategic goals.

We place R&D and innovation at the center of our sustainable growth, our innovative product development processes, and our long-term value creation approach. Through our R&D activities, which enhance our competitive strength in the pharmaceutical sector, we develop innovative solutions, strengthen our product portfolio, and contribute to the public’s access to medicine. By developing generic drugs, we increase the variety of treatment options and support the public’s access to healthcare services. We view the protection and improvement of public health as a contribution to societal well-being and approach our R&D activities from this perspective.

We view innovation not merely as an activity limited to our R&D unit, but as a culture shared throughout the organization. We operate a structured system that encourages our employees to share and develop their innovative ideas. We evaluate the ideas our employees submit through designated platforms and forms; we implement proposals that are assessed by relevant committees based on criteria of feasibility and added value. By supporting projects that are implemented and deliver benefits through our reward and recognition mechanisms, we sustainably strengthen both employee participation in the innovation culture and the culture’s widespread adoption throughout the organization.

Our Strategic Priorities Shaping R&D Activities





Naturally, Innovative

DEVARGE

We effectively carry out our R&D and innovation efforts through our R&D division, DEVARGE, with our cutting-edge laboratories and production infrastructure, as well as the expertise of our specialized team. As of the end of 2025, we are working with a specialized R&D team of over 400 people. DEVARGE consists of the following departments: Pharmaceutical Development, Analytical Development, Manufacturing Excellence, API Development, Veterinary Product Development, CTD Documentation, Patents, Biotechnology, and Bioequivalence. We conduct our research and development activities in various areas, including a pre-formulation and pilot production facility, synthesis and scale-up laboratories, a stability testing facility, analytical development laboratories, and biotechnology laboratories.

Our extensive experience in R&D forms the foundation of our leading position in the industry. In 1970, we became the first company in Türkiye to produce pharmaceutical active ingredients with the manufacture of tetracycline and oxytetracycline, and by gradually increasing our investments in this field over time, we achieved a pioneering position in the production of pharmaceutical active ingredients. In 1981, we began producing gentamicin, positioning ourselves as one of only five companies worldwide capable of manufacturing this active ingredient.

Through our API R&D unit, established in 2009, we successfully carry out the multi-step chemical synthesis processes required by the complex molecular structures of active pharmaceutical ingredients, with our advanced technological infrastructure and expert staff. Through this unit, we effectively manage projects targeting both domestic and international markets; we continuously expand our product portfolio

by developing new, non-infringing formulations and dosage forms for finished products, as well as alternative synthesis routes and new polymorphs for active pharmaceutical ingredients that do not infringe on patents.

In addition to new product development, our R&D and innovation efforts focus on product and process improvements, cost optimization, the evaluation of alternative raw materials and supply sources, and compliance with regulatory updates, all in line with our sustainable product and production goals.

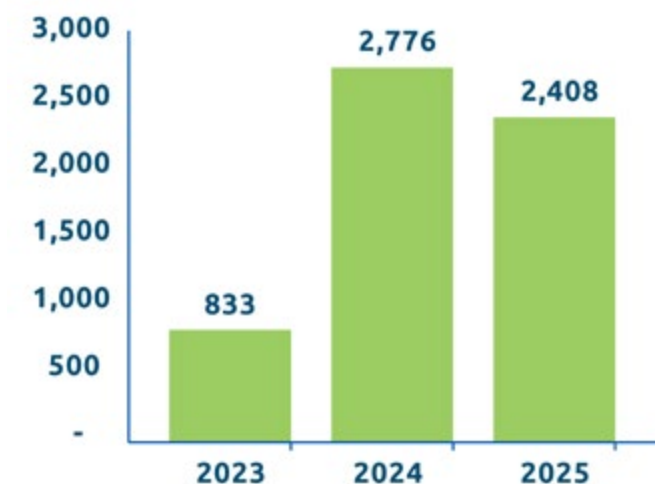
In 2025, we invested over 2.4 billion TL in our R&D activities; our R&D expenditure accounted for 13% of our revenue. During the same period, we filed 14 patent applications.

We are also strengthening our R&D capabilities through collaborations with academia. Through project-based work conducted with universities, we are focusing particularly on QSAR (Quantitative Structure-Activity Relationship) modeling studies carried out within the framework of the ICH M7 guideline. This approach aims to evaluate potential mutagenic impurities using computer-aided models that analyze the relationship between molecular structure and biological effects. By integrating the outputs of the model evaluation and validation studies we conduct as part of our academic collaborations into our product development and quality processes, we strengthen science-based risk assessment and regulatory compliance.

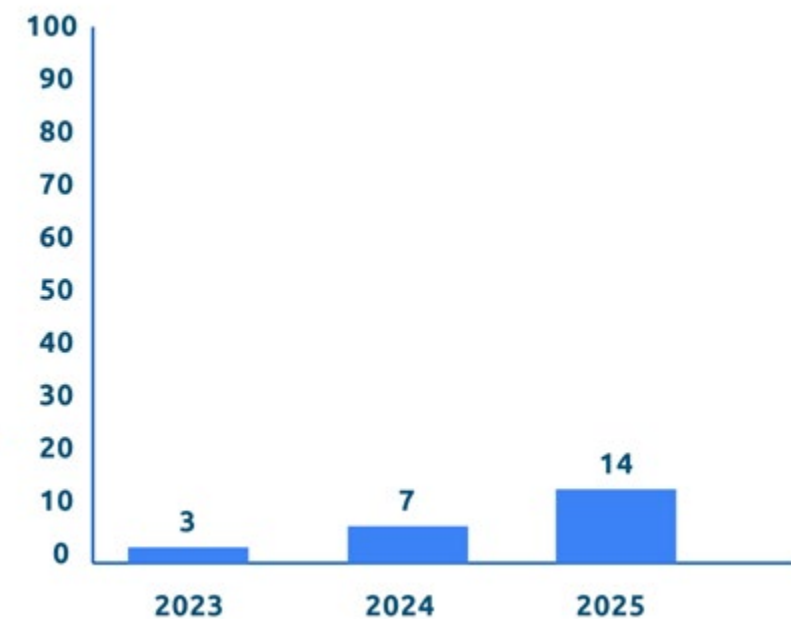
We are executing our R&D strategy within the framework of our core objectives: achieving our pioneering goal in generic drug development, ensuring vertical integration in strategic products, competing globally in active ingredient development, and

