



SINCE 1958

DEVA HOLDING A.Ş.
2024 Sustainability Report

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adding health to life...

About the Report

Founded in 1958, DEVA Holding A.Ş. (DEVA) has strengthened its evolving business approach over the years with sustainability principles, carrying out its operations with responsible practices in the environmental, social, and governance (ESG) domains.

This report has been prepared to share DEVA's performance in ESG areas and the best practices implemented with the public and its stakeholders.

The numerical data presented in the report cover Türkiye-based operations and overseas subsidiaries between January 1, 2024, and December 31, 2024. The practices and projects, however, encompass all DEVA operations. In addition, comparative performance data for the last three years are also provided.

DEVA Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and integrated with the Türkiye Sustainability Reporting Standard (TSRS). Within this framework, the report focuses on topics identified as priorities for DEVA and its stakeholders.

Any questions or feedback regarding the report can be sent to surdurulebilirlik@deva.com.tr.



Message from the Chairman of the Board and CEO

Dear Stakeholders,

In today's world, the rapidly increasing environmental threats and the risk of depleting natural resources have transformed sustainability from a mere option into an indispensable component of corporate strategies. In line with the 2030 Sustainable Development Goals, the world is now in pursuit of a transformation that considers not only economic growth but also environmental and social impacts. Positioned at the heart of this transformation, businesses must redefine their responsibilities and start building the future today.

At DEVA, we act with this awareness, embracing sustainability not only as a principle that shapes our operations but also as a core value that enriches our corporate culture. We believe that the processes and the responsibility with which we produce our healthcare solutions are just as important as the solutions themselves. With this understanding, we operate not only as a company that develops innovative products, but also as one that effectively manages its environmental impacts, respects human rights, and contributes value to society through transparent and ethical business models.

2024 was a year in which we made concrete progress on our sustainability journey. We took many steps to increase energy efficiency, promote practices that reduce our environmental impact in water and waste management, and accelerate the integration of environmentally friendly technologies. Thanks to the practices we implemented in line with ISO 14001 Environmental Management System standards, we further strengthened our efforts to conserve resources. Our practices aimed at waste oil recovery, reducing water consumption, and lowering greenhouse gas emissions laid the groundwork for measurable improvements in our environmental performance.

Another important aspect of our sustainability approach is our people-centric way of working. We are steadfastly continuing our practices that support the development of our employees, prioritize equal opportunities, and provide a safe working environment. This year, our workforce exceeded 3,000, and we continued to increase the number of female employees. We continued to strengthen a culture where all employees can realize their potential and their contributions are evaluated fairly and transparently through our competency and goal-based performance management system.

One of the key elements of our sustainable growth strategy, research and development (R&D) is one of the strongest areas supporting our commitment to developing innovative solutions for public health. In this regard, our R&D team DEVARGE, consisting of 504 members from different fields of expertise, continues its work with the aim of adding value to human life. Our portfolio, consisting of more than 675 products in 14 therapeutic areas, reflects not only our product diversity but also our vision for accessibility in healthcare. With the number of our licensed products reaching 1,404 in 2024, the global reach of our portfolio has become even stronger. In this way, we ensure more people in more geographies to access quality healthcare solutions.

With our focus on digitalization, we are creating a more agile, integrated, and sustainable structure across all our operations, from production to quality control processes. Through paperless production processes, digital quality management infrastructures, and data integrity practices, we both increase operational efficiency and reduce our environmental impacts. At the same time, we evaluate our supply chain processes by considering social, environmental, and economic indicators, and we continue to implement responsible procurement practices that support sustainable performance.

We are pleased to share our 2024 Sustainability Report, in which we present our performance and highlight the value we have created through our material topics. I would like to sincerely thank all our stakeholders who have supported us in our sustainability journey, particularly in the preparation of this report, and who have contributed their efforts and added value to this process.

Philipp Haas
Chairman of the Board & CEO

Philipp Haas

Chairman of the Board of Directors & CEO



About DEVA

DEVA at a Glance

Founded in 1958, DEVA today operates as one of Türkiye's most established and leading pharmaceutical manufacturers. In addition to its main activities of producing human pharmaceuticals and raw materials, it also manufactures veterinary medicines, cologne, medical ampoules, and dietary supplements.

Aiming to ensure access to a healthy life for everyone on a global scale, DEVA offers innovative and distinctive products at high quality standards and continues to be a preferred business partner by developing strong pharmaceutical brands in competitive fields. It dynamically expands its product portfolio each year by introducing new treatment options and, as of today, offers more than 675 products in 14 different therapeutic areas, ranging from oncology to cardiology, and from respiratory system to ophthalmology.

Its production facilities in Çerkezköy and Kartepe, with an annual production capacity of 620 million units, provide a strong manufacturing infrastructure for DEVA's expanding product portfolio.

Research and development activities are given strategic priority to facilitate access to medicines and provide sustainable solutions to public health needs. At its award-winning R&D center DEVARGE, high value-added products are developed with advanced technological infrastructure and a highly skilled team. All production facilities operate in compliance with the European Union's EU GMP (Good Manufacturing Practice) and the United States' US FDA (U.S. Food and Drug Administration) standards.

As of today, DEVA maintains its global presence with 1,404 licensed products in 82 countries, exporting pharmaceuticals and pharmaceutical raw materials to more than 60 countries, including the United States, Switzerland, and Germany, which stand out with their high regulatory standards and advanced healthcare systems.



Our Mission, Vision and Values

Our Mission

Our mission is to provide a high-quality experience with innovative and differentiated products on a global scale to facilitate access to a healthier life for all.

Our Vision

Our vision is to be the first choice in areas where we compete by generating colossal pharmaceutical brands.

Our Values



We can do it together



We build relationships based on trust



We are people oriented



We are innovative



We act responsibly

Our Principles

DEVA Holding protects its main principles in all its processes and reflects them on all its activities.

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



Financial Performance

Total Domestic Drug Sales (Million Units)

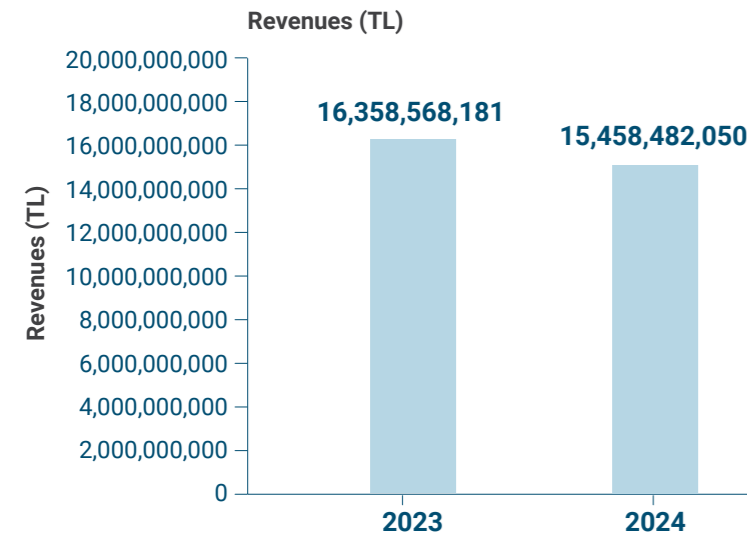
2022	190.7
2023	205.2
2024	200.2

Total Exports (Million TL)

2022	759.8
2023	1312.7
2024	2359.4

Total Domestic Drug Sales (Million TL)

2022	6,969.3
2023	9,575.1
2024	11,209.8



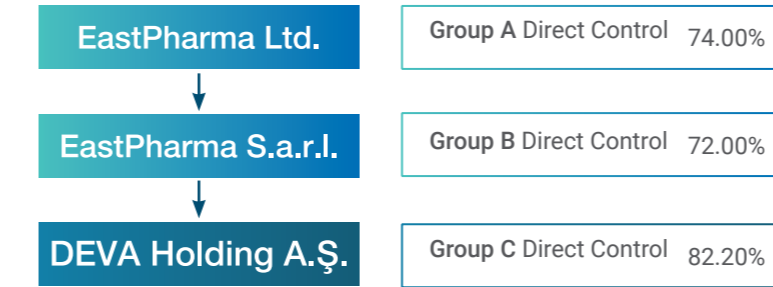
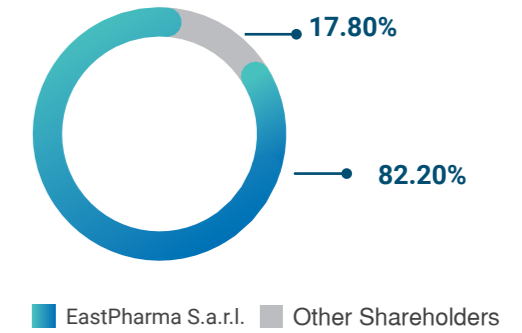
9 (*) Due to the adoption of inflation accounting, only inflation-indexed data for 2023 and 2024 has been shared.

Shareholders and Subsidiaries

Luxemburg-based EastPharma S.a.r.l., engaged in manufacturing and marketing of human medicinal products, active pharmaceutical ingredients and veterinary medicines, holding 82.20% of capital shares of DEVA, is the main shareholder of the company. EastPharma S.a.r.l. is also the main shareholder of Turkish pharmaceutical company Saba İlaç Sanayi ve Ticaret A.Ş., holding 99.99% of its capital shares.

EastPharma Ltd. is the parent company of DEVA, and holds Class A, B and C shares.

Shareholding Structure (Class C Shares)



Saba İlaç purchases toll-manufacturing services from DEVA where DEVA toll-manufactures and stores Saba products. DEVA's R&D center also provides R&D services to Saba İlaç. In this premise, DEVA undertakes studies and pilot manufacturing of Saba products. DEVA Holding provides financial, administrative, marketing and promotion services to Saba İlaç, and partially carries out selling operations of Saba İlaç products in international markets.

Subsidiaries

The sales and distribution of products in international markets are carried out by Devatis Ltd. in New Zealand, by Devatis GmbH in Germany, by Devatis AG in Switzerland, by Devatis, Inc. in the U.S.A., by Devatis de Mexico, S.De RL. De.Cv in Mexico, by Devatis Pty Ltd. in Australia, by Devatis Canada, Inc. in Canada, by Devatis d.o.o. Beograd in Serbia and Devatis B.V. in the Netherlands. DEVA has control of these companies operating abroad.

Subsidiary	Purpose	Location	Shareholding (%)
DEVATIS LTD	Established to facilitate distribution of human and veterinary medicinal products.	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 (*)		England	%100

(*) DEVATIS UK Ltd was established in 2025.

CORPORATE MANAGEMENT



Corporate Management

DEVA's activities are carried out in line with effective corporate governance principles and in compliance with international and local regulations. The company's highest decision-making body is the Board of Directors, and within its corporate structure, there is an Ethics Board responsible for overseeing ethical principles; an Internal Auditing Department, an Auditing Committee, and a Committee for Early Detection of Risks responsible for audit and risk management activities. While the Corporate Management Committee monitors the implementation of corporate governance principles, the Sustainability Subcommittee, which operates under it, is responsible for monitoring, evaluating, and enhancing the company's sustainability strategy and performance.

By integrating its sustainability approach into its corporate structure and stakeholder engagements, DEVA focuses on creating a positive impact in society.

