




DEVA Holding A.Ş.
Sustainability Report 2023

01 About This Report 

05 About DEVA 

21 Sustainable and Inclusive Growth 

31 Professional Life 

03 Message from the Chairman of the Board of Directors and CEO 

13 Corporate Management 

27 Innovative Products 

37 Environment Responsibility 

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



adding health to life...

About This Report

Since 1958, at DEVA Holding A.Ş. (DEVA) we have been pursuing our operations in a sustainable manner. This report, which we have been preparing to depict our sustainability performance, includes a description of our performance on environmental, social and governance (ESG) criteria and examples of good practices across our organization. The performance figures included in the report covers DEVA's domestic operations in Türkiye over the period of 01.01.2023 – 31.12.2023, whereas the practices and projects cover DEVA's whole operations. We are also sharing our performance data for the past three years.

The report, aligned with the Global Reporting Initiative (GRI) Standards: 'Core,' covers areas of priority for DEVA and our stakeholders.

Please do not hesitate to forward any questions or concerns regarding this report to surdurulebilirlik@deva.com.tr



Message from the Chairman of the Board of Directors and CEO

Dear Stakeholders,

The steps we take to contribute to the sustainable future of our world are becoming increasingly critical each year. As we move towards the year 2030, we, as global companies, bear a significant responsibility in alignment with the Sustainable Development Goals. The year 2023 has been filled with notable achievements and advancements in sustainability for DEVA. With determination, we have worked to fulfill our environmental and social responsibilities to enhance our global impact and build a solid foundation for future generations. While elevating sustainability standards in our facilities and business processes, we have progressed by adopting environmentally friendly practices. These efforts not only strengthen our vision of being a leader in sustainability within our company but also in the entire industry.

At DEVA, we believe that healthy and quality living is one of the fundamental elements of a sustainable future. In this direction, we support our contributions to global health and sustainability not only with the medicines we produce but also with effective and environmentally friendly practices adopted in all our business processes. We maintain our operations in compliance with the ISO 14001 Environmental Management System standard in all our production facilities and our headquarters office. Over the past 7 years, we have reinforced our efforts to conserve natural resources by separating 7,943,246 kg of recyclable waste at its source. Through the projects we have implemented, we have prevented the cutting down of 306,806 trees. In 2023, through the recovery of vegetable waste oil from our activities, we proactively prevented the pollution of 820 million liters of water. Additionally, through the recovery of our waste, we have prevented the formation of approximately 340,000 kg of greenhouse gases.

Our approach to sustainability not only involves reducing environmental impacts but also aims to enhance people's quality of life. Therefore, by integrating our sustainability principles into every stage

of our business processes, we also implement them in the working life, which is one of the most fundamental elements of the business world.

We reinforce our commitment to gender equality each year by increasing the number of female employees and providing equal opportunities to all our employees. In 2023, we reached approximately 2,900 employees. Women constitute 41% of our total workforce and 50% of our white-collar employees. To evaluate the performance of all our employees equally, our Performance Management System, which we continued to implement this year, assesses our white-collar employees based on targets and competencies, while our blue-collar employees are evaluated based on targets and DEVA's corporate values. In this way, we create a fair working environment where all our employees can fully realize their potential.

At DEVA, we place great importance on education and development opportunities. We highly value the development of both our employees and university students, who are the professionals of the future. In 2023, we provided an average of 71.10 hours of training per employee to support their personal and professional development. Through our training programs, we ensure that our employees continuously update their knowledge and skills. Additionally, we continue to support talented university students who will shape the pharmaceutical industry through scholarship and internship programs.

Our greatest goal is to protect public health and develop innovative solutions through scientific methods to combat life-threatening diseases. In this regard, our experienced R&D team, DEVARGE, consisting of 416 experts, works diligently to enhance human life. We provide innovative products with a high-quality experience to ensure that everyone has access to a healthy life on a global scale. To this end, in 2023, we allocated 7% of our total revenue to R&D expenditures. We demonstrated the success of our R&D efforts by

winning the Crystal Mortar Award in all 7 categories at the 11th International Pharmaceutical Chemistry Congress and the First Prize in the R&D Category at the Productivity Project Awards.

We continue to see the fruits of our dedicated efforts in various areas. According to IQVIA data, in 2023, we successfully completed the year by ranking 3rd with a 5.2% market share in terms of units, and 6th with a 2.9% market share in terms of TL. We have continued to expand our portfolio, which includes over 650 products in 14 therapeutic areas. By increasing our number of regulatory approvals to 1,119 in 65 countries, we have strengthened our global presence.

We understand the importance of creating a sustainable world for future generations and act with this purpose in mind. By working with individuals who possess a sustainable mindset throughout all our processes—from production to distribution, from supplier selection to consumer—we aim to minimize our environmental impact and increase social awareness. As DEVA, we will continue to work tirelessly to make our world a more livable place and to spread the consciousness of sustainability to all segments of society.

We are very pleased to be able to share our Sustainability Report with you, highlighting our performance for the year 2023 and revealing the value we have created through the issues at the forefront of what we do. I would like to express my gratitude to all our stakeholders who have supported and contributed to our sustainability journey, especially in the preparation of this report.

Philipp Haas
Chairman of the Board of Directors & CEO



Philipp Haas

Chairman of the Board of Directors & CEO

About DEVA

DEVA at a Glance

DEVA began its operations in 1958 and has become one of the rooted pharmaceutical manufacturers in Türkiye. In addition to our core business of marketing and manufacturing human medicinal products and raw materials, we also manufacture veterinary medicines, cologne, medical ampoules, and dietary supplements.

Our goal is to offer a high-quality experience with innovative and differentiated products on a global scale to facilitate access to a healthier life for all, and become the first choice for our clients by creating colossal pharmaceutical brands. We strive to offer new treatments every year and continually expand our product diversity. Currently, our product portfolio includes more than 650 products across 14 therapeutic areas from oncology to cardiology, respiratory and ophthalmology. Our Çerkezköy and Kartepe manufacturing facilities have an annual capacity of 620 million units.

We are focusing on research and development to help patients access to medicines which they may need. Our competent DEVA scientists at the award-winning DEVARGE Center are developing innovative and high-addedvalue products in laboratories and in the manufacturing fields. All of our manufacturing facilities are certified compliant with European and The USA Good Manufacturing Practice requirements. Currently, we are exporting drugs and active pharmaceutical ingredient to more than 60 countries, and we have 1,119 product approvals in 65 countries, including the U.S.A., Switzerland and Germany.