differentiating ourselves with value-added products. In the coming period, we aim to develop products for regulated markets (EMA and FDA), enhance our capabilities through the adoption of new technologies, create high-value-added products by strengthening university-industry collaborations, and protect our innovative intellectual property rights through patent registration. Empowered by R&D and innovation, we will continue to create lasting value for both patients and society and contribute to SDG 9: "Industry, Innovation, and Infrastructure."

R&D Expenditures (TL Million)



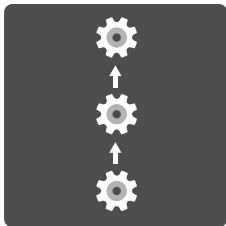
Number of Patent Applications



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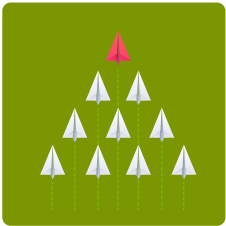
Maintaining our lead in generic drug development



Achieving vertical integration in strategic products



Developing capability to compete globally in active substance development



Making a difference with value-added products



Continue developing products for regulated markets (EMA and FDA)



Improving our competency through adaptation of new technologies



Foster academia-industry collaboration to assist development of high value added products



Protect our innovative intellectual property rights by registration of patents



Naturally, Innovative

Digital Transformation

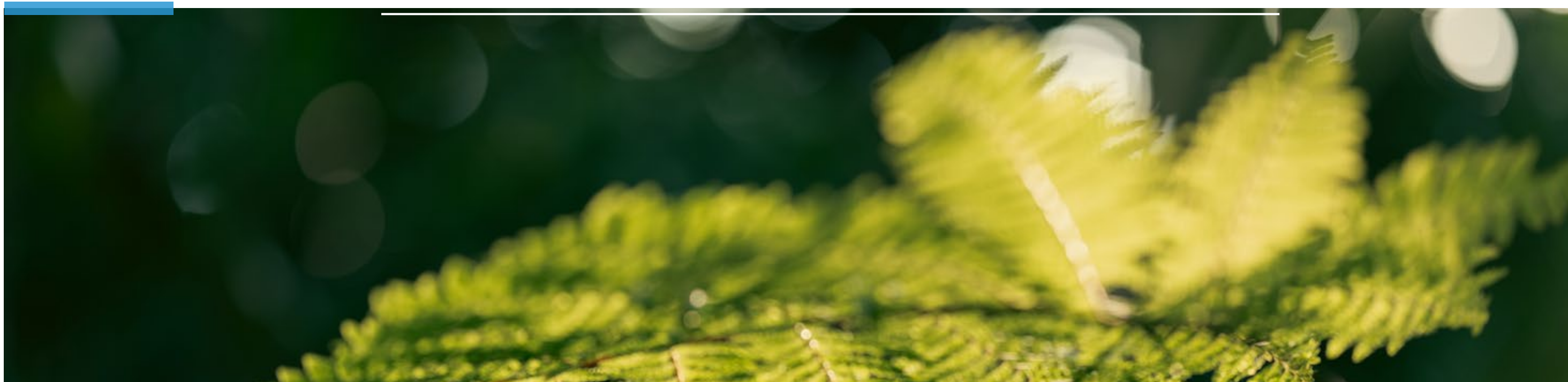
At DEVA, we position digital transformation as a strategic element that enhances efficiency and creates value across all our operational activities, particularly in our R&D processes. We carry out our digital transformation efforts and technology integration by prioritizing efficiency, traceability, and quality. We design all the equipment and infrastructure systems used in our production, quality, and support processes to be compatible with digital integration and automation; we make data collection, monitoring, and analysis an integral part of our processes.

With this structure, we increase our operational efficiency, strengthen the traceability and sustainability of our processes, minimize the risk of errors, and optimize resource utilization. Our automation and digital monitoring systems also contribute to energy and raw material savings; by creating a more controlled and safer working environment, they also support our occupational health and safety performance.

We implement our digitalization approach through specialized applications tailored to different processes. With ANALYSINN, we support our decision-making processes based on statistical data analysis. With the MICRON application, we integrate the analyses conducted in the Microbiology Laboratories at our production facilities into our digital infrastructure, making analysis records, results, reports, and trend data trackable in a regular and systematic manner, thereby enhancing the effectiveness of our continuous improvement mechanisms. With the QDMS Quality Management System, we digitize numerous critical processes-such as change control, corrective and preventive actions, document management, supplier qualification, and audits-to create a paperless, integrated, and traceable quality management infrastructure. QDMS, which integrates with our existing ERP system, allows us to consolidate our processes in a single hub. With our SAP HANA infrastructure, we process corporate data with high speed and accuracy, making critical business and quality decisions based on real-time

data; we position this system as the cornerstone of our digital transformation strategy.