Code of Ethics

DEVA conducts its activities within the framework of the principles of transparency, accountability, and responsibility to stakeholders. This approach is shared transparently with all internal and external stakeholders through the Code of Ethics prepared by the Board of Directors and published publicly. In this way, the ethical understanding, which is one of the cornerstones of corporate culture, is integrated into all business processes.

The Code of Ethics is consistent with DEVA's corporate policies, values, and principles; it covers DEVA employees, members of the Board of Directors, suppliers and business partners, intermediaries, contractors, agents, and all third parties with whom DEVA collaborates. In this context, the Code of Ethics provide a guiding framework not only for internal operations but also for relationships with all parties involved in the company's activities. The company expects relevant parties to act in accordance with ethical principles and continues to carry out the necessary information and awareness activities in this direction. In this way, the promotion of fair competition, responsible use of resources, improvement of service quality, and maintenance of reliability are targeted.

The Ethics Board is responsible for developing, updating, and ensuring the applicability of the policies and practices necessary for DEVA's ethical approach to achieve a sustainable structure. The Ethics Board plays an active role in areas such as preparing training programs, supporting internal control processes, and managing ethical risks. The Board is chaired by DEVA's CFO, and its permanent members include the Director of Human Resources and Development and the Director of Legal Affairs. Non-permanent members are the company's top-level managers involved in the issues on the Ethics Board's agenda and officials who may be invited by permanent members as necessary.

DEVA operates in accordance with universal values such as combating bribery and corruption, respecting human rights, equality, impartiality, and integrity. DEVA employees and third parties may report any situations that are contrary to or suspicious of the Code of Ethics to the Code of Ethics Reporting Line via email to deva@deva.com.tr or through the "Other Notifications" section on the <https://www.deva.com.tr/en/contact> page and may also use these channels to seek advice on any matter related to the Code of Ethics. All reports are handled in accordance with the principle of confidentiality, and the rights of those making the reports are protected in accordance with legal and internal regulations.

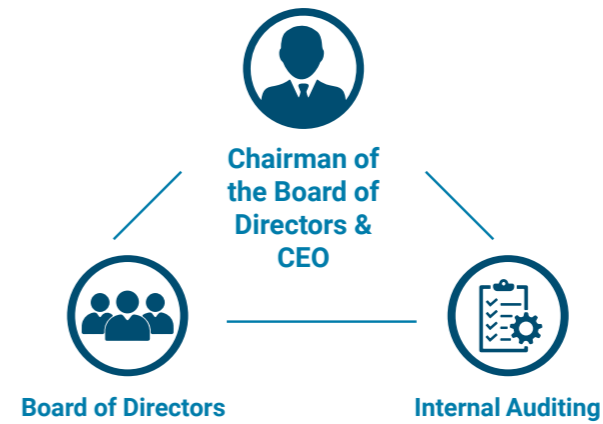
The Internal Auditing Department is responsible for evaluating all incoming applications, conducting the necessary investigations, and reporting the results on a regular basis. The Internal Auditing Department, which is authorized to investigate and research complaints regarding conduct and practices that violate the Code of Ethics, communicates the results of its investigations to the members of the Ethics Board, as well as to the Chairman and members of the Board of Directors, when it finds that a violation of these principles has occurred. Necessary actions are taken based on these reports, which are prepared every three months. Employees and managers who encourage behavior contrary to the Code of Ethics, condone such behavior, or fail to fulfill their reporting obligations are subject to the necessary sanctions under the disciplinary regulations.

Corporate Management

Internal Audits and Risk Management

DEVA; takes a holistic approach to all types of risk, including strategic, operational, financial, and legal risks. In this context, risk management activities are carried out under the coordination of the Committee for Early Detection of Risks. The Committee works to identify potential risks that could threaten the company's sustainability in advance and to implement measures to mitigate the effects of these risks. It reports its findings to the Board of Directors at regular intervals, either after meetings held every two months or at least twice a year, contributing to the establishment of a risk-based mindset throughout the company. This approach forms the basis not only of the audit processes but also of the corporate governance approach.

At DEVA, internal audit activities are carried out effectively to ensure transparency, ethical values, accountability, and compliance with regulations. The Internal Auditing Department evaluates all of the company's activities in terms of compliance with the auditing principles of the Institute of Internal Auditors (IIA), general management standards, articles of association, and company policies, ensuring that controls operate effectively and efficiently and that necessary improvement measures are taken in a timely manner.



The Internal Auditing Department evaluates all units within the scope of the audit plan and regularly submits the audit results to the Committee for Early Detection of Risks and the Auditing Committee. The Committee for Early Detection of Risks evaluates the information received from the Internal Auditing Department within the framework of Corporate Risk Management. Following each internal audit, action plans with target dates are created for identified deficiencies and areas for improvement; after these dates, it is reviewed whether the actions have been completed in a timely and appropriate manner. In this context, a total of 21 internal audits were conducted in 2024; the findings and recommendations for improvement were presented to the Board of Directors.

Corporate Management

Sustainability Approach and Management

DEVA embraces sustainability as a fundamental part of its business practices, conscious of its responsibilities to the environment and people in building a healthy society. The company positions its performance in environmental, social, and governance areas not only as part of its corporate responsibility but also as an integral part of its long-term business success and risk management.

DEVA's sustainability approach is supported by corporate structures across the company, with the Sustainability Subcommittee playing an active role in this regard. The Subcommittee is responsible for developing, implementing, and monitoring sustainability strategies, and meets at least twice a year to evaluate developments in the company's environmental, social, and governance (ESG) performance. Sustainability reporting is conducted annually and covers the parent company DEVA Holding A.Ş. as well as its subsidiaries Devatis Inc (USA), Devatis Ltd (New Zealand), and Devatis GmbH (Germany). The reporting process is coordinated by the Communications Directorate, with data from all relevant departments consolidated and evaluated for accuracy, consistency, and format compliance. Through this structure, DEVA places sustainability at the center of its corporate strategy and systematically ensures transparency and accountability to its stakeholders.

DEVA aims to create long-term value in every area, from the development of its products and services to its business processes, investment decisions, and relationships with business partners. With a vision of providing accessible, innovative, and high-quality healthcare solutions, it operates with a focus on people, society, and the environment.

DEVA's Sustainability Policy aims to act responsibly in environmental, social, and governance areas, work with stakeholders to create a more livable future, and shape its activities in line with this goal by making the protection of people, society, and the environment a top priority in all its activities. The Sustainability Subcommittee is responsible for the implementation, monitoring, updating, and development of this policy.

All changes and updates to the policy are approved by the Board of Directors, then announced within the company and published on the company's website. In addition, the company's progress and performance in line with its sustainability principles are evaluated in the annual activity report.

The Board of Directors, together with senior management and all employees, integrates sustainability into its business strategy within an ethical, transparent, and accountable corporate structure. With this approach, it ensures compliance with regulations and supports continuous improvement by systematically assessing sustainability risks and opportunities.



Corporate Management

Sustainability Approach and Management

The fundamental principles that DEVA adopts in its operations and investments are set out in the [Sustainability Policy](#).

- **Legal compliance and ethical values:** In all its activities, it ensures full compliance with national and international regulations, as well as environmental and occupational health and safety legislation, and adopts a management approach that is transparent and accountable while adhering to ethical principles.
- **Corporate governance:** Follows relevant regulations, implements mandatory corporate governance principles, strives to implement optional ones, and explains any non-compliance with reasons.
- **Social and Environmental Responsibility:** In all the geographies where it operates, it fulfills its responsibilities toward society and the environment in cooperation with the public sector, non-governmental organizations, and other stakeholders.
- **Resource Efficiency and Environmental Management:** It uses energy and natural resources efficiently, reduces its waste, develops projects aimed at lowering greenhouse gas emissions, and works to minimize its environmental impacts.
- **Recycling and Awareness:** It promotes environmental awareness among its employees and stakeholders with the aim of reducing waste and increasing recycling.
- **Occupational Health and Safety:** It regards occupational health and safety as one of its top priorities, creates safe working environments, and implements necessary practices to spread this culture among employees and stakeholders.
- **Volunteering and Social Contribution:** It voluntarily contributes to projects that provide social benefits and supports the awareness of social responsibility.
- **Equality and Inclusiveness:** It offers equal opportunities in recruitment and working processes without any discrimination, and is sensitive to women's employment and diversity.
- **Data Security:** It ensures full compliance with legal regulations on the protection of personal data and information security.
- **Anti-Corruption:** It conducts all its commercial activities based on transparency, integrity, and compliance with laws, and combats corruption.
- **Stakeholder Communication:** It regularly informs its stakeholders about its sustainability policy and practices.
- **Sustainability in the Supply Chain:** It monitors the environmental and social performance of its suppliers, provides guidance for improvement in these areas, and carries out necessary collaborations.
- **Corporate Culture:** It integrates the understanding of sustainability into its corporate culture and carries out awareness activities and projects for its employees.
- **R&D and Innovation:** It invests in research and development and innovative solutions to improve its sustainability performance.

DEVA continues to work towards a sustainable future in line with these principles, together with all its employees and business partners.