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

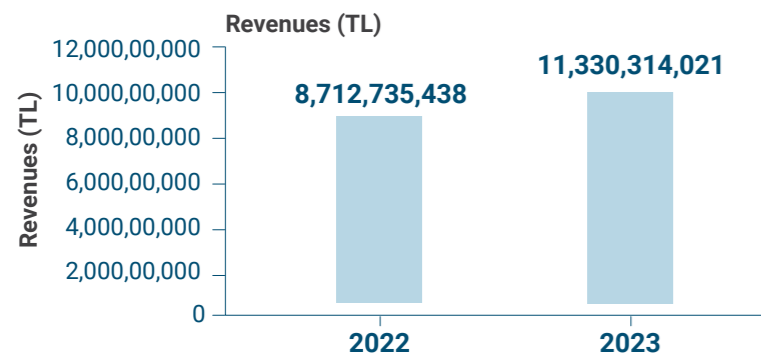
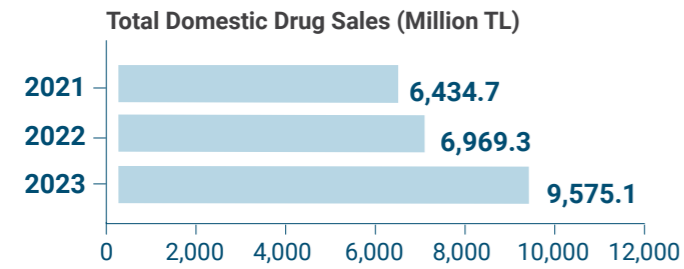
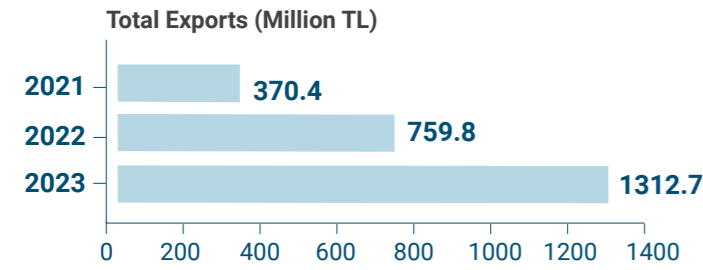
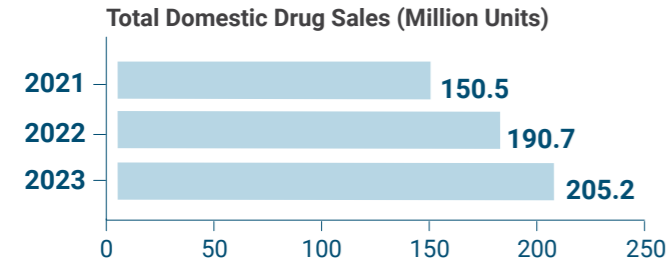
Our Principles

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
- » Entrepreneurship
- » Teamwork Environmentalism
- » Creativity



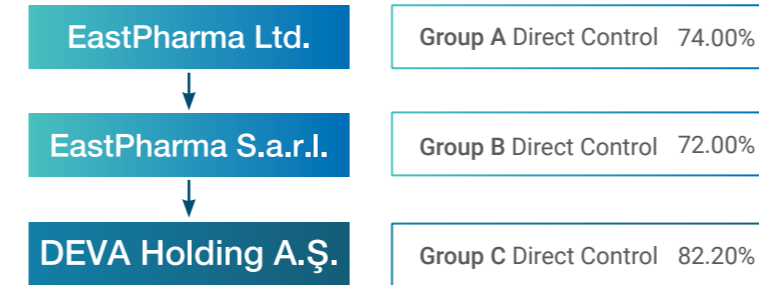
Financial Performance



(*) Due to the adoption of inflation accounting, only inflation-indexed data for 2022 and 2023 has been shared.

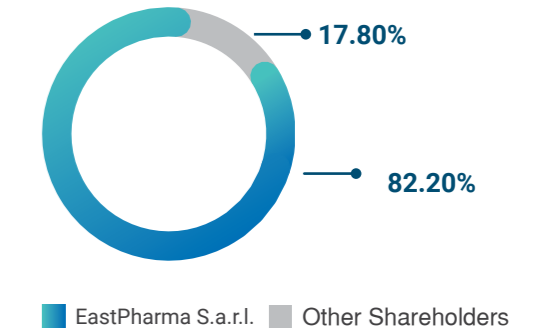
Shareholders and Subsidiaries

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 RI. 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 complete control (100% shareholding) of these companies operating abroad.

Subsidiary	Purpose	Location	Shareholding (%)
DEVATIS LTD	Established to facilitate distribution of human and veterinary medicinal products.	New Zealand and Australia	%100
DEVATIS GmbH		Germany	%100
DEVATIS AG		Switzerland	%100
DEVATIS INC.		U.S.A.	%100
DEVATIS DE MEXICO, S.DE RL. DE		Mexico	%99,999
DEVATIS PTY LTD		Australia	%100
DEVATIS CANADA INC.		Canada	%100
DEVATIS D.O.O. BEOGRADE		Serbia	%100
DEVATIS B.V. (*)		Netherlands	%100

(*) The establishment procedures were completed on February 12, 2024.



**CORPORATE
MANAGEMENT**

Corporate Management

Our activities are conducted in compliance with international and local regulations, supported by our effective corporate governance structure. We aim to add health to human life with creating shared value approach in our efforts, while focusing on augmenting our positive impact on the society by integrating sustainability into our and our stakeholders' way of working.

Code of Ethics

DEVA upholds transparency, accountability and stakeholder-focus in its management approach. We share this management approach with our shareholders through DEVA's Code of Ethics. DEVA's Code of Ethics that includes bribery, combating corruption, human rights, is comprising the whole set of rules for governing not only internal interactions but also those of the company and all employees with clients, suppliers and other owners of interest with a view to increasing the quality of service, ensuring efficient use of resources and preventing unfair competitive practices. Our Code of Ethics encompasses DEVA employees, members of the Board of Directors, suppliers, business partners, intermediaries, contractors and all third parties we work with. All parties are expected to comply with DEVA Code of Ethics. The employees are informed duly regarding the Code of Ethics. The Ethics Board is responsible to undertake every effort necessary to internalize, foster and maintain a culture of ethics, create, update, communicate and enforce a Code of Ethics, and coordinate or cooperate with specialized organizations on training programs for persons appointed associated on this topic and for employees. The Chairman of the Ethics Board is the Vice Chairman of DEVA Holding Board of Directors, and standing members are the Human Resources and Development Director and Legal Affairs Director.

[Click here to access DEVA Code of Ethics.](#)

In the event of a suspected violation of the Code of Ethics, employees who witness a conduct or practice contrary to the rules may contact the Code of Ethics Reporting Line by e-mail (deva@deva.com.tr) to report it, or to seek advice. The identity of employees or others reporting a violation will be kept confidential in line with the legal and regulatory requirements. The Ethics Board is responsible and authorized to evaluate and resolve any complaints, reports or allegations communicated through the Code of Ethics Reporting Line. The notices received are reported to the

Ethics Board on a three monthly basis. The rights of reporting persons are protected. Any employees or executives who endorse, encourage or omit proper reporting despite becoming aware of, overlook or allow conduct in violation of the Code of Ethics are subjected to disciplinary action.