We are also closely evaluating MES (Manufacturing Execution System) solutions that enable the fully electronic and paperless management of production and laboratory operations in the pharmaceutical industry. We are thoroughly examining the integration of these systems into our existing production and quality processes with the goal of ensuring data integrity and improving operational efficiency.



A field of purple poppies is shown at sunset. The sky is a warm orange and yellow, with a large white circle in the upper center. The poppies are in various stages of bloom, with some fully open and others as buds. The word "APPENDICES" is written in white, bold, sans-serif capital letters across the middle of the image, underlined with a blue line.

APPENDICES



List of Corporate Memberships



**İSTANBUL
SANAYİ ODASI**



**İSTANBUL
TİCARET
ODASI**
— 1882 —



**KOCAELİ
SANAYİ ODASI**
KOCAELİ CHAMBER OF INDUSTRY



Kocaeli
Ticaret Odası
1897



ÇERKEZKÖY
TİCARET VE SANAYİ ODASI



**İSTANBUL
TİCARET
BORSASI**
1924
İSTANBUL COMMODITY EXCHANGE



İKMİB *İstanbul
Kimyevi Maddeler ve Mamulleri
İhracatçıları Birliği*
Istanbul Chemicals and Chemical Products Exporters' Association



TOBB

Appendices

List of Integrated Management System Certifications

Management System / Certificate Name	Scope / Applicable Facilities	Certification Date	Validity / Renewal Date	Regulatory Requirement
Kosovo Health Authority – GMP Certificate	ÇERKEZKÖY_1	October 1, 2025	March 19, 2028	Required for the registration of both the manufacturing company and human medicinal products with the Kosovo Health Authority prior to importation, distribution, and sale in Kosovo.
	KARTEPE	October 1, 2025	March 21, 2028	
Philippine FDA GMP Compliance Certificate	ÇERKEZKÖY_1	September 22, 2025	February 25, 2028	Required for the export of human medicinal products to the Philippines and for obtaining product licenses from the Philippine Food and Drug Administration (FDA Philippines).
	ÇERKEZKÖY_2	May 8, 2025	October 21, 2027	
	KARTEPE	September 16, 2025	December 19, 2027	
Tanzania Health Authority – GMP Certificate	ÇERKEZKÖY_1	August 21, 2025	June 22, 2028	Required for the registration of the manufacturing company and products prior to importation, distribution, and sale in Tanzania.
Republic of Türkiye Ministry of Health – GMP Certificate	ÇERKEZKÖY_1	May 8, 2025	October 31, 2027	Mandatory for pharmaceutical manufacturing, production permits, and marketing authorization applications in Türkiye.
	ÇERKEZKÖY_2	February 4, 2025	October 31, 2027	
	KARTEPE	August 20, 2025	December 31, 2027	
	ÇERKEZKÖY_4	February 27, 2025	December 31, 2025	
Russian Authority—on behalf of the Eurasian Economic Union (EAEU) GMP Certificate	ÇERKEZKÖY_1, ÇERKEZKÖY_2, KARTEPE	March 28, 2025	October 21, 2027	Required for market access and product registration within EAEU member countries.
	ÇERKEZKÖY_4	December 3, 2024	October 21, 2027	
Kenya Health Authority – GMP Certificate	ÇERKEZKÖY_1	October 22, 2024	May 31, 2026	Required for the licensing, importation, and legal sale of human medicinal products in Kenya.
	ÇERKEZKÖY_2, ÇERKEZKÖY_4	October 14, 2024	May 31, 2026	
Cambodian Health Authority – Manufacturer Registration Certificate	ÇERKEZKÖY_1, KARTEPE	October 10, 2024	September 9, 2029	Required for the export and registration of human medicinal products and for manufacturer registration with the Cambodian Ministry of Health.
Libyan Health Authority – GMP Certificate	ÇERKEZKÖY_1, ÇERKEZKÖY_2	July 10, 2024	July 10, 2029	Required to register manufacturing facilities and obtain product licenses for export to Libya.
	KARTEPE	July 11, 2024	July 11, 2029	
Canadian Establishment Licence	ÇERKEZKÖY_1, ÇERKEZKÖY_2, KARTEPE	June 4, 2024	July 27, 2027	Required to manufacture, import, export, package, label, distribute, or test pharmaceuticals, natural health products, and medical devices in Canada.

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List of Integrated Management System Certifications

Management System / Certificate Name	Scope / Applicable Facilities	Certification Date	Validity / Renewal Date	Regulatory Requirement
Zimbabwe Health Authority – GMP Certificate	ÇERKEZKÖY_1, KARTEPE, ÇERKEZKÖY_4	May 28, 2024	May 28, 2026	Required to demonstrate GMP compliance for product registration and export to Zimbabwe.
Ukrainian Health Authority – GMP Certificate	ÇERKEZKÖY_1	April 5, 2024	November 17, 2026	Required to demonstrate GMP compliance for product registration and export of human medicinal products to Ukraine.
	KARTEPE	February 21, 2025	September 13, 2026	
Kyrgyzstan Health Authority – GMP Certificate	ÇERKEZKÖY_1, KARTEPE	February 5, 2024	December 12, 2026	Required to certify GMP compliance of manufacturing facilities for product registration and export to Kyrgyzstan.
	KARTEPE	February 5, 2024	–	
USFDA Establishment Inspection Report (EIR) Letter	ÇERKEZKÖY_1, ÇERKEZKÖY_2	October 19, 2023	-	Issued following a successful FDA inspection and demonstrates compliance with FDA requirements. It is a key prerequisite for exports and regulatory submissions in the United States.
	KARTEPE	October 7, 2023	-	
German Health Authority (Baden-Württemberg) – EU GMP Certificate	ÇERKEZKÖY_1, ÇERKEZKÖY_2, ÇERKEZKÖY_4	October 12, 2023	May 31, 2026	Required to demonstrate compliance with EU Good Manufacturing Practice (EU GMP) standards for exports, marketing authorizations, and pharmaceutical manufacturing in Europe.
	KARTEPE	April 1, 2025	November 15, 2027	
	Devatis GmbH	September 13, 2023	September 13, 2026	Required for the distribution and sale of products under the Devatis brand in Germany.
Uganda National Drug Authority (NDA) – GMP Certificate	ÇERKEZKÖY_1	January 31, 2023	November 1, 2025	Required to demonstrate GMP compliance for pharmaceutical exports and product registration in Uganda.