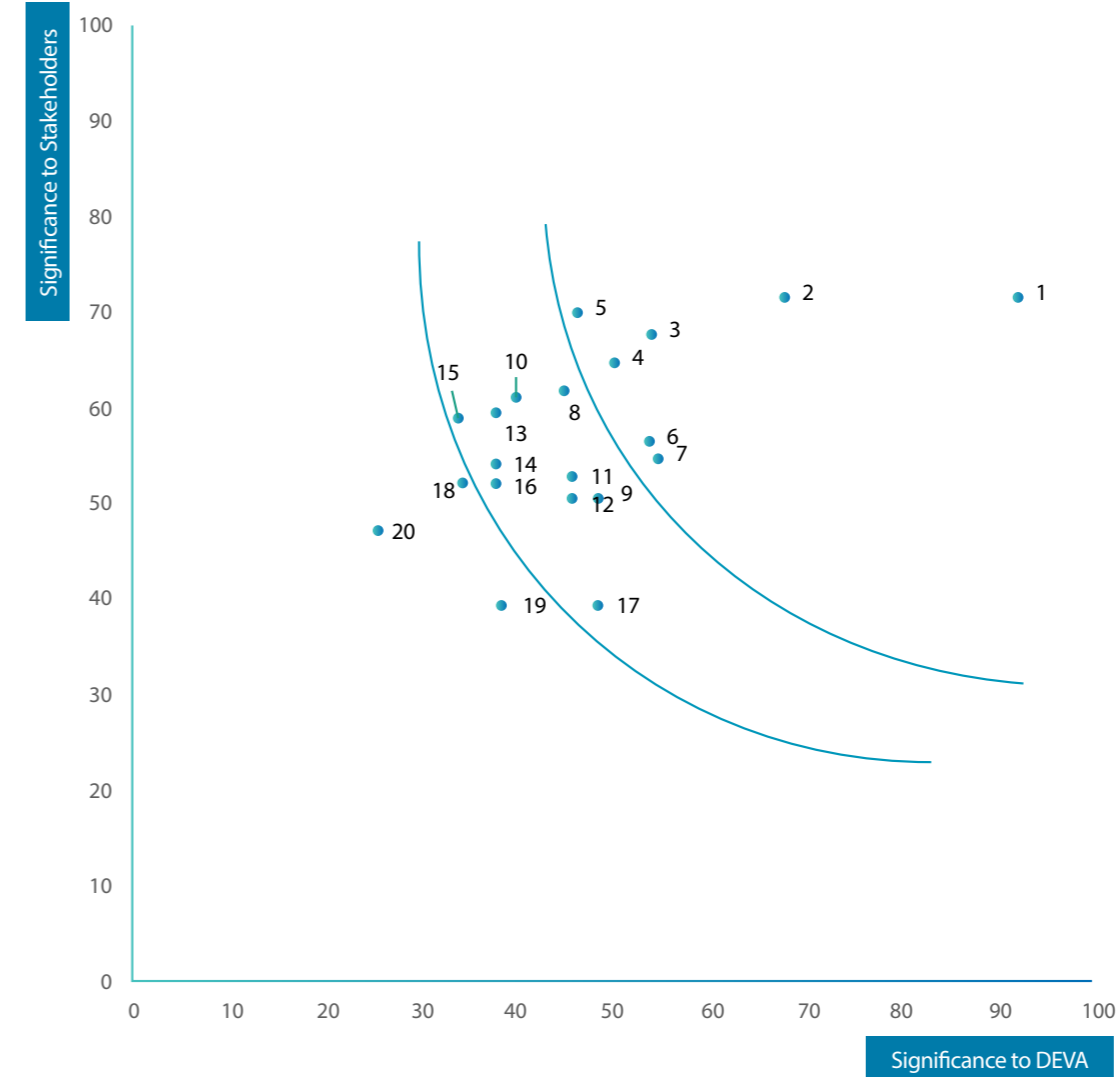
Corporate Management

Material Topics

DEVA creates value together with its stakeholders. By prioritizing sustainability topics, the focus areas are determined, and in this way, the value created is scaled. In 2023, the company conducted a materiality analysis with the participation of its stakeholders. Through an external trend analysis, international sustainability trends in the sector and on the global agenda were reviewed, and a long list of 20 topics was created. To determine the importance of these topics for stakeholders, the opinions of internal stakeholders were gathered through a stakeholder analysis. While determining the importance of the topics for DEVA, meetings were held with the teams responsible for coordinating sustainability-related matters, and the topics guiding the company's business strategy were evaluated.



Corporate Management



- 1 R&D and Innovation
- 2 Access to Medicines
- 3 Drug Safety and Adverse Effects
- 4 Talent Management
- 5 Climate Crisis and Transitioning to Zero
- 6 Carbon Economy
- 7 Intellectual Property Rights
- 8 Responsible Supply Chain Management
- 9 Data Security, Confidentiality and Cyber Risks
- 10 Digitalization
- 11 Employee Engagement and Satisfaction
- 12 Human Rights
- 13 Corporate Management
- 14 Ethical Marketing
- 15 Water and Wastewater
- 16 Work Health and Safety
- 17 Equal Opportunity, Diversity and Inclusion
- 18 Integrated Risk Management
- 19 Circular Economy and Waste
- 20 Stakeholder Interaction and Collaborations

Corporate Management

As a result of all these analyses and studies, material topics for DEVA in terms of sustainability have been identified as very high, high, and medium priority. These topics, grouped accordingly, are as follows:

Priority Type	Priority Area	Description
Very High	R&D and Innovation	Collaborating and engaging in open innovative activities with stakeholders and undertaking all types of R&D activities to lead in the development of equivalent drugs with new technologies and to develop high-added-value products.
	Access to Medicines	Facilitating equitable access to high-quality and affordable medicines for the society.
	Drug Safety and Adverse Effects	Ensuring proper use of drugs and clarifying their side effects.
	Talent Management	Management employees' talent and competencies, training and development of employees, attracting and retaining new talent to address DEVA's needs today and in the future.
	Climate Crisis and Transitioning to Zero Carbon Economy	Identifying the risks and impacts of the climate crisis, implementing measures to mitigate these effects, and establishing an energy management system to transition to a zero-carbon economy by carrying out initiatives such as energy efficiency and renewable energy projects.
	Responsible Supply Chain Management	Upholding environmental, social and ethical criteria in the supply chain.
	Intellectual Property Rights	Protecting and overseeing DEVA's product licenses, intellectual property and the rights arising from intellectual property.
	Data Security, Confidentiality and Cyber Risks	Transparently sharing information on the purpose and methods of collecting personal and corporate data, and taking cyber security measures for their protection.
High	Human Rights	Ensuring a workplace environment that respects basic human rights across the entire value chain, including preventing discrimination and coerced, forced or uninsured employment of workers or children.
	Digitalization	Digitalization of product and service processes with new technologies and Industry 4.0.
	Corporate Management	Structure, effective functioning and compensation of the Board of Directors and committees, management of environmental, social and corporate management issues.
	Employee Engagement and Satisfaction	Enhancing employee satisfaction and engagement, fringe benefits, work-private life balance, activities of volunteering.
	Ethical Marketing	DEVA upholding moral and ethical values of the society and adopting a responsible approach to its marketing and promotion activities.
	Water and Wastewater	Identifying risks at water consumption points, increasing recovery with new and eco-friendly technologies while reducing consumption related to usage, raising awareness about water usage and conservation, and conducting educational activities.
	Work Health and Safety	Ensuring a healthy and safe working environment for DEVA employees, contractors, and business partners across the entire value chain, fostering a culture of health and safety, and maintaining sustainable occupational safety practices.

Corporate Management

Priority Type	Priority Area	Description
High	Equal Opportunities, Diversity and Inclusion	Eliminating discrimination in the value chain, ensuring equity and diversity and working to advance gender equality.
	Integrated Risk Management	Integrated management of financial risks and ESG risks, identifying their financial implications, and fostering a culture of risk across the DEVA.
Medium	Circular Economy and Waste	Ensuring most efficient use of natural resources and materials, reducing waste output toward achieving the zero-waste aspiration, keeping track of and recovering waste from the design stage, bringing them back to the economy, developing diverse business models and products with a circular economy, and implementing sustainable environmental practices.
	Stakeholder Interaction and Collaborations	DEVA developing effective and regular communication, new collaborations and partnerships with all internal and external stakeholders, including employees, suppliers and clients.
	Community Investment Programs	Supporting development of local communities with products, projects, donations and investments to create value for the society.

Stakeholder Communication

DEVA communicates regularly with its internal and external stakeholders through various communication tools tailored to each stakeholder group, taking their expectations and opinions into consideration. Improvement suggestions are addressed holistically based on data and observations obtained from our internal and external stakeholders. In this way, the company integrates stakeholder feedback into its business processes and ensures stakeholder participation in strategic decision-making processes.

Stakeholder Group	Communication Method	Reason for Contact	Frequency of Communication
Employees	E-mail, telephone, SMS, internal communication platforms, trainings	Daily workflow, briefing, awareness training, employee satisfaction surveys	Daily / Monthly
Clients (wholesalers, doctors, pharmacists)	Client visits, telephone, e-mail, digital platforms	Product promotion, ordering and distribution processes, feedback collection, pharmacovigilance reporting	Daily / As needed
Investors and Shareholders	Activity reports, investor meetings, emails, KAP notifications	Sharing financial and sustainability performance, communicating strategic developments	Every three months / Upon request
Suppliers	Supplier visits, phone calls, emails, sustainability reports	Material procurement and quality assurance processes	Weekly / Monthly
Public Agencies and Regulatory Agencies	Written notifications, official correspondence, meetings, audit reports	Legal compliance, licensing, reporting obligations	Under relevant legislation / Periodic
Subsidiaries and Affiliates	E-mails, written notifications, board of directors and general assembly meetings, interviews	Operational coordination, corporate compliance	Quarterly / Yearly
Rating and Appraisal Organizations	Meeting, email, telephone	Credit rating	Yearly / Upon request
Non-Governmental Organizations and Academic Institutions	Joint projects, email, panels, events	Social impact projects, knowledge sharing, awareness raising activities	Seasonal/Project-based
Press and Media	Press and Media Press releases, interviews, media relations	Announcement of corporate developments, transparency, public information	As needed

SUSTAINABLE AND INCLUSIVE GROWTH



Sustainable and Inclusive Growth

DEVA, one of Türkiye's long-established and domestic pharmaceutical manufacturers, has three production facilities, a logistics center, and an R&D center. Focusing on human health, the company continues its work uninterrupted to develop health solutions that meet the needs of the age and shape the future, while aiming to further advance its strong position in the sector.

R&D and digitalization are among the critical tools in sustainable growth and innovative product development processes. As a pioneer in the pharmaceutical industry, R&D plays a decisive role in areas such as securing competitive advantage, introducing innovative solutions, and increasing access to medicines. In line with R&D-focused investments in human health and the pharmaceutical industry in 2024, DEVA has updated its strategic priorities with a focus on innovative solutions.

The protection and improvement of public health is of strategic importance for the sustainability of social welfare. In this context, the development of generic drugs increases the variety of treatment options and supports access to healthcare services. Continuous investments in R&D and innovation contribute to achieving long-term, sustainable, and inclusive growth targets that can respond to global health needs.

R&D and Innovation

R&D and innovation are among DEVA's priority areas of activity; in this regard, progress is being made, innovative products are being produced, and efforts are being made to increase access to healthy living on a global scale.

R&D and innovation-focused strategies that lay the groundwork for the formation of strong brands in competitive markets support the goal of being the first choice; they also enable the continuous growth of the value created. DEVA has been recognized with the "R&D/Innovation Application of the Year Award" in the "Pharmaceutical Industry Awards of the Year" category at the 2024 Türkiye's Health Awards organized by Doctorclub, in recognition of its contributions to the pharmaceutical sector.



Sustainable and Inclusive Growth

DEVARGE

All R&D and innovation activities carried out within DEVA are effectively conducted thanks to DEVA's R&D structure, the expertise of its 504-strong team of specialists under DEVARGE, and its state-of-the-art laboratories and production infrastructure.

DEVARGE consists of the following departments: Pharmaceutical Development, Analytical Development, Production Excellence, API Development, Veterinary Product Development, CTD Documentation, Patents, Biotechnology, and Bioequivalence. Research and development activities are carried out in various areas, including preformulation and pilot production facilities, synthesis and scale-up laboratories, stability testing facilities, analytical development laboratories, and biotechnology laboratories.

DEVA, which was the first company in Türkiye to produce drug raw materials with the production of tetracycline and oxytetracycline in 1970, has increased its investments in this field over time and has become a pioneer in drug raw material production. By 1981, DEVA had started producing gentamicin, becoming one of only 5 organizations in the world capable of producing this active ingredient.

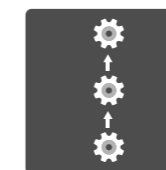
DEVA's API R&D unit can successfully carry out multi-stage chemical synthesis processes arising from the complex molecular structures of active pharmaceutical ingredients thanks to its advanced technological infrastructure and expert staff. Established in 2009 and operating at the R&D center, this unit effectively manages projects targeting both domestic and international markets, continuously expanding its product portfolio. Efforts are focused on ensuring that product quality meets current standards, developing new formulations for finished products that do not infringe on patents, exploring new dosage forms, and identifying alternative synthesis routes and/or new polymorphs for raw materials that do not infringe on patents.

Within the scope of R&D activities in 2024;

- Studies were conducted on a total of 57 commercial products, 31 of which are active ingredients, through alternative source development for active and auxiliary ingredients, for the purpose of cost optimization and supply security.
- Improvement activities were carried out in process flows to increase the efficiency of 15 commercial products.
- The production of 5 food supplement products was successfully completed.
- 7 patent applications were made, and one patent was registered in Türkiye.