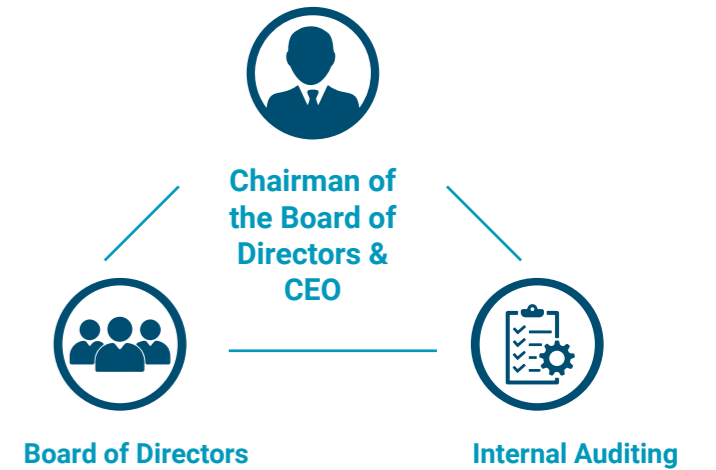
Corporate Management

Internal Audits and Risk Management

We perform internal auditing to ensure our operations are aligned with our code of ethics, and transparency, accountability and regulatory requirements. The main objective of all operations led by our Internal Auditing Department is to improve our corporate management processes, and evaluate, develop and enhance our control processes to facilitate our compliance with these requirements. With these purposes, our Internal Auditing Department operates in line with the Institute of Internal Auditors (IIA) standards and code of ethics, and verify compliance of our company's processes with our articles of association and written policies and procedures. These audits enable efficient and effective controls and timely implementation of corrective and curative actions.

A risk-based inspection plan, developed jointly by the Auditing Committee and Internal Auditing Department, is used to analyze processes to identify areas of improvement or risk, launch detailed investigations for identifying appropriate measures in the event of any irregularities, and develop proposals of precautions to eliminate potential future irregularities. The Internal Auditing Department investigates reports and complaints received by the company through various channels, reports to the Auditing Committee on the outcome of their investigations, and follows up on the planning and consummation of actions to address report findings.

Throughout year 2023, a number of audits were conducted by DEVA Auditing Committee, led by the Internal Auditing Department, and the findings were reported to the Auditing Committee every three months. Control audits were also conducted for issues that were reported to the Board of Directors and for which actions were agreed upon.



At DEVA, both financial and non-financial risks are managed together, in line with international standards.

As part of Corporate Risk Management, the Committee for Early Detection of Risks coordinates and assumes responsibility for risk management activities, following up on the process and ensuring compliance with policies. The main role of the Committee for Early Detection of Risks is to ensure early detection of risks that may threaten the existence, growth or continuity of the company, and pursue the implementation of the necessary actions for addressing and managing risks. The actions taken are summarized in two-monthly reports. DEVA places great emphasis on ensuring embracement of the risk management approach throughout the company, and accordingly all executives are working to foster this risk management approach in the company.

Corporate Management

Sustainability Approach and Management

Our company believes that sustainability is a concept that all of us in the world must uphold. Our top aspiration is to ensure sustainability when manufacturing products that help improve the health of our societies. We are striving to align our actions with a sense of responsibility for the environment and people to help build a healthier society. With a shared value creation approach, issues such as human rights, occupational health and safety, energy efficiency, and waste management are meticulously managed, particularly within our own operations.

At DEVA, Sustainability Subcommittee of the Corporate Management Committee is responsible for conducting the sustainability effort. Among the duties of the Committee are to present the policies, procedures and studies developed by the Corporate Management Committee and, through the Corporate Management Committee, to the Board of Directors, by following the developments in Türkiye and around the world regarding sustainability. The committee is also responsible to offer its views and recommendations regarding the foregoing efforts, review its effectiveness and sustainability policies and procedures at least twice a year to ensure rapid, effective and robust internalization of sustainability mindset throughout the company, and prepare an annual sustainability business plan to guide its efforts.

The Sustainability Subcommittee operates under the "Operating Principles and Procedures of the Sustainability Subcommittee," which has been developed with a management mindset that has been shaped by DEVA Sustainability Policy. The committee is headed by Vice Chairman of the Board of Directors. Deputy General Manager Türkiye and International Markets serves as the committee vice-chair. Standing members of the committee include executives of Strategic Planning and Corporate Communications, Marketing Communication, Treasury and Investor Relations, Human Resources and Development, Legal, Finance, Work Health, Safety and Environment, Manufacturing, Quality Operations, R&D International Technical Regulatory, Purchasing, Planning and Logistics, International Markets, Business Development,

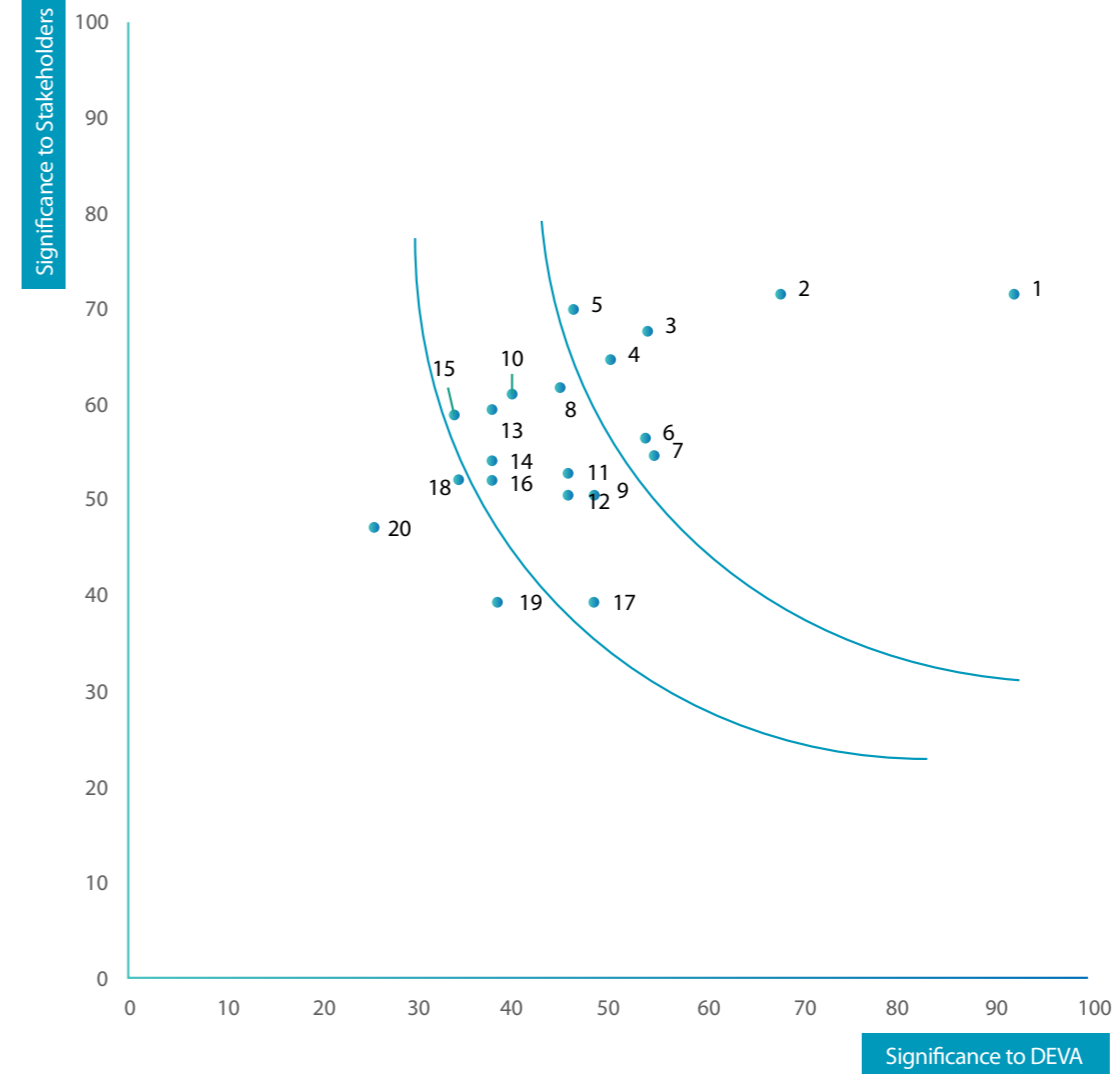
Biotechnology, Engineering Projects Coordination. The executive of Strategic Planning and Corporate Communications also serves as the committee secretary. The committee convenes at least twice a year.