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List of Integrated Management System Certifications

Management System / Certificate Name	Scope / Applicable Facilities	Certification Date	Validity / Renewal Date	Regulatory Requirement
UAE Health Authority – Facility Renewal Certificate	ÇERKEZKÖY_1	September 8, 2022	September 6, 2027	Required to maintain the validity of previously obtained manufacturing facility authorizations and support continued product licensing, importation, and sales activities in the UAE.
	ÇERKEZKÖY_2	February 11, 2022	February 10, 2027	
	KARTEPE	May 29, 2025	May 29, 2030	
Ethiopian Health Authority – GMP Certificate	ÇERKEZKÖY_1, ÇERKEZKÖY_4	August 22, 2022	June 27, 2027	Required to demonstrate compliance with GMP standards governing quality, hygiene, and manufacturing practices for product registration and sale in Ethiopia.
	ÇERKEZKÖY_2	December 1, 2021	October 23, 2026	
Iraqi Health Authority – Manufacturing Facility Registration Certificate	ÇERKEZKÖY_1	April 26, 2022	April 26, 2027	Required for manufacturing facility recognition and registration by the Iraqi Ministry of Health prior to product registration and importation.
	ÇERKEZKÖY_2, KARTEPE	May 9, 2022	May 9, 2027	
Oklahoma State Board of Pharmacy – Manufacturer License	ÇERKEZKÖY_1, ÇERKEZKÖY_2, KARTEPE	November 30, 2021	-	Required to manufacture and distribute prescription drugs within the State of Oklahoma, United States.
Bahrain Health Authority – Registration Certificate	ÇERKEZKÖY_1	March 3, 2021	March 3, 2026	Required for the importation, distribution, sale, and registration of human medicinal products in Bahrain.
	KARTEPE	September 11, 2025	September 11, 2030	
Vietnam Health Authority – Manufacturing Facility Registration Certificate	ÇERKEZKÖY_2	July 25, 2025	October 21, 2027	Required to certify GMP compliance of manufacturing facilities for the importation, registration, and sale of human medicinal products in Vietnam
	KARTEPE	June 24, 2025	December 19, 2027	
Oman Health Authority – Manufacturing Facility Registration Certificate	ÇERKEZKÖY_2	June 1, 2025	May 31, 2030	Required to certify GMP compliance of manufacturing facilities for the importation, registration, and sale of human medicinal products in Oman.
Thailand Health Authority – Manufacturing Facility Registration Certificate	ÇERKEZKÖY_2	May 20, 2025	October 16, 2027	Required to certify GMP compliance of manufacturing facilities for the importation, registration, and sale of human medicinal products in Thailand.

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List of Integrated Management System Certifications

Management System / Certificate Name	Scope / Applicable Facilities	Certification Date	Validity / Renewal Date	Regulatory Requirement
Swissmedic GMP Certificate	Devatis AG	2023	2025	Required for the distribution and sale of products under the Devatis brand in Switzerland.
ISO 9001:2015 Quality Management System Certificate	KARTEPE	July 7, 2025	June 30, 2028	Supports the establishment, maintenance, and continual improvement of quality management systems, enhances customer satisfaction, and facilitates participation in national and international tenders and partnerships.
EN ISO 13485:2016 Medical Devices Quality Management System Certificate	KARTEPE	February 21, 2023	February 20, 2026	Required to ensure compliance with regulatory and quality requirements throughout the life cycle of medical devices, including design, development, production, distribution, and servicing. It is also a prerequisite for CE marking and market access in many countries.



Performance Indicators

Economic Performance Indicators

Economic Value Created s (TL)	2023	2024	2025
Economic Value Created (Revenues)	21,412,110,772	20,233,967,079	19,245,645,072
Distributed Economic Value (TL)	2023	2024	2025
Total Operating Expenses	1,901,685,584	2,839,821,481	2,689,311,720
Payments to the Government (by Country)	79,254,493	0	0
Payments to Capital Providers	526,366,438	603,606,676	0
Investments in the Community	7,604,475	3,148,883	1,397,870
Total Value Distributed	8,194,010,033	7,382,623,583	7,024,045,619
Accumulated Economic Value	13,218,100,739	12,851,343,496	12,221,599,453

Sustainable Financing (TL)	2023	2024	2025
Average Cost of Financing	3,064,146,260	3,876,347,915	2,768,119,250

*Financial Assistance Received from the Government (TL)	2023	2024	2025
Financial Incentives	471,888,679	302,563,054	300,085,571

* Financial assistance received from the government includes tax deductions and credits (e.g., tax deductions under the Social Security Institution), incentives (Stamp Tax and VAT amounts not paid under investment incentives), and financial incentives (R&D and TEYDEB support received in cash).