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 in development of high-added-value products



Protect our innovative intellectual property rights by registration of patents

Sustainable and Inclusive Growth

Digitalization

Digitalization is positioned as a strategic element that increases efficiency and supports value creation in all operational activities, particularly in R&D processes. With its digitalization efforts and strengthened technology integration in 2024, DEVA has prioritized efficiency, traceability, and quality. In this context, the following are implemented;

- With ANALYSINN, decision-making processes are supported through statistical data analysis.
- With MICRON application, analyses carried out in the Microbiology Laboratories of the production facilities have been integrated into the digital infrastructure; analysis records, results, reports, and trend data can now be tracked regularly and systematically. In this way, the effectiveness of continuous improvement mechanisms has been enhanced.
- With QDMS Quality Management System, many critical areas such as Change Control, Corrective and Preventive Actions, Document Management, Supplier Qualification, and Audit processes have been digitalized; a paperless, integrated, and traceable quality management infrastructure has been designed. Processes for the modules are ongoing. QDMS works in integration with the existing ERP system, centralizing all processes.
- Through the SAP HANA infrastructure, all corporate data can be processed with high speed and accuracy, and business- and quality-critical decisions are made based on real-time data. This system is positioned as the cornerstone of the company's digitalization strategy.
- For Paperless Production and Laboratory MES (Manufacturing Execution System), in order to manage Production and Laboratory operations in the pharmaceutical sector in a fully electronic and paperless manner, systems offered by the industry's leading solution providers are being examined in detail. Although the project phase has not yet been initiated, the integration of these systems into existing production and quality processes is being extensively evaluated. The goal is to ensure data integrity and increase operational efficiency.



Sustainable and Inclusive Growth

Responsible Supply Chain

Within the scope of supply chain management, all stages from the procurement of raw materials to the delivery of final products to the customer are carried out in compliance with legal regulations and within the framework of safety standards; through collaborations established with suppliers, health-focused products are offered to society. DEVA operates within an ecosystem together with its domestic and international suppliers. For all material groups, 73% of suppliers are domestic companies, while 27% are foreign companies.

At every stage of the supply chain, work is conducted in a manner that upholds human dignity and with a sense of environmental responsibility. Projects and practices that support sustainable performance improvement are implemented by taking into consideration the social, environmental, and economic indicators of stakeholders in the value chain.

Contract manufacturing partners, as well as suppliers of raw materials, quality-critical excipients, and packaging materials, undergo regular audit processes. In these evaluations, carried out by the GMP Compliance team, quality consultants, and authorized auditing organizations, the frequency of audits is determined in line with the criticality of the material. Procurement is carried out only from suppliers whose quality systems have been approved. Approved suppliers are subject

Intellectual Property Rights

The protection of intellectual and industrial property rights is of critical importance for the company's sustainability and product reliability. In the highly regulated pharmaceutical sector, all intellectual property transactions, particularly licensing and patent processes, are carried out under the coordination of the Patent Directorate.

DEVA operates with more than 800 trademarks registered with the Turkish Patent and Trademark Office. Regular monitoring and follow-up procedures are conducted to ensure the continuity of trademark registrations.

While trademark registration processes are managed for all products in the domestic market, overseas registration procedures are carried out for selected products only. All contracts governing commercial relations are meticulously prepared to prevent any loss of rights, ensure the uninterrupted continuation of operations, and safeguard DEVA's intellectual property.

DEVA respects the intellectual property rights of third parties and, as a generic medicine manufacturer, exercises utmost care to avoid infringements.

Data Security and Confidentiality

In today's rapidly digitalizing business environment, data security stands out as an integral part of corporate sustainability and operational continuity. To protect against cyberattacks and data breaches, the security infrastructure of digital platforms is continuously updated, and multi-layered cybersecurity systems are implemented. Comprehensive measures for safeguarding critical data support both business continuity and stakeholder trust. In addition, through confidentiality agreements signed in all ongoing projects, trade secrets, intellectual property rights, and sensitive information are provided with additional protection.

Within DEVA, personal and corporate data are processed in compliance with applicable regulations. Activities are carried out within the scope of the ISO 27001 Information Security Management Systems and in line with international standards. Information on how and for what purpose personal and corporate data are collected is shared with data subjects in accordance with the principle of transparency. In this context, security measures are implemented, and investments are made in cybersecurity infrastructure to ensure the protection of personal and corporate data.

INNOVATIVE PRODUCTS



Innovative Products

Product Safety and Quality

DEVA responds to public health needs with more than 675 products in 14 different therapeutic areas in its portfolio. Innovative products play a key role in achieving strategic goals, while also increasing the community's access to safe and effective medicines. In 2024, DEVA added 33 new products to its product portfolio in 10 therapeutic areas.

Product safety and quality are managed by DEVA in accordance with national and international standards and legal regulations. Production is carried out at the Çerkezköy-I, Çerkezköy-II, and Kartepe facilities under the ISO 9001: Quality Management Systems certification. In 2024, GMP inspections were conducted at DEVA's production facilities by the authorized authority on behalf of the Eurasian Economic Union (EAEU) Member Countries, including Türkiye and GMP certificate renewal approvals were obtained.

At the Kartepe Production Facility, the re-certification audit for the EN ISO 13485:2016 Quality Management Systems Certificate for medical devices and the surveillance audit under 93/42/EEC have been successfully completed, and the validity of the CE certificate has been maintained.

Along with the EN ISO 13485:2016 Quality Management Systems Certification audit, reports containing information related to design and production, design-use risk analyses, clinical evaluation reports, instructions for use and documents detailing the method of use, labels/instructions for use, and documents related to medical device safety and use, including periodic evaluation documents following the market release of medical devices, were reviewed, and the CE Certificate was obtained.

Ethical Marketing

The pharmaceutical sector is subject to intense regulation and involves significant risks related to marketing activities, as well. It is important to adhere to various principles in marketing to maintain trust with stakeholders and protect the ethical brand image.

Adopting the principle of transparency forms the basis of a responsible marketing approach. It is essential that information about DEVA medicines is accurate, based on scientific data, and in line with the areas of use approved by the Ministry of Health. In its publicly available Code of Ethics, the company states that information about medicines should be presented in a way that helps healthcare professionals form their own opinions and provides information about the product's characteristics.

Value transfer activities carried out for healthcare professionals are regularly reported to the Ministry of Health in accordance with the principle of transparency. Marketing and sales teams are continuously informed about promotional principles and ethical standards through comprehensive training programs held at specified intervals.

Access to Medicines

With the expiration of patents on original drugs, the production and sale of generic drugs is being initiated. Generic drug production, which offers cost advantages, is positioned as one of the key elements of a business model that supports the public's access to drugs at reasonable prices.

DEVA has the capability to develop various product groups thanks to its strong R&D infrastructure; this capability is used as an important driving force for meeting public health needs, facilitating access to medication for the community, and supporting sustainable growth. With the power of R&D and innovation, lasting value is created for the society.



PROFESSIONAL LIFE

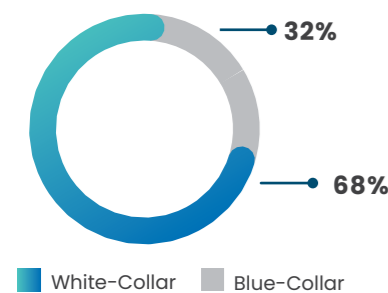


Professional Life

Placing human health and well-being at the core of its products, DEVA applies the same level of care to the professional lives of its employees. For DEVA, ensuring the health and safety of its employees, providing equal access to rights in the workplace, and developing their personal and professional skills are among the company's very high priorities. With this approach, DEVA contributes to bringing new talent to the company and the industry while shaping its human resources structure in a strong and inclusive manner.

As of 2024, DEVA employs a total of 3,169 people. White-collar employees constitute 68.1% of the workforce with 2,159 employees, while blue-collar employees constitute 31.9% of the workforce with 1,010 employees. In 2024, the total number of employees increased by approximately 10.4% compared to 2023, with a total of 822 new employees hired.

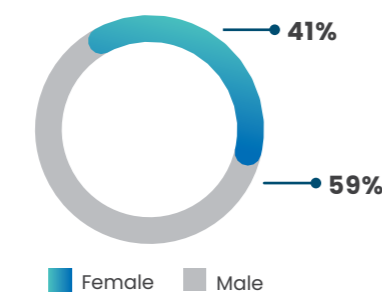
Employees by Category (%)



In accordance with this, the number of female employees increased by 141 compared to 2023, reaching 1,305. Female employees constitute 41% of the total workforce, 51.8% of white-collar workers, and 18.5% of blue-collar workers. The increase in the number of female employees reflects DEVA's strong commitment to equal opportunity.

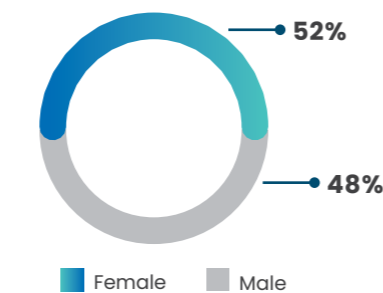
The company's equal opportunity approach is evident not only in its recruitment processes but also in the benefits offered to employees. In 2024, all 44 female employees who had taken maternity leave returned to work, and 31 of them continued to work for at least 12 months after returning from leave. The company provides childcare support and offers female employees with children the opportunity to work from an alternative location during holiday periods.

Employees by Gender (%)



All these practices form part of the inclusive and supportive working environment that DEVA has built in line with its corporate values and strategies. The company aims to employ a competent workforce, improve the skills of its existing employees, and contribute to the company's growth and profitability through its human resources strategies. It also seeks to create an innovative, transparent, proactive, and result oriented working environment. The initiatives implemented across various areas, from talent management to employee satisfaction, demonstrate DEVA's commitment to these goals.

White Collar Employees by Gender (%)



Professional Life

Talent Management

DEVA adopts practices that aim to improve the development and performance of existing employees based on company values and strategies in talent management processes. The competencies defined within the framework of "Our Values and DEVA Competency Matrix" are grouped under two main categories: core competencies and managerial competencies. In line with this, the values of "We can do it together, We build relationships based on trust, We are people oriented, We act responsibly, We are innovative" have been incorporated into training, development, recruitment, and promotion processes.

At DEVA, all employees are subject to target and competency-based assessments within the scope of the Performance Management System. In the target evaluation process, employees' performance is monitored in line with the set objectives; in the competency evaluation process, white-collar employees are assessed against the defined competencies, while blue-collar employees are evaluated based on DEVA's corporate values.

Trainings

DEVA supports the personal and professional development of its employees with training tailored to their fields, based on the results of performance and competency assessments. In 2024, DEVA provided a total of 219,606 hours of training to its employees, with an average of 69.2 hours of training per employee. These training programs cover topics that support personal and professional development, such as leadership, managerial skills, communication, sales, and teamwork, as well as technical training and occupational health and safety training. Additionally, approximately 1,860 hours of training were allocated to environment-focused training programs, such as zero-waste training, and 1,175 employees participated in these programs.

In addition, a Segmentation Process is implemented to encourage and sustain the performance of field employees. This process aims to promote and maintain the individual performance of Product Promotion Representatives (PPRs) and Regional Managers (RMs). As part of this process, additional benefits are provided to field employees, supporting the overall talent management process.