Our Priorities

At DEVA, we collaborate with our stakeholders to create value. We prioritize sustainability issues to identify areas of focus and we scale the value thus created. In 2023, we completed a prioritization effort in collaboration with our stakeholders. We used external trend analyses to review the international sustainability trends in the industry and globally, and formed a long list of 22 areas. To determine significance of these areas, we consulted internal stakeholders through stakeholder analysis. While determining the significance of each issue to DEVA, we engaged with teams responsible for coordination efforts related to sustainability and evaluated the items that shape the company's business strategy.



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 Carbon
- 6 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
- 20 Community Investment Programs

Corporate Management

Based on these analyses and studies, we have identified very high priority, high priority and medium priority areas of relevance to sustainability.

These areas are as follows:

Priority Class	Priority Area	Description
Very High Priority	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	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 Priority	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.

Corporate Management

Priority Class	Priority Area	Description
High Priority	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.
	Equal Opportunity, 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 Priority	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

We periodically communicate with stakeholders to obtain their views. We value communication with stakeholders to build long-term and sustainable relationships with them, aligned with their needs, expectations and priorities. We leverage various channels to ensure effective communication with various stakeholder groups

Stakeholder Group	Communication Means	Frequency
Employees	E-mail, telephone, SMS	Daily
Clients (wholesalers, doctors, pharmacists)	Client visits, telephone, e-mail, digital platforms	Daily
Investors and Shareholders	Annual reports, investor meetings, conversations	Once a quarter, upon request.
Suppliers	Supplier visits, telephone, e-mail, sustainability reports	Weekly
Public Agencies and Regulatory Agencies	Written communications	As required by applicable regulations.
Subsidiaries and Affiliates	E-mail, written communications, board of directors and general assembly meetings, conversations	Once a quarter
Rating and Appraisal Organizations	Meetings, e-mail, telephone	Annually

SUSTAINABLE AND INCLUSIVE GROWTH



Sustainable and Inclusive Growth

DEVA is a rooted, local pharmaceutical manufacturer in Türkiye with three manufacturing sites, one logistics center and one R&D center. We are working to reinforce our position and respond to public health needs, today and in the future.

R&D and digitalization are our major tools. R&D provides a major leverage in the pharmaceutical industry for obtaining a competitive benefit, develop innovative products built on innovations and improve access to medicines.

We uphold public health as a key component of the society's welfare, and we are advancing our efforts for developing generic drugs to facilitate access to care for all on a daily basis. In this premise, our goal is to leverage R&D and innovation to achieve sustainable and inclusive growth.

R&D and Innovation

We prioritize R&D and innovation to advance our mission to provide a *high-quality experience* with innovative products on a global scale to facilitate access to a healthier life for all.

Our R&D and innovation mindset supports our vision to *be the first choice in areas where we compete by generating colossal pharmaceutical brands* and adds value, building on our vision.



Sustainable and Inclusive Growth

DEVARGE

All R&D and innovation operations are conducted by DEVARGE, DEVA's R&D organization, with a strong R&D staff of 416 specialists with expertise in their respective fields and manufacturing areas and laboratories equipped with state-of-the-art technology and devices. DEVARGE consists of the following departments: Pharmaceutical Development, Analytical Development, Manufacturing Excellence, API Development, Veterinary Product Development, CDT Documentation, Patents, Biotechnology, Bioequivalence, and Analytical Support. Research and development activities are carried out in pre-formulation and pilot production areas, synthesis and upscaling laboratories, stability cabins, analytical development laboratories and biotechnology laboratories.

Our main objective is to become Türkiye's largest generic drug manufacturer and develop high-added-value products that can be exported to international markets. And to achieve this objective, we have developed a strategic R&D approach and identified core areas for our R&D efforts to focus on, including:

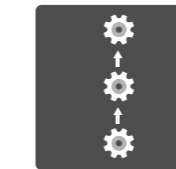
- Conducting R&D operations in a manner that meets the expectations of relevant authorities and in line with all applicable legal and ethical requirements.
- Demonstrating that the product's safety, efficacy and quality remain unchanged throughout its shelf-life.
- Developing actions to boost efficiencies and integrating new technologies in our manufacturing operations for sustainable growth.

We are carrying out studies on ensuring that product quality meets the current standards, developing new formulations and dosage forms of drug products that do not cause a patent infringement and finding different ways of synthesis or new polymorphs that do not infringe on patents.

Our long-term goals include:



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.



As of 2023, the budget allocated for R&D constitutes 7% of the revenue. In 2023, DEVA was honored with the Crystal Mortar Awards in all 7 categories at the 11th International Pharmaceutical Chemistry Congress organized by the Turkish Chemists Society. Additionally, DEVA was awarded the First Prize in the R&D Category at the Efficiency Project Awards organized by the General Directorate of Strategic Research and Productivity of the Ministry of Industry and Technology of the Republic of Turkey.

Sustainable and Inclusive Growth

Digitalization

Digitalization is a key instrument serving as a leverage for all operations, in particular R&D. Documents such as unit formula, manufacturing methodology, product management, analytical methods and specifications for the products developed by R&D must be shared with relevant internal stakeholders, particularly Quality Control, Quality Assurance and Manufacturing. To ensure streamlining this paper-based process and allow its conduct in a more controlled and reliable environment, the process has been integrated into a software application system that makes it possible to sign and share documents electronically with the parties concerned, enabling a faster and more seamless flow while ensuring the security of data.

To support manufacturing efficiency, automatic collection of data from the manufacturing line, instant monitoring of products being worked on in the manufacturing lines, time in manufacture, faults, pauses and rate tracking are performed electronically. Each unit of drug box is tracked and traced on a digital system, from production through delivery to the end user.

Responsible Supply Chain

At DEVA, we offer products that improve public health with our suppliers. All purchases and manufacturing operations, from procurement of raw materials through delivery of products to customers, are conducted in a completely safe and compliant manner. We exist in a massive ecosystem with more than 1,000 domestic and foreign suppliers.. 75% of our suppliers are domestic companies, and 50% of our purchases are made from local suppliers.

Respect for human dignity, and a responsible approach to business and the environment is fostered across the supply chain. We monitor social, environmental and economic performance of our value chain

stakeholders, and develop projects and practices to improve them, where necessary. We aim for internalization of a sustainability mindset across all stages of the value chain, from supply through logistics, and create value by enhancing R&D efforts and use of innovative technologies.

We regularly audit our toll manufacturers and suppliers of raw materials, quality critical excipients and packaging materials that impact on our quality system. Audits are conducted through the GMP Compliance team, quality consultants, or firms providing audit services. The frequency of audits is determined based on the critical nature of the material in question. We proceed with purchasing if the quality systems of the supplier is considered acceptable. Approved suppliers undergo annual performance evaluations.