Performance Indicators

Environmental Performance Indicators

Energy Management

Non-Renewable Direct Energy Consumption	2023	2024	2025
Gasoline (Liters)	1,583,251	1,607,645	1,583,251
Natural Gas (sm³)	8,158,858	9,446,754	8,217,212
Diesel (liters)	322,499	97,028	322,527
LPG (Liters)	3,182	9,843	3,345
Total Direct Energy Consumption (MWh)	10,067,790	11,161,270	10,126,335

Non-Renewable Indirect (Purchased) Energy Consumption (MWh)	2023	2024	2025
Electricity	77,089,381	80,031,488	77,404,691
Total Indirect Energy Consumption	77,089,381	80,031,488	77,404,691

Greenhouse Gas Emissions (tCO ₂ e)*	2023	2024	2025
Scope 1 Emissions	22,602	23,189	23,177
Scope 2 Emissions	34,829	35,606	33,595
Total	57,431	58,795	56,772

* Total greenhouse gas emissions data for 2024 and 2025 include . subsidiaries included in the financial consolidation (Devatis LTD., Devatis GmbH, and Devatis INC.)

Performance Indicators

Environmental Performance Indicators

Waste Management

Waste by Type (Metric tons)	2023	2024	2025
Paper / Cardboard	466.3	627.6	649.8
Plastic (Polyethylene, Polypropylene, etc.)	380.1	525.6	555.5
Metal	55.1	39.3	4.7
Glass	123.2	113.6	167.3
Electronic Waste	5.7	0.3	0.6
Vegetable Waste Oil	0.7	0.6	0.6
Other Waste – Recycling	1,750.6	1,830.5	1,654.3
Other Waste – Disposal	176.9	281.1	272.0
Total Waste Volume	2,958.6	3,418.5	3,305.0

Total Waste Volume by Type (tons)	2023	2024	2025
Hazardous Waste	1,660.7	1,873.4	1,739.5
Non-Hazardous Waste	1,297.9	1,545.2	1,565.0
Total Waste	2,958.6	3,418.5	3,304.6

Waste by Disposal Method (tons)	2023	2024	2025
Incineration (with Energy Recovery)	793	1,114	958.6
Incineration (Without Energy Recovery)	177	281	272
Landfill	0.4	0.3	0.2
Other Disposal Method	0.05	0.03	0.07
Total Amount of Disposed Waste	970.8	1,395.2	1,230.8

Performance Indicators

Environmental Performance Indicators

Recycled Management

Recycled Solid and Liquid Waste (metric tons)	2023	2024	2025
Paper	466.3	627.6	649.8
Plastic (Polyethylene, Polypropylene, etc.)	380.1	525.6	555.5
Metal	55.1	39.3	4.7
Glass	123.2	113.6	167.3
Wood	332.2	284.9	239.3
Electronic Waste	5.7	0.3	0.6
Vegetable Waste Oil	0.7	0.6	0.6
Other Waste	1,750.6	1,830.5	1,654.3
Other Waste	176.9	281.1	272.0
Total Amount of Recycled Waste	3,290.79	3,703.44	3,544.26

Performance Indicators

Environmental Performance Indicators

Water Management

Water Consumption (m³)	2023	2024	2025
Municipal Water Consumption	462,262	525,653	518,887
Groundwater Consumption	66,558	44,307	49,699
Total Water Consumption	528,820	569,960	568,586

Water Withdrawal (m³)	2023	2024	2025
Groundwater	66,558	44,307	49,699
Third-Party Water (Municipal Water, etc.)	462,262	525,653	518,887
Total Water Withdrawal	528,820	569,960	568,586

Wastewater Discharge (m³)	2023	2024	2025
Third-Party Water (Sewage, etc.)	377,800	357,580	451,890
Total Water Discharge	377,800	357,580	451,890

Performance Indicators

Social Performance Indicators

Workforce

Number of Employees by Employment Type	2023	2024	2025
White-Collar	1,993	2,159	2,041
Women	1,000	1,118	1,026
Men	993	1,041	1,015
Blue-Collar	878	1,010	940
Women	164	187	160
Male	714	823	780
Total Number of Employees	2,871	3,169	2,981

Number of Employees by Contract Type	2023	2024	2025
Indefinite-Term	2,844	3,148	2,889
Women	1,156	1,297	1,150
Men	1,688	1,851	1,739
Fixed-Term	27	21	92
Women	8	8	36
Men	19	13	56
Total Number of Employees	2,871	3,169	2,981

Employees by Working Arrangement	2023	2024	2025
Part-Time	0	0	0
Women	0	0	0
Men	0	0	0
Full-time	2,871	3,169	2,981
Women	1,164	1,305	1,186
Men	1,707	1,864	1,795

Performance Indicators

Social Performance Indicators

Workforce

Number of Employees by Gender	2023	2024	2025
Men	1,707	1,864	1,795
Women	1,164	1,305	1,186
Total Number of Employees	2,871	3,169	2,981

Employee Distribution by Age	2023	2024	2025
Under 30	895	1,028	904
Percentage of Employees Under 30	31%	32%	30%
Women	496	560	484
Men	399	468	420
Ages 30–50	1,836	1,970	1,900
Percentage of Employees Aged 30–50	64%	62%	64%
Women	640	711	669
Men	1,196	1,259	1,231
Ages 50 and older	140	171	177
Percentage of Employees Aged 50 and Over	5%	5%	6%
Women	28	34	34
Men	112	137	143
Total Number of Employees	2,871	3,169	2,981