Launched in 2023 and continuing effectively, the Career Management System Project aims to restructure planning processes for employee development and ensure the company is well-prepared for the future. The project focuses on identifying potential talent among white-collar employees and creating development plans to prepare them for future roles. The 9-Box Model is used in potential-performance evaluations, based on which employees are positioned on the 9-Box Matrix according to their current performance and competencies.

Potential employees in the 6th, 8th, and 9th boxes of the matrix are evaluated by the Talent Committee and admitted to the development center to be assessed according to the competencies of the next level. During this process as career and development plans are created, a certain average score must be achieved for promotion. The goal is to provide employees with suitable career planning and prepare the company's future management team.

Moreover, career maps are created for employees as part of talent management. Employees' competencies related to different tools are observed using Assessment Center Applications, thereby evaluating their suitability for a higher role. If the process has a positive outcome, the employee is appointed to the role. Decisions regarding promotions are reviewed and decided by the Promotion Committee.

All training activities for employees are managed through the Devakademi platform, with programs supported by modern technological methods such as classroom training, virtual classrooms, videos, podcasts, e-learning, webinars, and mobile learning. This allows employees in every location to access training that is tailored to their different learning styles and personalized. These applications contribute to the spread of an interactive and sustainable learning culture. Training programs are planned with both in-house trainers and external resources, while employees are actively supported in participating in congresses, seminars, and similar development events. In addition to domestic and international training opportunities, foreign language training is also offered upon request.

Devakademi offers a rich digital education catalog covering a wide range of topics, from personal development to management skills. In 2024, DEVA launched the Devakademi Gamification Project to encourage employees to use the platform more effectively and to make learning processes engaging, efficient, and sustainable. This project aims to increase employees' interest in education and development and strengthen a learning culture based on teamwork. Employees who succeed as winners in the competition organized as part of the project are rewarded.

Professional Life

Attracting New Talent

DEVA's operations are fundamentally aimed at contributing to public health and well-being. In this regard, various initiatives are being implemented, including internship programs conducted in collaboration with stakeholders, with the aim of attracting the skilled human resources the company needs. To bring potential talent into its workforce, the company has signed internship quota agreements with leading universities in Türkiye. Within the scope of these agreements, university students are offered the opportunity to complete internships at DEVA during the summer period. In particular, the company engages with students from faculties such as pharmacy, chemistry, and chemical engineering through universities' career days, increasing brand awareness of DEVA and introducing students to the company's areas of activity as well as the employment opportunities at DEVA.

DEVA undertakes the following initiatives to attract new talent to the company and the industry:

- **Pharmaceutical Industry 360 Degrees Training Program:** As part of its collaboration with Istanbul University Faculty of Pharmacy, DEVA participates in the Pharmaceutical Industry 360 Degrees Training Program to develop the competencies of faculty students in line with the needs of the pharmaceutical industry. As part of this collaboration, senior students prepare for the pharmaceutical industry by attending online courses given by DEVA R&D managers.

- **Long-Term Internship Program:** The Long-Term Internship Program offers senior pharmacy students from Istanbul University's Faculty of Pharmacy and other universities the opportunity to complete in-person and online internships in various departments.

- **PhD Scholarship:** Under the TÜBİTAK 2244 Industrial PhD Program, PhD students from the molecular biology and genetics, pharmacy, chemistry, bioengineering, chemical engineering, biology, and genetics and bioengineering departments of participating universities are employed as PhD scholarship holders under DEVA's R&D management.

Professional Life

Employee Engagement and Satisfaction

DEVA prioritizes its employees' sense of value and implements various practices aimed at increasing employee engagement and motivation. In this context, it organizes motivational activities such as happy hour events that encourage socialization in the workplace and vacations as rewards. This strengthens employees' sense of belonging to the organization and aims to reinforce the corporate culture.

Another key factor in enhancing employee satisfaction and engagement is providing opportunities for development and recognition. Among the benefits offered by DEVA are academic achievement scholarships, seniority awards, and programs that reward creative ideas. In this system, employees can communicate their ideas, projects, and suggestions through their managers. Applications deemed suitable are conveyed to the Human Resources and Development Directorate, and ideas reviewed by the Evaluation Committee, comprising the Senior Management, Human Resources and Development, Legal, and Production departments, are rewarded. This practice encourages employees to contribute to the company's development.

DEVA not only supports the motivation of its existing employees, but also focuses on effectively managing the onboarding process for new employees. The Buddy Program, developed to support the onboarding process for new employees, strengthens communication and teamwork among employees. The company has restructured the process with an approach that prioritizes the employee experience by making improvements to the orientation process and the Buddy Program. The impact of these improvements has been clearly demonstrated through the measurement of the process. A success rate of 57.6% was achieved within the scope of the orientation and retention program for newly hired employees.

Another important factor supporting employee motivation is the comprehensive benefits provided. All DEVA employees are offered benefits such as life insurance, healthcare services, and disability coverage.

The remuneration process is carried out within the budget determined by senior management, considering in-house performance evaluations and achieved targets. The Remuneration Policy is structured based on the company's internal scales, in line with sector standards and informed by data from independent research firms.

At the core of all these practices lies a participatory and employee-centered human resources approach that takes employees' expectations and suggestions into account. DEVA continues to shape its human resources processes by taking employee feedback into consideration and maintaining a participatory approach.

Professional Life

Occupational Health and Safety

DEVA considers providing its employees with a healthy and safe working environment to be one of its core priorities. The company is committed to continuously improving its goals in the areas of environmental sustainability and occupational health and safety (OHS), viewing the ongoing enhancement of both environmental management performance and health and safety performance as a fundamental responsibility. This approach aims to ensure that employees can perform their duties in a physically and mentally healthy, and safe environment.

All of DEVA's activities are carried out under the ISO 45001 Occupational Health and Safety Management System certification and are supported by the Occupational Health, Safety, and Environmental Policy. This policy, published by the Chairman of the Board (CEO) and CFO, has been communicated from the highest to the lowest levels of the company. Additionally, it is published on the company's website, on notice boards within the facility, and on the intranet communication portal, making it accessible to all stakeholders. The effectiveness of the Occupational Health, Safety, and Environment Policy is reviewed annually through the Management Review Meetings and Occupational Health and Safety Committees. This ensures a systematic and sustainable approach to managing environmental and employee health issues.

As of 2024, there are a total of six OHS Committees operating within DEVA. During the same period, the total number of members serving on the committees was recorded as 147. Among these members, there were 45 employee representatives whose purpose was to ensure the effective participation of employees in OHS processes. Through these committees, DEVA employees participate directly in OHS processes and are represented on relevant issues.

The company also implements comprehensive training programs on occupational health and safety within the scope of its own operations and throughout the value chain. In 2024, a total of 3,283 people, including 3,011 DEVA employees and 272 subcontractor employees, received a total of 25,770 hours of OHS training.

These training programs are categorized into three main areas: general, health, and technical. Employees are informed about relevant legislation, employee rights, first aid, safe use of work equipment, and evacuation and rescue procedures.

DEVA regularly monitors occupational health and safety (OHS) statistics for its Headquarters and its Çerkezköy–I, Çerkezköy–II, and Kartepe production facilities over the past three years. As of 2024, a total of 345 near-miss incidents have been reported within the company's own operations, and 29 lost-time work accidents have occurred. These accidents resulted in a total of 703 lost workdays. Additionally, 110 non-lost-time work accidents were recorded during the same period. No fatal work accidents occurred during the past three years.



Professional Life

Occupational Accidents	Group	Unit	2022	2023	2024
Near-miss	The company	Number per year	221	348	345
	Subcontractor	Number per year	-	-	-
Number of lost-time injuries (LTIs)	The company	Number per year	12	26	19
	Subcontractor	Number per year	-	-	-
Lost workdays	The company	Number per year	337	398	464
	Subcontractor	Number per year	-	-	-
Number of non-lost-time injuries	The company	Number per year	104	102	110
	Subcontractor	Number per year	-	-	-
Lost Time Injury Rate (LTIR) (Number of Lost Time Injuries × 1,000,000) / Total Hours Worked)	The company	Percentage	0.57	1.00	0.66
	Subcontractor	Percentage	-	-	-
Death	The company	Number per year	0	0	0
	Subcontractor	Number per year	-	-	-
Severity Rate (SR) (Lost Workdays × 1,000) / Total Hours Worked)	The company	Percentage	0.024	0.051	0.057
	Subcontractor	Percentage	-	-	-
Occupational Disease Rate (ODR) (Number of Occupational Diseases × 1,000,000) / Total Hours Worked)	The company	Percentage	-	-	-
	Subcontractor	Percentage	-	-	-

DEVA regards workplace health and safety as an integral part of its production processes and carries out continuous improvement activities in all production areas based on risk assessments. In this context, Occupational Health and Safety Events with different themes are organized throughout the year at all facilities and at DEVA Headquarters, aiming to enhance the health and safety culture and raise awareness among all employees.

ENVIRONMENTAL RESPONSIBILITY



Environmental Responsibility

Assessing and Managing Environmental Impacts

Climate change and environmental degradation have become systemic threats affecting all sectors globally. This situation impacts not only environmental sustainability but also economic stability and social well-being. In this context, addressing environmental impacts with a holistic approach and improving environmental performance emerge as strategic imperatives for companies operating in the pharmaceutical sector.

The prioritization of environmental risks in the World Economic Forum's [2024 Global Risks Report](#) highlights the importance of effective environmental management systems and a commitment to continuous improvement. This global risk assessment makes it essential for companies to take standard-based and decisive steps in combating climate change. Furthermore, institutions such as the European Medicines Agency (EMA) and the International Federation of Pharmaceutical Manufacturers & Associations (IFPMA) particularly emphasize the need to increase environmental awareness within the sector. In this regard, DEVA, in line with its environmental responsibility approach, aims to ensure compliance with environmental standards in its operations and to continuously improve its performance.

DEVA conducts all of its operations in accordance with the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards, complying with relevant legal regulations and international norms. Sustainability and climate change-related issues, including energy, water, and waste management, are addressed through a comprehensive environmental management approach. Environmental impacts arising from operations are periodically assessed, and environmental impact analyses are conducted to mitigate risks.

Impact assessment reports are reviewed at least once a year by the Occupational Health, Safety, and Environment Department, and preventive actions are determined for identified environmental risks. Environmental risks are effectively monitored and controlled through environmental field observations, chemical spill drills, and corrective actions implemented in areas requiring improvement.

Action plans are developed to address identified areas for improvement and are monitored throughout the year. Chemical spill response drills, conducted at least twice a year in collaboration with the spill response team, are carried out by the personnel responsible of departments overseeing areas such as temporary waste storage areas, laboratories, and raw material storage facilities. No environmental incidents occurred at production facilities or the headquarters throughout 2024.

DEVA continuously monitors its environmental performance and supports this process with projects aimed at reducing resource consumption. In this context, energy and resource efficiency is increased through waste steam recovery, distiller cooling system installation, reduction of compressed air losses with optimizers, LED lighting conversion applications, and the use of environmental data management systems. Financial resources allocated to environmental activities have increased approximately three and a half times over the past three years; the total amount of environmental investments made in this context in 2024 was recorded as 18,091,721 TL.