Intellectual Property Rights

Protecting intellectual and industrial property rights is key to securing the sustainability of our company and reliability of our products. Our legal team leads the required actions and procedures for protecting our intellectual property rights, especially licenses and patents, in the regulated industry of pharmaceuticals.

DEVA has over 800 brands registered with Turkish Patent and Trademark Office. We undertake regular follow up and controls to maintain continuity of brand registrations. We manage the brand registration process to cover all products in the domestic market while foreign registrations cover some of our products. We manage our interests meticulously, ensuring any loss of rights are prevented under trade agreements, without disrupting our operations or damaging DEVA's intellectual property rights.

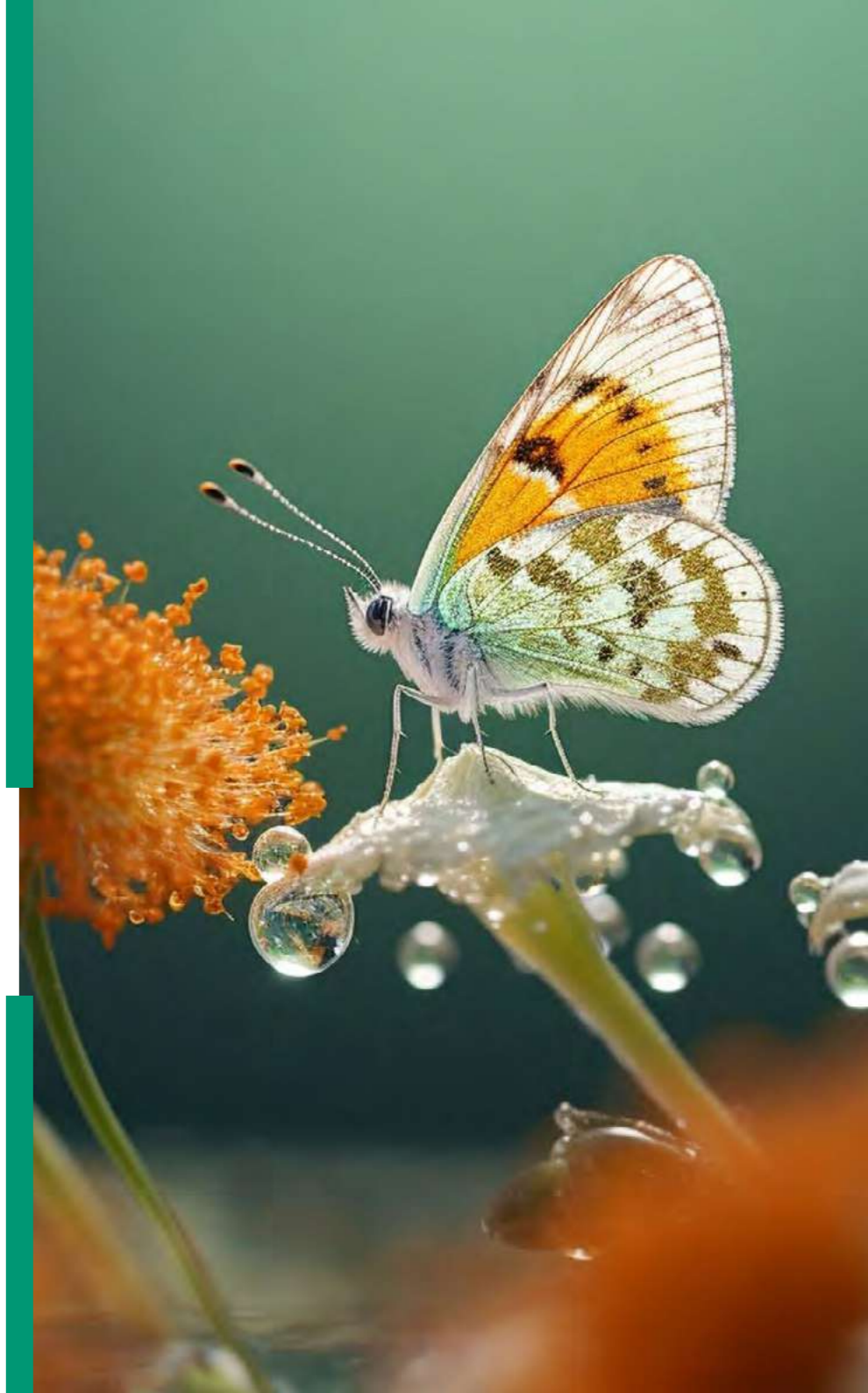
DEVA respects third parties' intellectual property rights and makes an utmost effort to avoid infringing of intellectual property rights as a generic manufacturer of pharmaceuticals.

Sustainable and Inclusive Growth

Data Security and Confidentiality

In a world of rapid digitalization, the business processes are also going digital accordingly. It becomes important to ensure secure storage of data to protect data and prevent data theft by cyber-attacks. Companies are taking various measures to address these risks to boost the security of their platforms. Additionally, all projects carried out in our company are also protected by concluding confidentiality agreements.

At DEVA, personal and corporate data are processed in line with local regulatory requirements. Our activities are conducted in a fully compliant manner and in accordance with our ISO 27001 Information Security Management System. We share information on the collection method and purpose of the data transparently with the data owner; we identify cyber risks and invest in cyber security.



INNOVATIVE PRODUCTS



Innovative Products

Product Safety and Quality

We address public health needs with more than 650 products across 14 therapy areas in our portfolio. Our innovative products play a key role in advancing our strategic objectives while enhancing access to safe and effective medicines for the general public.

At DEVA, we always manage product safety and quality in line with national and international standards and regulations. Our productions are carried out with the assurance of our Quality Management System at our Çerkezköy-1, Çerkezköy-2, and Kartepe facilities.

Ethical Marketing

While the pharmaceutical industry is heavily regulated, there are still significant risks related with marketing. It is important to establish and implement a set of principles to guide marketing efforts to avoid harming stakeholders' confidence in us and maintain our image as an ethical brand. Transparency is the main pillar of our responsible marketing approach, and educating and training sales and marketing associates on ethics is key.

At DEVA, all marketing activities are conducted in conformance to the promotion regulation of the Ministry of Health. All transfers of value to healthcare professionals are regularly reported to the Ministry of Health. Also, training provided in regular intervals educate marketing and sales teams on the promotion guidelines.

Access to Medicines

After patent expiration of original medicinal products, it is allowed to manufacture and market their equivalents. Manufacturing cost-effective generic drugs, which forms the backbone of our business model, facilitates access to affordable medicines for the society. At DEVA, our strong R&D capabilities arm us with the competency to develop products across various classes, and we are using this competency as a catalyzer to meet public health needs, facilitate access to medicines for the society, augmenting welfare, and achieve sustainable growth. We are creating value for the society with the power of R&D and innovation.



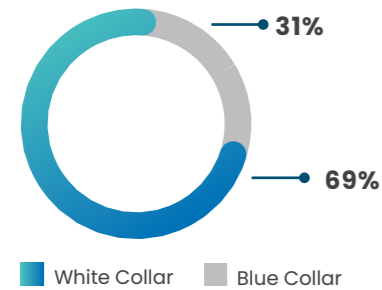
PROFESSIONAL LIFE



Professional Life

At DEVA, our goal is to become the brand of choice in the sector with our portfolio of products. And we are aware that our employees are our greatest asset in achieving this goal. In line with our people oriented approach, we are enabling our current employees to enhance their competencies while we are focusing on attracting new talent to DEVA. As of 2023, our staff has grown to 2,871 employees.