Performance Indicators

Social Performance Indicators

Workforce

Other Groups	2023	2024	2025
Foreign	12	14	10
Women	4	4	6
Men	8	10	4
People with disabilities	90	92	86
Women	16	15	13
Men	74	77	73

Employees by Management Category	2023	2024	2025
Senior Management	27	30	35
Women	12	13	12
Men	15	17	23
Intermediate	385	432	458
Women	163	188	191
Men	222	244	267
Diğer	2,459	2,707	2,488
Women	989	1,104	984
Men	1,470	1,603	1,504
Total Number of Employees	2,871	3,169	2,981

Performance Indicators

Social Performance Indicators

Employment and Turnover

Employment and Turnover	2023	2024	2025
New Hires	772	822	299
White-Collar	493	527	233
Blue-Collar	279	295	66
Resignations	784	520	502
White-Collar	498	363	369
Blue-Collar	286	157	133
Change in Total Number of Employees	-12	302	-203

Employment Data by Gender	2023	2024	2025
Hired	772	822	299
Women	294	362	103
Male	478	460	196
Left the Job	784	520	502
Women	260	219	225
Male	524	301	277
Change in Total Number of Employees	-12	302	-203

Performance Indicators

Social Performance Indicators

Employment and Turnover

Employment Data by Age	2023	2024	2025
Under 30	116	254	-57
Hired	470	472	136
Resignations	354	218	193
Aged 30–50	-109	59	-141
Hired	297	346	152
Resignations	406	287	293
Aged 50 and Over	-19	-11	-5
Hired	5	4	11
Resignations	24	15	16
Change in Total Number of Employees	-12	302	-203

Training Hours

Training by Employee Category	2023	2024	2025
Senior Managers (Person-Hours)	32.59	42.08	11.5
Senior Managers (Person)	25	23	24
Mid-level Managers (Person-Hours)	38.78	60.6	16.03
Mid-level Managers (Persons)	92	81	111
Other Employees (Person-Hours)	48.81	53.5	64.11
Other Employees (Persons)	3,388	3,541	2,893
Total Number of People Receiving Training	3,505	3,645	3,028

Performance Indicators

Social Performance Indicators

Training Hours

Training by Employment Type	2023	2024	2025
Blue-Collar (Person-Hours)	44.61	44.96	54.44
Blue-Collar (Person)	1,151	1,163	960
White-Collar (Person*Hours)	58.03	67.39	66.26
White-Collar (Person)	2,354	2,482	2,068
Subcontracted Workers (Person-Hours)	0	0	0
Subcontracted Workers (People)	0	0	0
Total Number of People Receiving Training	3,505	3,645	3,028

Training by Gender	2023	2024	2025
Men (Person-Hours)	49.99	54.30	60.08
Men (Person)	2,129	2,141	1,801
Women (Person-Hours)	59.24	68.68	61.83
Women (Person)	1,376	1,504	1,227
Total Number of People in Training	3,505	3,645	3,028

OHS Training (Hours)	2023	2024	2025
Occupational Health and Safety	20,733	25,770	21,624

Performance Indicators

Social Performance Indicators

Training Hours

All Training by Type (Hours)	2023	2024	2025
Professional Development	154,326.05	184,183.5	139,523.8
Personal Development	57,381.47	27,365.2	30,340.3
Sustainability and Environment			127.1
Ethical Principles			110.0
Leadership			3,578.1
Other	1,107.17	4,024.3	
Total Training Hours	212,814.69	215,573.0	176,840.2

Fringe Benefits

Fringe Benefits	2023	2024	2025
Life Insurance	2,871	3,169	2,981
Health Services	2,871	3,169	2,981
Disability and Invalidity Insurance	2,871	3,169	2,981

Performance Indicators

Social Performance Indicators

Maternity Leave Metrics

Employees Taking Maternity Leave	2023	2024	2025
Employees Eligible for Maternity Leave	110	105	129
Women	45	44	53
Male	65	61	76
Employees on Maternity Leave	110	105	129
Women	45	44	53
Male	65	61	76
Employees Returning to Work After Maternity Leave	44	44	44
Women	44	44	44
Male	-	-	-
Those Who Returned to Work After Maternity Leave and Worked for at Least 12 More Months	33	31	43
Women	33	31	43
Male	-	-	-

R&D Team and Expenditures

R&D Team	2023	2024	2025
Number of Employees in the R&D Team	416	504	461
R&D Expenditures	2023	2024	2025
R&D Expenditures (Million TRY)	833	2,776	2,408
R&D Expenditures as a Percentage of Revenue (%)	7%	18%	13%
Share of R&D and Innovation Investments (%)	45%	96%	57%

Patents and New Products	2023	2024	2025
Number of Patent Applications	3	7	14

Performance Indicators

Purchasing and Supplier Metrics

Payments to Suppliers (TRY)	2023	2024	2025
Import Value	5,835,252,665	4,134,582,416	3,787,787,470
Domestic Purchase Amount	1,996,603,423	3,578,847,692	3,170,660,688
Total Purchase Amount	6,151,780,500	7,713,430,108	6,958,448,158

Suppliers	2023	2024	2025
Total Number of Suppliers	1,242	1,361	1,250
Total Number of Local Suppliers	937	990	939
Total Number of Foreign/Global Suppliers	305	371	311
Total Number of New Suppliers	109	193	173
Percentage of Local Suppliers	75%	73%	75%

Occupational Health and Safety

OHS Committee	2023	2024	2025
Number of OHS Committees Established	5	5	5
Total Number of Members in Established OHS Committees	136	147	135
Number of Employee Representatives on Established OHS Committees	40	45	37