The systematic monitoring and management of environmental impacts enables the development of an environmental policy consistent with sustainable development goals. In the fight against climate change, the aim is to reduce environmental impacts through preventive measures aimed at increasing resource efficiency; an environmental management approach focused on continuous improvement is integrated into all operations.

**You can access the DEVA Sustainability Approach [here](#).
You can access the OHS and Environmental Policy [here](#).**



Environmental Responsibility

Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts

Effectively combating climate change requires, as a priority, a significant reduction and ultimately the elimination of greenhouse gas emissions. In this regard, countries and companies, in line with the framework set by the Paris Agreement, have been making commitments and carrying out efforts to limit the global temperature increase to 1.5 °C by 2050.

Ensuring environmental protection, safeguarding ecological balance, reducing carbon footprint and greenhouse gas emissions, and using natural resources efficiently are among DEVA's highest priority issues in achieving sustainable development. In this context, DEVA closely monitors greenhouse gas emissions resulting from its business processes, regularly reports its corporate carbon footprint, and carries out initiatives aimed at reducing carbon emissions.

The reduction of the corporate carbon footprint is not limited to operational processes; it is also supported by social responsibility initiatives that enhance environmental awareness. Within this scope, as part of World Environment Day activities on June 5, tree planting activities are carried out on the facility premises, and saplings are distributed to employees to encourage individual participation and strengthen environmental awareness.

DEVA has measured its greenhouse gas emissions for 2024 in accordance with GHG (Greenhouse Gas) Protocol criteria, including Scope 1 and 2. The measurement results for Scope 1 and Scope 2 emissions as of 2024 are presented below.

Furthermore, DEVA's production processes and final products do not contain any Volatile Organic Compounds (VOCs).

GHG Protocol Scope Name	Unit	2022	2023	2024
Scope 1	tCO2e	34,759.33	22,601.71	23,189
Scope 2	tCO2e	36,237.92	34,829.03	35,606
Total	tCO2e	70,997.25	57,430.74	58,795

In addition to carbon emissions, other air emissions such as NOx and SOx are measured to manage and reduce their impact on climate change. Furthermore, emissions are reduced by approximately 99% through the use of HEPA filters in ventilation systems.

Disaster Resilience and Community Preparedness

The increasing risk of natural disasters due to the effects of the climate crisis requires institutions to be prepared not only from an environmental perspective but also from a social responsibility perspective. DEVA, established the DEVARK (DEVA Search and Rescue) Team in 2023, composed of volunteering employees, with the aim of strengthening the internal capacity for disasters and emergencies, ensuring the highest level of safety for our employees, and being able to intervene on a societal scale when necessary.

The DEVARK teams, which are actively operating in the locations of Istanbul Central, Çerkezköy, and Kartepe, are equipped with all the necessary equipment and tools for search and rescue operations.

These teams are actively operating in Istanbul Central, Çerkezköy, and Kartepe, and are equipped with all the necessary search and rescue equipment and have strengthened their operational capabilities through drills held throughout 2024.

DEVA believes that institutional preparedness for disasters is an important component of sustainability performance; in this regard, we prioritize initiatives that contribute to enhancing the resilience of its employees and the community.

Environmental Responsibility

Energy Management and Efficiency

Energy management and efficiency are emerging as critical factors in the fight against climate change. Energy efficiency measures contribute to reducing costs while also creating social benefits by supporting the community's access to clean and safe energy.

DEVA carries out activities aimed at managing energy consumption and increasing efficiency. Using energy resources effectively and efficiently in all areas of operation, continuously improving energy performance, and reducing natural resource consumption are among DEVA's primary goals. Energy consumption resulting from operations is monitored, measures to increase efficiency are planned, and operational improvements are implemented. The efficient use of energy not only helps reduce environmental impacts but also lowers costs, thereby enabling financial savings.

DEVA systematically implements its energy management practices across all production locations, particularly at its Kartepe and Çerkezköy production facilities. With the ISO 50001 Energy Management System and the certification obtained in 2023, a systematic structure has been established to monitor and control energy consumption and improve efficiency. Following the establishment of this system, energy management teams have been formed at all production facilities, and review meetings are held every three months under the coordination of these teams.

In 2024, 88% of DEVA's energy needs were met from electricity, while 12% came directly from fossil fuels. Of the energy consumed from fossil fuels in direct production processes, 85% was derived from natural gas. Although there is currently no use of renewable energy, the utilization of renewable energy sources is being considered within strategic planning, and feasibility studies in this regard are ongoing.

To reduce losses in energy consumption and contribute to energy efficiency, technical improvements that enable energy savings in the equipment used in production areas are prioritized. In this context, frequency inverter applications, the addition of filter and activated carbon systems to water inlets, the detection and elimination of leaks in hot water steam lines and air lines, efficiency-enhancing improvements in steam boilers, and revisions in energy lines have been carried out. Furthermore, to reduce energy consumption for lighting purposes, all facilities have transitioned to the use of LED fixtures; this conversion has resulted in approximately 15 times more savings compared to previous lighting consumption.

Within the scope of the "Optimizer Installation Project" launched at the Kartepe facility, a system has been commissioned to ensure that the compressed air compressors in the energy building operate only as needed. This application aims to reduce electricity consumption and increase the energy efficiency of the compressor system.

All of DEVA's activities in the field of energy management are carried out in full compliance with the Energy Efficiency Law, the Environmental Law, and all relevant secondary regulations. In addition, developments arising within the scope of the European Green Deal and the Türkiye Climate Law are closely monitored, and internal processes for updating energy policies are reviewed in this context. Furthermore, within the scope of ISO 50001 Energy Management Systems practices, climate change-related risks and opportunities are regularly evaluated.

Through all these activities, DEVA aims to increase energy efficiency, reduce its carbon footprint, and minimize environmental impacts by prioritizing energy efficiency in the design of existing processes and the planning of new investments; prioritizing the efficient use of natural resources; and adopting an approach that takes stakeholder engagement into account. In line with the goal of leaving a livable world for future generations, the efficient use of energy and natural resources is being established as one of the cornerstones of the company's strategic planning for the next five years.

Environmental Responsibility

Water and Wastewater Management

Water stress caused by climate change is emerging as a risk that is beginning to show its effects today and is expected to increase in the future. The depletion of freshwater resources is a significant risk factor that threatens the sustainable production capacity of industrial establishments in particular. The strategic importance of water management is increasing day by day for production facilities operating in regions under water stress. In this context, DEVA implements a comprehensive water management strategy aimed at protecting water resources, using water efficiently, and managing wastewater without harming the environment.

Water management practices within DEVA include identifying risks at water consumption points, water recovery, reducing consumption through technological improvements, and raising employee awareness. In this context, awareness-raising efforts to reduce water consumption are supported by corporate communication tools. On special days such as World Water Day, awareness-raising posts are shared using posters and visual content; employee training programs also include specific sections on water-saving measures and reducing individual consumption.

As of 2024, a total of 44.31 megaliters of groundwater has been extracted, and 569.96 megaliters of water has been consumed. Water is used for various purposes, including production processes, cooling systems, and domestic needs. At the Kartepe Facility and Headquarters, municipal water is used, while at the Çerkezköy Facilities, water sources provided by the organized industrial zone (OSB) are utilized. Wastewater is discharged into municipal sewer systems or OSB infrastructure in accordance with regulations and limits set by the relevant authorities based on the location of the facilities. Wastewater generated at the Kartepe and General Headquarters is discharged into the municipal wastewater sewer system. Wastewater generated at the Çerkezköy facilities is discharged into the organized industrial zone sewer line.

Various technological investments have been made to improve efficiency and reduce water consumption in water management processes. In this context, filters and activated carbon systems have been added to the entrances of water reservoirs, and the use of reverse osmosis systems

has been widespread. Additionally, reverse osmosis systems have been installed before the deionizer units in the pre-treatment section, reducing the amount of water and chemicals consumed during the regeneration process. This has extended equipment lifespans and optimized the use of natural resources.

In addition, waste steam recovery projects are being implemented, and sensor-activated and aerator-equipped faucets are being used in bathrooms to prevent water waste. Periodic inspections of the premises ensure that water leaks are detected and repaired, keeping consumption values under control.

Another project implemented as part of water management is the Distiller Cooling System implemented at the Kartepe Facilities. The project aims to prevent the soft water used for cooling in the distillation system that produces WFI (Water for Injection) from being discharged directly into the sewer after the process, as it cannot be reused. To this end, the goal is to eliminate soft water consumption by switching from an open-loop cooling system to a closed-loop chiller water system. As part of the project, meters were installed on the soft water line to monitor current consumption levels, with the goal of saving approximately 7,193 m³ of water in just one month. The project, carried out under the responsibility of the Technical Directorate, contributes to the conservation of natural resources and the reduction of operating costs through the efficient use of water.

In pharmaceutical production processes, where access to fresh water is of critical importance, the responsible and efficient management of existing water resources forms the basis of DEVA's environmental strategies. Priority is given to sustainable practices in order to develop resilience against possible water crises caused by climate change. In this context, training and awareness-raising activities are organized for employees to increase awareness of water management. All these efforts contribute to taking concrete steps toward monitoring and reducing the water footprint, as well as aligning with the United Nations Sustainable Development Goals (SDGs), specifically SDG 6: Clean Water and Sanitation.

Environmental Responsibility

Waste Management and Zero Waste

Considering the long-term effects of durable and non-biodegradable materials on the environment, strategic steps are being taken to reduce waste pollution and use resources efficiently. DEVA has adopted a circular economy system that supports sustainability and aims to make production processes more environmentally friendly. Within this system, the goal is to return the materials used in production back into the economy at the end of their life cycle, with a focus on value creation and efficiency, and the principle of circularity is integrated into business strategies.

In DEVA's operations, the zero-waste principle is adopted to reduce the environmental impact of waste, and waste management processes are carried out in accordance with the Environmental Law, Waste Management Regulation, Zero Waste Regulation, and Waste Management Procedure, ensuring full compliance with international standards and legal regulations. In accordance with company policy, the principles of minimizing waste, promoting recycling, and efficiently using energy and natural resources are prioritized to achieve a sustainable environment.

Zero waste stations have been set up in all production facilities and at the Headquarters, and Zero Waste Certificates have been obtained for the Kartepe Facility and the Headquarters. As the Çerkezköy Facilities are located within an organized industrial zone, the relevant obligations are carried out by the OSB. Waste management processes are carried out through licensed waste companies, with priority given to the recycling of non-hazardous waste.

As part of a project launched in 2024 at the Çerkezköy 1 Production Facility and planned to be implemented on an ongoing basis, cardboard, plastic, and similar waste generated in secondary areas are directed toward recycling. Previously classified as hazardous waste due to contamination risks, these materials have been confirmed as recyclable following new regulations and evaluations, with the approval of consultants and quality units. Accordingly, special areas have been allocated for recyclable waste in the relevant areas, and the disposal processes for such waste have been restructured through licensed companies. The project contributes not only to reducing environmental impacts but also to lowering disposal and transportation costs. As of 2024, the recycling rate targeted under the project has reached 3.77%, exceeding both the annual target and the performance of the previous year. To ensure the sustainability of the process, recycling and hazardous waste

management performance is monitored regularly, and process management is conducted diligently to maintain ongoing compliance.