Employees by Category(%)



Talent Management

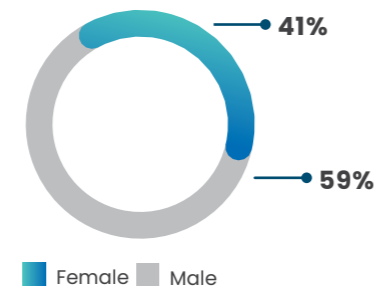
Our human resources processes are designed to support continuous development of current employees while acquiring new talents to boost our competitive edge.

As part of the Career Management System Project, the DEVA Career Management System has been restructured using a potential-performance approach. The determination of employees' potentials and the preparation of these potentials for future roles were assessed through workshops evaluating the impact of current changes in job and social life on DEVA's work culture, leading to a revision of the "Our Values and DEVA Competency Matrix". In this context, our new Values have been established as: "We can do it together, We build relationships based on trust, We are people oriented, We act responsibly, We are innovative".

The DEVA Competency Matrix has been reviewed and streamlined, consolidating competencies under two main categories: core competencies

It is among our top responsibilities to provide our employees with a fair, equalitarian and safe working environment. We apply a zero-tolerance policy against any type of discrimination, and believe that diversity enriches our corporate culture. We strive to strike a balance of genders among employees. 69% of the employees are white-collar, while 31% are blue-collar workers. 41% of all employees and 50% of white-collar

Employees by Gender(%)

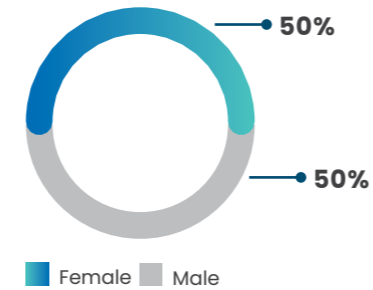


and managerial competencies. Our Values and the DEVA Competency Matrix have been integrated into training and development, recruitment and placement, and promotion processes. Within the Performance Management System, all employees are included in goal and competency-based evaluation processes. The goal assessment process involves evaluating the performance of all employees based on the set goals. In the competency assessment process, white-collar employees are evaluated based on the identified competencies, while blue-collar employees are evaluated based on DEVA's corporate values.

The DEVA Performance Management System is integrated with training and development, recruitment and placement, and promotion processes. In 2023, 82% of employees were subject to evaluation. Retaining existing talent within our company is a priority. In this regard, internal candidates are given priority for newly opened positions, and various career opportunities are offered to employees. In 2023, 88% of open positions were filled with internal candidates.

employees are women. The aim is to ensure equal conditions for women in the workplace and to support them in achieving a work-life balance. This year, 79% of the female employees who took maternity leave chose to return to their jobs.

White Collar Employees by Gender(%)



We maintain a system to enable appointment of employees to suitable positions based on Assessment Center practices and Promotion Committee assessments. As part of the Assessment System practices, upon an internal advertisement or proposal by their supervisor, an employee's competencies are assessed against the competencies required for an upper role, to evaluate whether the employee in question is ready for promotion. The Promotion Committee consists of senior management and Human Resources and Development representatives. All promotion decisions are evaluated and taken by this Committee based on the promotion criteria.

To encourage and ensure the continuity of individual performance among field employees, the Successful Product Promotion Representative and Successful Regional Managers Segmentation project has continued to be implemented. These projects aim to strengthen the field talent pool.

Professional Life

Training

At DEVA, we recognize the importance of supporting employees' personal and professional development in adopting to evolving conditions of business processes and achieving the organization's strategic goals. The output of the performance and competency assessment process guide the provision of training to employees in identified areas of development. Employees are given an opportunity to join internal or external (domestic or abroad) training programs.

In training and development, a variety of learning alternatives has been provided, including in-person classes, virtual classrooms, videos, e-exams, e-learning, mobile learning, webinars, and on-the-job training.

In 2023, an average of 71.10 hours of training was provided per employee.

The use of the Devakademi training portal has facilitated the tracking of training activities in a centralized location and continues to employ up-to-date technological solutions to enhance the learning experience.

The Development Planning System (GPS), which allows for individual planning of development processes and the design of employees' development journeys, has been supported with solutions tailored to needs and continues to be implemented.

Over 7,000 online and interactive training options in categories such as Excellence in Business, Personal Awareness, Personal Excellence, New World Skills, and Managerial Excellence have been integrated into the Devakademi platform and continue to be utilized, with diversity continuously increasing.

The Situational Leadership training program, which is the common language of DEVA's management culture, has continued with the participation of new managers. Basic management skill training programs have also been implemented for first-level managers.

Training programs on social styles, communication, and relationship management have been organized to enhance the sense of belonging and team spirit among employees in all positions.

The foreign language training project, which supports employees' individual development, has continued with various learning methods offered based on participant preferences.

Participation in various domestic and international conferences, webinars, and seminars has been ensured to keep track of sectoral and professional development; technical job and role-specific professional trainings have been completed.

Various training activities related to new marketing strategies have been planned and executed.

Training sessions have been provided to make digitalization processes feasible and sustainable, supported by informative articles.

Participation in the Executive Development Program (Turquality) and support for Executive Coaching have been provided.

Training programs designed to support the new needs of promotion teams have been developed.

A coaching approach has been adopted and continued in the implementation of all designed training programs.

Professional Life

Attracting New Talent

At DEVA, we have internship programs to support development of college students. In particular, we consider college students as potential talent who may become a part of our team. We have in place internship quota programs with leading universities of Türkiye. We provide internship opportunities in various departments within DEVA to college students during the summer term.

To increase awareness of our brand as an employer, we get together with students in pharmacy, chemistry and chemical engineering programs in universities during career days.

Pharmaceutical Industry 360 Degrees Training Program:

As part of our collaboration with Istanbul University Faculty of Pharmacy, we have joined the Pharmaceutical Industry 360 Degrees Training Program this year as well. The program aims to help pharmacy students develop their competencies to meet the needs of the pharmaceutical industry and embark on a career in pharmaceuticals after graduation. Senior students who attended the program joined online sessions with DEVA R&D executives, took part in scientific projects and gained working experience in the pharmaceutical industry.

Long-Term Internship Program:

Within the scope of this program, giving the opportunities to take up face-to-face and online internship in our various departments to senior students from Istanbul University Faculty of Pharmacy and other pharmacy colleges continued.

PhD Scholarship:

We continued to employing as doctoral scholars as part of our R&D management framework doctoral students from molecular biology and genetics, pharmacy, chemistry, bioengineering, chemical engineering, biology and genetics and bioengineering programs offered by universities that are involved in TÜBİTAK 2244 Industrial Doctoral Program.



Professional Life

Employee Engagement and Satisfaction

We recognize the importance of fostering a work environment where employees feel valued and satisfied. We undertake various programs to boost employee engagement.