Performance Indicators

Social Performance Indicators

Occupational Health and Safety

OHS Metrics	Unit	2023	2024	2025
Total Working Hours	Hours	6,309,773	6,504,599	6,433,193
Number of Occupational Diseases	Number per year	0	0	0
Total Number of Accidents	Number per year	128	139	61
Near Misses	Units/Year	348	345	451
Number of Lost-Time Injuries (LTIR)	Number per year	26	29	23
Lost Days	Number per year	398	703	509
Number of Accidents Without Lost Days	Number per year	102	110	73
KSO - Accident Frequency Rate	Rate	1.00	0.66	0.8
Fatalities	Number per year	0	0	0
KAO - Accident Severity Ratio	Ratio	0.051	0.57	0.063
Occupational Disease Rate (ODR)	Rate	0	0	0

Occupational Health and Safety Training

OHS Training (Person-Hours)	2023	2024	2025
Number of Company Employees	2,871	3,011	3,038
Number of Subcontractor Employees	283	272	281
Total Number of Participants	3,154	3,283	3,319

OHS Training (Person-Hours)	2023	2024	2025
Company Employees	8.15	8.75	7.3
Subcontractor Employees	6	6	6
Total OHS Training Sessions	14	15	13

GRI Content Index

GRI Standard	Indicator No.	Indicator Description	Location / Section
GRI 2: General Disclosures 2021			
Organizational and Reporting Practices			
GRI 2: General Disclosures 2021	2-1	Organizational Details	About the Report; About DEVA
	2-2	Entities Included in the Organization's Sustainability Reporting	About the Report; Organizational Scheme
	2-3	Reporting Period, Frequency, and Point of Contact	About the Report
	2-4	Corrections to the Previous Period's Report	There is no restated statement.
	2-5	External Assurance	No external assurance statement regarding the report has been obtained.
Operations and Employees			
GRI 2: General Disclosures 2021	2-6	Operations, Value Chain, and Other Business Relationships	About DEVA; Value Chain; Stakeholder Engagement; Responsible Supply Chain; Drug Safety
	2-7	Employees	Employee Engagement and Satisfaction; Social Performance Indicators
	2-8	Non-employee workers	Employee Engagement and Satisfaction; Social Performance Indicators
Governance			
GRI 2: General Disclosures 2021	2-9	Governance Structure and Composition	Organizational Scheme; Corporate Governance
	2-10	Appointment and Election of the Highest Governing Body	Corporate Governance
	2-11	Chairperson of the Highest Governing Body	Corporate Governance
	2-12	The role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13	Delegation of Authority for Impact Management	Corporate Governance
	2-14	The Role of the Highest Governing Body in Sustainability Reporting	Sustainability Governance
	2-15	Conflicts of Interest	Business Ethics and Legal Compliance
	2-16	Communication of Critical Issues	Materiality Analysis; Stakeholder Engagement; Business Ethics and Legal Compliance
	2-17	Collective Knowledge of the Highest Governing Body	Corporate Governance
	2-19	Compensation Policies	Employee Engagement and Satisfaction
	2-20	The Compensation Determination Process	Employee Engagement and Satisfaction

GRI Content Index

Strategy, Policies, and Practices			
GRI 2: General Disclosures 2021	2-22	Statement on the Sustainable Development Strategy	Message from the Chairman and CEO; Sustainability Governance; Sustainability Strategy; Materiality Analysis; Stakeholder Engagement
	2-23	Policy Commitments	Corporate Governance; Business Ethics and Legal Compliance
	2-24	Implementation of Policy Commitments	Corporate Governance; Business Ethics and Legal Compliance
	2-25	Processes for Addressing Adverse Effects	Business Ethics and Legal Compliance
	2-26	Mechanisms for Seeking Advice and Raising Concerns	Business Ethics and Legal Compliance
	2-27	Compliance with Laws and Regulations	Business Ethics and Legal Compliance
	2-28	Corporate Memberships	Corporate Memberships
Stakeholder Engagement			
GRI 2: General Disclosures 2021	2-29	Stakeholder Engagement Approach	Materiality Analysis; Stakeholder Engagement; Employee Engagement and Satisfaction
GRI 3: Material Topics 2021			
GRI 3: Material Topics 2021	3-1	The Process of Identifying Material Topics	Materiality Analysis
	3-2	List of Material Topics	Materiality Analysis
MATERIAL TOPICS			
Responsible Supply Chain Management			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Responsible Supply Chain
GRI 204: Procurement Practices 2016	204-1	Percentage of spending on local suppliers	Responsible Supply Chain
GRI 308: Supplier Environmental Assessment 2016	308-2	Adverse environmental impacts in the supply chain and measures taken	Responsible Supply Chain
GRI 414: Supplier Social Assessment 2016	414-2	Adverse Social Impacts in the Supply Chain and Measures Taken	Responsible Supply Chain
Combating Climate Change and Emissions Management			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Emissions Management; Energy Management; DEVA Holding Energy Policy
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Emissions Management
GRI 305: Emissions 2016	305-2	Indirect (Scope 2) greenhouse gas emissions from energy use	Emissions Management
GRI 305: Emissions 2016	305-5	Reduction of Greenhouse Gas Emissions	Emissions Management