As of 2024, approximately 47.4% of the total 3,373 tons of waste generated from operations has been recorded as non-hazardous waste. Of the total non-hazardous waste disposed of, 71.6% was managed through energy recovery and 28.3% through recycling methods. Additionally, 334,000 kg of polyethylene and blister packaging, 275,000 kg of wooden pallets, and 985,000 kg of mixed packaging (paper, cardboard, plastic, wood) were recycled and reused through the recycling system. Through these initiatives, the need for energy and raw materials is reduced by converting waste into secondary resources, while also minimizing the environmental impacts of production processes.

Through the recovery of vegetable waste oil generated from 2024 activities, the contamination of 598 million liters of water was proactively prevented, and the recovery of waste indirectly prevented the formation of approximately 400,000 kg of greenhouse gases at the source.

Recycling and disposal processes have been integrated not only with short-term waste management practices but also with long-term resource conservation strategies. Over the past eight years, the disposal of 8,251,994 kg of hazardous waste generated during production has contributed to the generation of approximately 3,296 MWh of electricity. During the same period, 9,542,606 kg of recyclable waste was separated at the source, supporting the preservation of natural resources; in particular, the recovery of paper waste helped prevent the cutting of 364,254 trees. In addition, the use of digital software systems in occupational health, safety, and environmental practices has reduced paper consumption, delivering direct environmental benefits.

Waste management practices extend beyond in-house operations, aiming to ensure that all stakeholders act with environmental responsibility. In this context, comprehensive training programs are carried out for employees as well as subcontractors and contractor personnel. As of 2024, a total of 3,077 hours of training on environmental and waste management have been provided, with the aim of raising environmental awareness.

APPENDICES

Corporate Membership
Performance Tables
Social Performance Indicators
Environmental Performance Indicators
GRI Table



Corporate Memberships



Performance Tables

Tablo 1: Number Of Employees By Employment

By Type Of Employment	Unit	2022	2023	2024
White Collar - Female	Person	999	1000	1118
White Collar - Male	Person	1016	993	1041
Blue Collar - Female	Person	133	164	187
Blue Collar - Male	Person	746	714	823
Total		2894	2871	3169

Tablo 2: Number Of Employees By Contract Type

By Contract Type	Unit	2022	2023	2024
Indefinite Term – Female	Person	1127	1156	1297
Indefinite Term - Male	Person	1749	1688	1851
Fixed Term - Female	Person	5	8	8
Fixed Term - Male	Person	13	19	13
Total		2894	2871	3169

Performance Tables

Tablo 3: Number Of Employees By Age				
By Age	Unit	2022	2023	2024
18 - 30 Years Old	Female	504	496	560
	Percentage	17%	17%	18%
	Male	429	399	468
	Percentage	15%	14%	15%
31 - 40 Years Old	Female	433	468	513
	Percentage	15%	16%	16%
	Male	713	676	694
	Percentage	25%	24%	22%
41 - 50 Years Old	Female	172	172	198
	Percentage	6%	6%	6%
	Male	517	520	565
	Percentage	18%	18%	18%
51 - 60 Years Old	Female	21	26	31
	Percentage	1%	1%	1%
	Male	96	103	125
	Percentage	3%	4%	4%
Over 60	Female	2	2	3
	Percentage	0.1%	0.1%	0.1%
	Male	7	9	12
		0.2%	0.3%	0.4%
Total		2894	2871	3169

Performance Tables

Tablo 4: Labor Distribution				
Other Groups	Unit	2022	2023	2024
Foreign	Female	3	4	4
	Percentage	0.1%	0.1%	0.1%
	Male	9	8	10
	Percentage	0.3%	0.3%	0.3%
Disabled	Female	11	16	15
	Percentage	0.4%	0.6%	0.5%
	Male	67	74	77
	Percentage	2.3%	2.6%	2.4%
By Management Category	Unit	2022	2023	2024
Senior Management	Female	8	12	13
	Percentage	0%	0%	0%
	Male	13	15	17
	Percentage	0%	1%	1%
Middle Management	Female	36	34	37
	Percentage	1%	1%	1%
	Male	52	47	46
	Percentage	2%	2%	1%
First Level Managers	Female	112	129	151
	Percentage	4%	4%	5%
	Male	175	175	198
	Percentage	6%	6%	6%
Other	Female	976	989	1,104
	Percentage	34%	34%	35%
	Male	1,522	1,470	1,603
	Percentage	53%	51%	51%
Total		2894	2871	3169

Performance Tables

Tablo 5: Number Of Hires And Separations By Type Of Employment (Türkiye)

Employment and Turnover (Türkiye)	Unit	2022	2023	2024
New Hire - Total	Person	874	772	822
White Collar	Person	541	493	527
Blue Collar	Person	333	279	295
Departed Employee - Total	Person	653	784	520
White Collar	Person	406	498	363
Blue Collar	Person	247	286	157
Total		874	772	822

Tablo 6: Number of Hires and Resignations by Gender

By Gender	Unit	2022	2023	2024
Male - Hired	Person	540	478	460
	Percentage	62%	62%	56%
Male - Resigned	Person	432	524	301
	Percentage	66%	67%	58%
Female - Hired	Person	334	294	362
	Percentage	38%	38%	44%
Female - Resigned	Person	221	260	219
	Percentage	34%	33%	42%
Total		874	772	822

Performance Tables

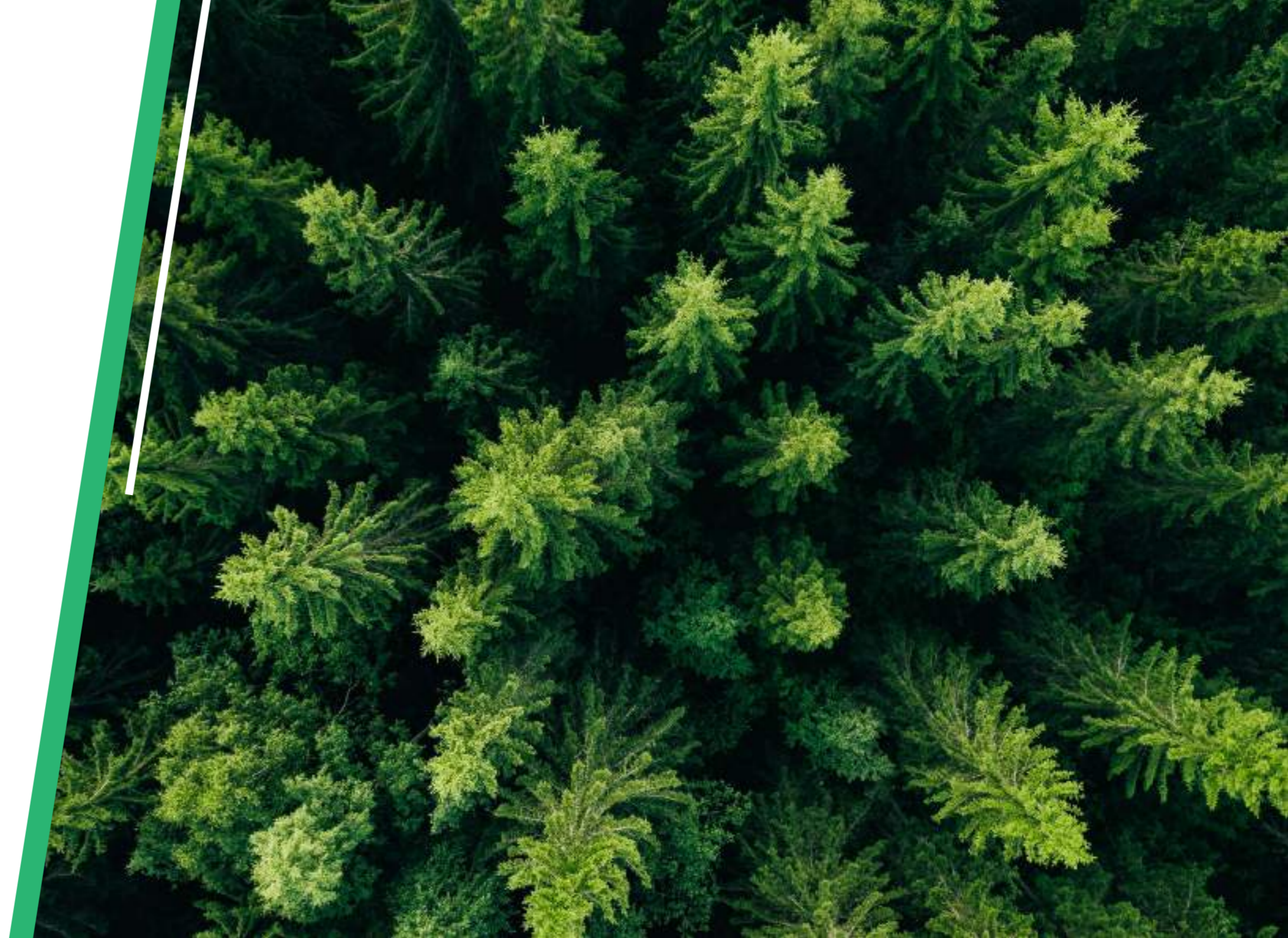
Tablo 7: Number and Percentage of Hires and Resignations by Age

By Age	Unit	2022	2023	2024
18 - 30 Age - Hired	Person	514	470	472
	Percentage	59%	61%	57%
18 - 30 Age - Resigned	Person	322	354	218
	Percentage	49%	45%	42%
31 - 40 Age - Hired	Person	285	229	254
	Percentage	33%	30%	31%
31 - 40 Age - Resigned	Person	240	293	208
	Percentage	37%	37%	40%
41 - 50 Age - Hired	Person	74	68	92
	Percentage	8%	9%	11%
41 - 50 Age - Resigned	Person	77	113	79
	Percentage	12%	14%	15%
51 - 60 Age - Hired	Person	1	5	4
	Percentage	0.1%	0.6%	0.5%
51 - 60 Age - Resigned	Person	13	21	12
	Percentage	2%	3%	2%
Over 60 - Hired	Person	0	0	0
	Percentage	0%	0%	0%
Over 60 - Resigned	Person	1	3	3
	Percentage	0.2%	0.4%	0.6%
Total		874	772	822

Performance Tables

Tablo 8: Employees on Maternity Leave

		2022		2023		2024	
Employees on Maternity Leave	Total	Female	Male	Female	Male	Female	Male
Employees eligible for maternity leave	Person	55	81	45	65	44	61
Employees on maternity leave	Person	55	81	45	65	44	61
Employees returning to work after maternity leave	Person	54	-	44	-	44	-
Those who return to work after maternity leave and continue working for at least 12 months thereafter	Person	36	-	33	-	31	-



Performance Tables

Tablo 9: Training Hours				
All Trainings (By Type)	Unit	2022	2023	2024
Professional Development	Hour	188,830.3	154,326.10	184,183.50
Personal Development	Hour	46,666.4	57,381.50	27,365.20
OHS	Hour	11,114.3	3,638.80	4,033.20
Other (e.g. Leadership)	Hour	1,855.4	1,107.20	4,024.30
Total Training Hours	Hour	248,466.47	216,453.60	219,606.20

Tablo 9: Training Hours				
Environmental training provided to employees	Unit	2022	2023	2024
Trainings	Hour	2,179.1	1,551.3	1,859.8
Receiving Training	Person	2,188	1,062	1,175