- Various events such as celebrations, holidays, and happy hours have continued to be organized to enhance employee motivation.
- With the completion of the Orientation Process Development and Buddy System Project, the Buddy application has been implemented. This has allowed for the enhancement of DEVA employees' orientation experiences from an employee experience perspective and established an effective mechanism for the onboarding and acclimatization process. It has been integrated with the Digital Onboarding process.
- We continued to support creativity of employees, assessing new ideas and projects and rewarding eligible ones. Employees fill out the project and idea proposal form, deliver it to their supervisor, and submissions that

Work Health and Safety

We consider providing and maintaining a healthy and safe working environment to our employees as a fundamental responsibility and goal. We are guided by our zero accident policy to implement practices beyond the regulatory requirements to continuously improve our work health and safety performance. We conduct all our activities in line with our ISO 45001 Work Health and Safety Management System standards. The Health, Safety and Environment Manager, reporting directly to the CEO, is the most senior executive responsible for WHS affairs.

The WHS Board is responsible to implement, follow up on and improve the conditions of WHS rules across our organization. The Board has undertaken an initiative to identify unsafe behaviors within the company to prevent work accidents. The initiative involved establishing a behavior-centered safety management system to monitor unsafe behavior in the field. Also, all executives were required to undergo behavior-centered safety management system training.

are eligible, based on supervisor pre-evaluation, are forwarded to Human Resources and Development. The ideas and projects collected as such are reviewed by the Assessment Committee, comprising representatives from senior management, Human Resources and Development, Legal and Manufacturing, and those selected are rewarded.

- At DEVA, we value and listen to employees' views. Our Refer-Win initiative allow employees nominate potential candidates to vacant positions. This allows employee input in the recruitment process, and the referring employee is rewarded if their proposed candidate is hired.
- Children of DEVA employees, who are studying in medical, pharmacy, chemistry, chemical engineering, biology, chemical and biological engineering, molecular biology and genetics, bioengineering, genetics and bioengineering, biochemistry, biotechnology, dentistry and veterinary medicine programs are offered scholarships.

Safety walks were organized in the production sites as managers and the Occupational Health, Safety and Environment department. With this practice, positive contributions were made to the improve safety culture by increasing the awareness of our employees on occupational health and safety. As a result of the initiative, the number of work accidents caused by unsafe behaviors of individuals tends to reduce. By occupational health and safety events, safety culture perceptions of our employees are continued to be keep alive.

At DEVA, the enhancement of WHS culture and awareness among all employees and subcontractors is prioritized, and regular WHS training is provided. In year 2023, a total of 21,318 hours of WHS training was delivered to our employees, exceeding our targets.

ENVIRONMENT RESPONSIBILITY



Environment Responsibility

Assessing and Managing Environmental Impact

Today, when risks associated with the environment and climate change is on the top of the list of global risks¹, managing those risks and minimizing environmental impact has become a pressing necessity. Corporations, public institutions and individuals are all expected to play their role in combating climate change and environmental problems by filling their respective responsibilities. It is essential to address the existing problems using a holistic approach, involving in particular energy, water and waste management.

As a leading and long-established company in the Turkish pharmaceutical industry, we conduct our operations with a responsible environmental management mindset. In this premise, we measure, analyze and strive to reduce the environmental impact of our every business process.

Our activities are conducted in accordance with international standards and legal regulations. Our operations are carried out in all production facilities and at the headquarters office within the framework of the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards, ensuring sustainability.

At DEVA, the conduct of our operations also align with the expectations of our stakeholders, in addition to regulatory and other local requirements governing environmental and WHS issues. We assess the environmental impact of our operations and employ appropriate technologies to minimize environmental risks. We organize educational activities to raise employee and stakeholder awareness of environmental and WHS issues and build a sense of individual responsibility. We focus on reducing waste at source and recycling for reuse, and working to increase awareness and knowledge of our stakeholders toward that end.

We focus on energy, water and waste issues to advance our sustainable growth and development aspirations. We continue fighting the climate crisis through our energy efficiency and saving initiatives, and measure and manage our greenhouse gas emissions.

We also strive to preserve and ensure efficient use of diminishing natural resources through our waste and water management actions.

We prepare impact assessment reports to effectively manage environmental risks. As part of the procedure for building environmental impact assessment and environmental management programs, we define environmental risks, environmental aspects and environmental impact on our environmental aspects list and assign appropriate actions. The reports are prepared by the WHS and environment team. The reports are reviewed at least once a year and revised where necessary. We pursue our operations with a zero environmental accident target. In 2023, no environmental incidents occurred at our facilities or corporate headquarters.

We closely monitor our environmental impact through environmental field observations, chemical spill response drills, and environmental accident and incident reporting, and set our targets accordingly. On an annual basis, we review our year end performance and expectations to define new targets for performance improvement. Environmental field observations are performed and reported on by employees of relevant departments. We establish and closely follow up on action plans to correct any identified nonconformities. Chemical spill response drills are performed by staff of departments responsible for areas such as transient waste storage area, laboratories and raw material warehouse. These drills are conducted at least twice a year.

Besides the drills, we pursue our ongoing projects for focusing on efficiency of resource use, and minimizing our impact on the environment. In this premise, the waste steam recovery project, use of led illumination systems, and reducing consumption of resources using a software application in WHS and environmental practices.

Click [here](#) for more information on our approach to sustainability.

Click [here](#) for our WHS and Environment Policy.



Environment Responsibility

Greenhouse Gas Monitoring and Corporate Carbon Footprint Efforts

Reducing and ultimately completely eliminating greenhouse gas emissions, the main cause of climate change, ranks at the top of the list of the to-do list for countering this problem. Companies and countries have committed under the Paris Agreement to reduce their emissions to net zero with a goal of limiting temperature increase to 1.5°C by 2050.

Our main focus areas are protecting the environment in order to ensure sustainable development, not harming the ecological balance, contributing to the reduction of the carbon footprint and the amount of emissions that are primarily responsible for global warming, and raising awareness in the society by promoting the effective use of natural resources. Our Energy Management System, established in 2023, supports energy efficiency.

At DEVA, environmental sustainability is promoted through social responsibility activities, including environmental day events. During World Environment Day celebrations, tree planting activities and seedling distribution are carried out with our employees to contribute to the protection of nature. Additionally, the use of software systems in WHS and environmental practices has facilitated the reduction of paper usage at the source and prevented deforestation.

Energy Management

A large majority of greenhouse gas emissions fueling climate change originate from energy use. According to a European Union (EU) study, more than 80% of emissions in the EU is caused by generation, distribution and consumption of energy². Accordingly, responsible and effective energy management stands out as a crucial consideration. It becomes all the more important to derive energy in the most efficient manner from clean sources.

DEVA contributes to the anti-climate change efforts, and focuses on initiatives that enhance energy efficiency and saving. Efficient use of energy not only helps reduce the environmental impact, but also helps reduce costs and provide financial savings.

In 2023, efforts to enhance energy efficiency at our facilities continued. Energy management teams were established at all facilities, and energy management processes were reviewed through quarterly meetings. Activities undertaken

Additionally, at DEVA, over the past 7 years, 7,943,246 kg of recyclable waste has been separated at the source, contributing to the conservation of natural resources. Similarly, paper recycling efforts have prevented the cutting down of 306,806 trees.