GRI Content Index

Energy Management and Efficiency			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management
GRI 302: Energy 2016	302-4	Reduction of Energy Consumption	Energy Management
GRI 302: Energy 2016	302-5	Reductions in the energy requirements of products and services	Energy Management
Water and Wastewater Management			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Water and Wastewater Management
GRI 303: Water and Wastewater 2018	303-1	Interactions with Water as a Shared Resource	Water and Wastewater Management
	303-2	Management of Impacts Related to Water Discharge	Water and Wastewater Management
	303-3	Water Withdrawal	Water and Wastewater Management; Environmental Performance Indicators
	303-4	Water Discharge	Water and Wastewater Management; Environmental Performance Indicators
	303-5	Water Consumption	Water and Wastewater Management; Environmental Performance Indicators
Resource Use and Circular Economy			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Resource Use and Circular Economy
GRI 301: Materials 2016	301-1	Materials Used by Weight or Volume	Resource Use and Circular Economy; Environmental Performance Indicators
GRI 301: Materials 2016	301-2	Recycled input materials used	Resource Use and Circular Economy; Environmental Performance Indicators
GRI 301: Materials 2016	301-3	Recovered products and packaging materials	Resource Use and Circular Economy; Environmental Performance Indicators
GRI 306: Waste 2020	306-1	Waste generation and significant impacts related to waste	Resource Use and Circular Economy
GRI 306: Waste 2020	306-2	Management of Significant Impacts Related to Waste	Resource Use and Circular Economy
GRI 306: Waste 2020	306-3	Waste Generated	Resource Use and Circular Economy; Environmental Performance Indicators
GRI 306: Waste 2020	306-4	Waste Disposed of	Resource Use and Circular Economy; Environmental Performance Indicators
GRI 306: Waste 2020	306-5	Disposed Waste	Resource Use and Circular Economy; Environmental Performance Indicators

GRI Content Index

Employee Engagement and Satisfaction			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Employee Engagement and Satisfaction
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	Occupational Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3	Occupational Health Services	Occupational Health and Safety
	403-4	Worker participation, consultation, and communication regarding occupational health and safety	Occupational Health and Safety
	403-5	Worker Training on Occupational Health and Safety	Occupational Health and Safety
	403-6	Promotion of Worker Health	Occupational Health and Safety
	403-7	Prevention and Mitigation of Occupational Health and Safety Effects Directly Related to Labor Relations	Occupational Health and Safety
	403-8	Workers covered by the occupational health and safety management system	Occupational Health and Safety
	403-9	Work-Related Injuries	Occupational Health and Safety; Social Performance Indicators
	403-10	Work-Related Illnesses	Occupational Health and Safety; Social Performance Indicators
Talent Management			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Talent Management
GRI 404: Education and Training 2016	404-1	Average annual training hours per employee	Talent Management; Social Performance Indicators
GRI 404: Training and Education 2016	404-2	Employee skills development programs and transition assistance programs	Talent Management
Equal Opportunity, Diversity, and Inclusion			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis: Equal Opportunity, Diversity, and Inclusion
GRI 401: Employment 2016	401-1	New Hires and Employee Turnover	Employee Engagement and Satisfaction; Social Performance Indicators

GRI Content Index

GRI 401: Employment 2016	401-2	Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees	Employee Engagement and Satisfaction
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of women's base salaries and wages to those of men	There is no gender-based discrimination in employee wages at DEVA.
GRI 406: Prevention of Discrimination 2016	406-1	Cases of Discrimination and Corrective Measures Taken	Equal Opportunity, Diversity, and Inclusion; Business Ethics and Legal Compliance
GRI 408: Child Labor 2016	408-1	Operations and suppliers posing a significant risk regarding child labor	DEVA does not employ child labor under any circumstances. (See Materiality Analysis)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	DEVA and its supply chain partners do not tolerate forced labor. (See Materiality Analysis)
R&D, Innovation, and Digitalization			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Sustainability Governance; R&D, Innovation, and Digitalization
Access to Medicine			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Access to Medicine
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Sustainability Governance
GRI 413: Local Communities 2016	413-1	Operations involving local community participation, impact assessments, and development programs	DEVA Holding Donation and Aid Policy
Drug Safety and Side Effects			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Drug Safety; DEVA Holding Quality Policy
GRI 417: Marketing and Labeling 2016	417-1	Ethical Marketing Principles	Customer Relationship Management
GRI 417: Marketing and Labeling 2016	417-2	Ethical Marketing Principles	Customer Relationship Management
GRI 417: Marketing and Labeling 2016	417-3	Ethical Marketing Principles	Customer Relationship Management
GRI 418: Customer Privacy 2016	418-1	Verified complaints regarding breaches of customer privacy and loss of customer data	
Data Protection and Cybersecurity			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Data Protection and Cybersecurity; DEVA Holding Information Security Policy; Code of Ethics Procedure
GRI 418: Customer Privacy 2016	418-1	Verified complaints regarding breaches of customer privacy and loss of customer data	Data Protection and Cybersecurity

GRI Content Index

R&D, Innovation, and Digitalization			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; R&D, Innovation, and Digitalization
Business Ethics, Legal Compliance, and Transparency			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Analysis of Material Topics; Business Ethics and Legal Compliance; Drug Safety; Ethics Principles Procedure
Integrated Risk Management			
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis; Corporate Governance; Sustainability Governance

Company Information

Trade Name: DEVA Holding A.Ş.

Trade Registry Number: 70061

Address: Halkalı Merkez Mah. Basın Ekspres Cad. No.1, Küçükçekmece, İstanbul, Türkiye

Website: www.deva.com.tr/en

Telephone: +90 212 692 92 92

Fax: +90 212 697 02 08

E-mail: deva@deva.com.tr

Reporting Consultant: KPMG Yönetim Danışmanlığı A.Ş.

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