Tablo 9: Training Hours				
All Trainings (By Type)	Unit	2022	2023	2024
Number of people who completed training on corruption-related risks	Person	379	292	429
Percentage of those who successfully completed this training	%	92%	98%	96%



Occupational Health and Safety Performance Indicators

Tablo 10: OHS Statistics					
Occupational Accidents	Group	Unit	2022	2023	2024
Near-miss	The company	Number per year	221	348	345
	Subcontractor	Number per year	-	-	-
Number of lost-time injuries (LTIs)	The company	Number per year	12	26	19
	Subcontractor	Number per year	-	-	-
Lost workdays	The company	Number per year	337	398	464
	Subcontractor	Number per year	-	-	-
Number of non-lost-time injuries	The company	Number per year	104	102	110
	Subcontractor	Number per year	-	-	-
Lost Time Injury Rate (LTIR) (Number of Lost Time Injuries × 1,000,000) / Total Hours Worked)	The company	Percentage	0,57	1,00	0,66
	Subcontractor	Percentage	-	-	-
Death	The company	Number per year	0	0	0
	Subcontractor	Number per year	-	-	-
Severity Rate (SR) (Lost Workdays × 1,000) / Total Hours Worked)	The company	Percentage	0,024	0,051	0,057
	Subcontractor	Percentage	-	-	-
Occupational Disease Rate (ODR) (Number of Occupational Diseases × 1,000,000) / Total Hours Worked)	The company	Percentage	-	-	-
	Subcontractor	Percentage	-	-	-

Occupational Health and Safety Performance Indicators

Tablo 11: Occupational Health and Safety Training			
Occupational Health and Safety Training	2022	2023	2024
Number of Company Employees	2,895	2,871	3,011
Number of Subcontractor Employees	265	283	272
Total Number of Participants	3,160	3,154	3,283
Company Employees (Person*Hours)	9.53	8.15	8.75
Subcontractor Employees (Person*Hours)	12.70	-	-
Total OHS Training (Person*Hours)	22	8	9

Tablo 11: Occupational Health and Safety Training			
	2022	2023	2024
Number Of Established OHS Committees	6	6	6
Total Number of Members in Established OHS Committees	123	136	147
Number of Employee Representatives in Established OHS Committees	31	40	45

Environmental Performance Indicators

Tablo 12: Greenhouse Gas Emissions (ton CO2e)

GHG Protocol Scope Name	Unit	2022	2023	2024
Scope 1	tCO2e	34,759.33	22,601.71	23,189
Scope 2	tCO2e	36,237.92	34,829.03	35,606
Total	tCO2e	70,997.25	57,430.74	58,795

Tablo 13: Waste quantities

Total Waste				
By Type	Unit	2022	2023	2024
Hazardous Waste	kg	1,415,972	1,290,437	1,774,232
Non-Hazardous Waste	kg	1,175,418	1,515,819	1,599,290
Total Waste	kg	2,591,390	2,806,256	3,373,522
By Disposal Method	Unit	2022	2023	2024
Energy Recovery	kg	1,024,869	981,370	1,068,712
Recycling	kg	249,714	326,878	
Total Waste Disposed	kg	2,591,390	2,806,356	1,491,428

Environmental Performance Indicators

Tablo 14: Wastewater Discharge

Wastewater Discharge	Birimi	2022	2023	2024
Surface Waters, Including Wetlands, Rivers, Lakes, and Oceans	megaliter	-	-	-
Groundwater	megaliter	-	-	-
Seawater	megaliter	-	-	-
Third-Party Water (Sewage, etc.)	megaliter	404.96	377.80	357.58

Tablo 15: Water Consumption

Water Consumption	Unit	2022	2023	2024
	megaliter	534.29	528.82	569.96

Tablo 16: Water Consumption

Total Volume of Water Withdrawn	Unit	2022	2023	2024
Surface Waters, Including Wetlands, Rivers, Lakes, and Oceans	megaliter	-	-	-
Groundwater	megaliter	55.063	66.558	44.307
Seawater	megaliter	-	-	-
Rainwater	megaliter	-	-	-
Produced Water	megaliter	-	-	-
Third Party Water (Mains Water, etc.)	megaliter	534.29	528.82	561.41

GRI Table



GRI Table

GRI 2: General Disclosures 2021

Organization and Reporting Applications	
2-1 Organizational details	About the Report, page 1 About DEVA, page 5-10
2-2 Entities included in the organization's sustainability reporting	About the Report, page 1 Subsidiaries, page 10
2-3 Reporting period, frequency and contact point	About the Report, page 8
2-4 Restatements of information	There is no restated disclosure.
2-5 External assurance	No external assurance statement has been obtained for the report.
Activities and Employees	
2-6 Activities, value chain and other business relationships	About DEVA, page 5-10 Stakeholder Communication, page 20 Responsible Supply Chain, page 26 Product Safety and Quality, page 29 Corporate Memberships Performance Tables, page 49
2-7 Employees	Professional Life, page 33 Performance Tables, page 50-60
2-8 Workers who are not employees	Professional Life, page 33 Social Performance Indicators, page 50-60
Governance	
2-9 Governance structure and composition	Shareholders and Subsidiaries, page 10 Corporate Governance, page 13-16
2-10 Nomination and selection of the highest governance body	Corporate Governance, page 13-16
2-11 Chair of the highest governance body	Corporate Governance, page 13-16
2-12 Role of the highest governance body in overseeing the management of impacts	Internal Audits and Risk Management, page 14
2-13 Delegation of responsibility for managing impacts	Corporate Governance, page 13-16
2-14 Role of the highest governance body in sustainability reporting	Sustainability Approach and Management, page 15-16
2-15 Conflicts of interest	Code of Ethics, page 13
2-16 Communication of critical concerns	Material Topics, page 17-20 Stakeholder Communication, page 20 Ethical Marketing, page 29

GRI Table

GRI 2: General Disclosures 2021

2-17 Collective knowledge of the highest governance body	Corporate Governance, page 13-16
2-19 Remuneration policies	Employee Engagement and Satisfaction, page 36
2-20 The process for determining the fee	Employee Engagement and Satisfaction, page 36
Strateji, Politikalar ve Uygulamalar	
2-22 Statement on sustainable development strategy	Message from the Chairman of the Board and CEO, page 3 Sustainability Approach and Management, page 15-16 Material Topics, page 17-20 Stakeholder Communication, page 20
2-23 Policy commitments	Corporate Governance, page 13-16
2-24 Embedding policy commitments	Corporate Governance, page 13-16 Corporate Governance Policies
2-25 Processes to remediate negative impacts	Assessing and Managing Environmental Impacts, page 41
2-26 Mechanisms for seeking advice and raising concerns	Code of Ethics, page 13
2-27 Compliance with laws and regulations	Code of Ethics, page 13
2-28 Membership associations	Corporate Memberships, page 49
Stakeholder Engagement	
2-29 Approach to stakeholder engagement	Material Topics, page 17-20 Stakeholder Communication, page 20 Professional Life page 33-38

GRI Table

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics, page 17-20
	3-2 List of material topics	Material Topics, page 17-20
Responsible Supply Chain Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Responsible Supply Chain, page 26
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain, page 26
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain, page 26
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain, page 26
Climate Crisis and Transitioning to Zero Carbon		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts, page 43 Energy Management and Efficiency, page 44 DEVA Holding Energy Policy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management and Efficiency, page 44
	302-4 Reduction of energy consumption	Energy Management and Efficiency, page 44
	"302-5 Reductions in energy requirements of products and services"	Energy Management and Efficiency, page 44
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts, page 43
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts, page 43
	305-5 Reduction of GHG emissions	Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts, page 43



GRI Table

	Water and Wastewater	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Water and Wastewater Management, page 45
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management, page 45
	303-2 Management of water discharge-related impacts	Water and Wastewater Management, page 45
	303-3 Water withdrawal	Water and Wastewater Management, page 45 Environmental Performance Indicators, page 62
	303-4 Water discharge	Water and Wastewater Management, page 45 Environmental Performance Indicators, page 62
	303-5 Water consumption	Water and Wastewater Management, page 45 Environmental Performance Indicators, page 62
	Circular Economy and Waste	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Waste Management and Zero Waste, page 46
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61
	301-2 Recycled input materials used	"Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61"
	301-3 Reclaimed products and their packaging materials	Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Zero Waste, page 46
	306-2 Management of significant waste-related impacts	Waste Management and Zero Waste, page 46
	306-3 Waste generated	Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61
	306-4 Waste diverted from disposal	Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61
	306-5 Waste directed to disposal	Waste Management and Zero Waste, page 46 Environmental Performance Indicators, page 61

GRI Table

	Employee Engagement and Satisfaction	
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Priorities, page 17-20 Professional Life, page 33-38
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Professional Life, page 33 Social Performance Indicators, page 50-55
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees"	Professional Life, page 33-38
	Work Health and Safety	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Occupational Health and Safety, page 37-38 DEVA Holding Occupational Health, Safety and Environment Policy
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, page 37-38
	403-2 Hazard identification, risk assessment, and incident investigation"	Occupational Health and Safety, page 37-38
	403-3 Occupational health services	Occupational Health and Safety, page 37-38
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, page 37-38
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, page 37-38
	403-6 Promotion of worker health	Occupational Health and Safety, page 37-38
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, page 37-38
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, page 37-38
	403-9 Work-related injuries	Occupational Health and Safety, page 37-38 Social Performance Indicators, page 59
	403-10 Work-related ill health	Occupational Health and Safety, page 37-38 Social Performance Indicators, page 59
	Talent Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Professional Life, page 33-38
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Professional Life, page 33-38 Social Performance Indicators, page 57-59
	404-2 Programs for upgrading employee skills and transition assistance programs	Professional Life, page 33-38

GRI Table

Equal Opportunity, Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Sustainability Approach and Management, page 16
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	There is no gender-based differentiation in employee remuneration at DEVA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred at DEVA during the reporting period. Code of Ethics, page 13"
Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Code of Ethics, page 13
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	DEVA does not employ child labor under any circumstances. It expects its suppliers and other stakeholders in the value chain to comply with the age requirements set forth in the relevant laws and regulations. Material Topics, page 19
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	DEVA, along with its suppliers and all other stakeholders in the value chain, does not engage in or tolerate any form of forced labor. Material Topics, page 19
Community Investment Programs		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Sustainability Approach and Management, page 15-16
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Approach and Management DEVA Holding Donation and Aid Policy
R&D and Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Sustainability Approach and Management, page 15-16 R&D and Innovation, page 23-24

GRI Table

Access to Medicines		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Access to Medicines, page 29
Drug Safety and Adverse Effects		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Product Safety and Quality, page 29 DEVA Holding Quality Policy
Intellectual Property Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Intellectual Property and Quality, page 26
Data Security, Confidentiality and Cyber Risks		
Veri Güvenliği, Gizliliği ve Siber Riskler	3-3 Management of material topics	Material Topics, page 17-20 Data Security and Confidentiality, page 26 DEVA Holding Information Security Policy Privacy Notice for Job Applicants
Digitalization		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Digitalization, page 25
Corporate Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Corporate Governance, page 23
Ethical Marketing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Topics, page 17-20 Code of Ethics, page 13 Ethical Marketing, page 29 Code of Ethics
Integrated Risk Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Internal Audits and Risk Management, page 14 Sustainability Approach and Management, page 15-16
Stakeholder Interaction and Collaborations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics, page 17-20 Stakeholder Communication, page 20



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