At DEVA, we closely monitor greenhouse gas emissions resulting from business processes, report corporate carbon footprints, and work to reduce our carbon emissions. In addition to carbon emission measurements, we also measure other emissions, such as NOx and SOx, to manage and reduce their impacts on climate change. Besides, the HEPA filters we use in our ventilation systems reduce emissions by approximately 99%.



“At DEVA we have ensured natural resource conservation by separating 7,943,246 kg of recyclable waste at its source in the last 7 years.”



“We prevented the cutting of 306,806 trees through paper recycling.”

included the use of frequency inverters in equipment used by technical units, the addition of filters and active carbon systems at water storage tank inlets, the repair of leaks in hot water steam and air lines, improvements in boiler efficiency, revisions of energy lines to prevent losses and leaks, and monitoring energy usage to ensure it meets necessary levels.

In our operational areas, transitioning to LED fixtures has achieved approximately 15-fold savings in electricity consumption for lighting purposes. Within the framework of our Energy Management System, the focus is on ensuring energy-efficient equipment in production areas and implementing revisions to provide additional energy savings, thereby continuing to contribute to the fight against climate change.

²European Energy Agency, Energy-Related Greenhouse Gas Emissions



Environment Responsibility

Water and Wastewater Management

A crucial environmental problem, no less worrying than climate change, is the depletion of natural resources. Water stress is emerging as a threat, which has already become tangible and is expected to grow further in severity in the future alongside climate change. It is essential to protect diminishing water sources through water and wastewater management, while focusing on recovery of the generated wastewater. We must leverage technology and innovation to tackle this problem.

In this regard, filters and active carbon systems have been added to the inlets of water storage tanks to reduce energy losses and water consumption. Reverse osmosis systems have also been implemented in various areas. As a result, over 700 m³ of water savings have been achieved.

Waste Management and Zero Waste

Plastics, very durable and hard to disintegrate in nature but widely used because they are easy to shape (particularly single-use ones), are a major cause of waste pollution. To address this problem, it is necessary to integrate circular economic models in business strategies, reduce waste at source, and recycle and reuse generated waste.

At DEVA, we operate on the principle of zero waste to reduce waste pollution which carries serious implications for people and the environment. We strive to minimize waste generation in our operations. Nonhazardous waste in all facilities are recycled through third party providers who have environmental licenses and permits. Head Office and Kartepe Facility have zero waste certificates. Since Çerkezköy Facilities is located in an organized industrial zone, it is under the control of an organized industrial zone. There are zero waste stations in our Head Office and all our production sites. We are taking steps to encourage our stakeholders to adopt a similar mindset in their waste management processes. We hold educational events to augment the sense of responsibility of individuals. At every site, all employees and subcontractor employees are given zero waste training. In 2023, a total of 3,478 hours waste management training, on average of 1.34 hour per person, was provided.

Efforts are made to minimize the amount of waste generated from our operations. In the development studies carried out in our R&D center, the use of solvent-containing products and processes is avoided and the

Also, a reverse osmosis unit has been installed before the deionizer unit at the pretreatment section of our water systems, which helped prevent waste of water and chemical agents during regeneration and prolonged the service life of deionizer resin.

Additionally, under the waste steam recovery assessment project, water consumption has been minimized. The use of sensor-activated and aerator faucets in sinks has been prioritized to reduce water consumption in the context of natural resource conservation. Periodic inspections in various areas also help prevent water leaks. These measures collectively enable the monitoring of our water footprint and ensure sustainability.

generation of solvent waste is reduced, taking into account the protection of the environment. Zero waste certificate was received for the Head Office and Kartepe Facility in the year 2021 and zero waste management practices are provided in all sites. Over the past 7 years, the disposal of 6,395,238 kg of hazardous waste generated during production has contributed to the production of approximately 2,555 MW of electricity. Additionally, recyclable waste is separated at the source and incorporated into the recycling system, thus preventing additional energy consumption. The recovery of vegetable oil from 2023 activities has proactively prevented the contamination of 820 million liters of water. Furthermore, the recycling of waste has prevented the generation of approximately 340,000 kg of greenhouse gases at the source. The establishment of the Energy Management System has also led to the completion of the ISO 50001 certification process, contributing to global climate change mitigation and focusing on initiatives that enhance energy efficiency.

“We proactively prevented the pollution of 820 million liters of water through the recovery of waste vegetable oil resulting from our operations in 2023.”



“With the recycling of our waste, we have prevented the formation of approximately 340,000 kg of greenhouse gas at its source.”



APPENDICES

Corporate Membership
Performance Tables

Social Performance Indicators

Environmental Performance Indicators

GRI Table



Corporate Membership



Performance Tables

Social Performance Indicators

Employees by Category	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Total number of employees	1,025	1,661	1,131	1,764	1,164	1,707
Number of white collar workers	920	974	998	1,019	1,000	993
Number of blue collar workers	105	687	133	745	164	714

Employees by Employment Status	2021		2022		2023	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of employees by employment status	2,686	0	2,895	0	2,871	0
Number of white collar workers	1,894	0	2,017	0	1,993	0
Number of blue collar workers	792	0	878	0	878	0

Employees by Age	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Under 30 yoa	395	325	409	333	410	313
Between 30 and 50 yoa (inclusive)	611	1,243	698	1,315	725	1,272
Over 50 yoa	19	93	24	116	29	122

Performance Tables

Social Performance Indicators						
New Hires	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Number of new hires during the year by year	297	436	335	542	300	483
Under 30 yoa	193	218	191	265	183	241
Between 30 and 50 yoa (inclusive)	104	217	143	275	115	239
Over 50 yoa	0	1	1	2	2	3

Subcontractor Employees	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Number of subcontractor employees by sex	71	167	85	180	99	184

Subcontractor Employees	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
	Number of subcontractor employees by employment status	238	0	264	5	283

Working Durations by Year	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Number of employees employed 0 to 5 years	661	856	699	929	722	799
Number of employees employed 5 to 10 years	144	472	252	341	246	398
Number of employees employed over 10 years	220	333	180	494	196	510

Performance Tables

Social Performance Indicators						
Maternal/Parental Leave	2021		2022		2023	
	Female	Male	Female	Male	Female	Male
Number of employees who used maternal/parental leave	46	79	33	78	39	49
Number of employees who returned to work after maternal/parental leave	45	79	27	78	31	49

Training Hours (excluding WHS training)			
	2021	2022	2023
Total hours of training	259,326	245,751	206,901
Training hours per employee	99.7	84.89	71.10

Subcontractor Training			
	2021	2022	2023
Training hours per subcontractor	18.16	17	20

Performance Tables

WHS Performance*			
Frequency Rate of Work Accidents			
Site	2021	2022	2023
Çerkezköy 1	0.89	0.72	0.89
Çerkezköy 2	0.33	0.55	1.05
Kartepe	0.9	0.71	1.04
Head Office	0.28	0	0

*Calculated based on European Statics On Accidents At Work - ESAW.

WHS Performance*			
WHS Training			
	2021	2022	2023
Total WHS training hours	14,803	24,285	21,318
WHS training hours per employee	6.32	9.53	8.15
Total hours of WHS training provided to subcontractors	1,410	3,373	U-Y.

WHS Performance*			
Weight Rate of Work Accidents			
Site	2021	2022	2023
Çerkezköy 1	0.03	0.05	0.04
Çerkezköy 2	0.02	0.03	0.07
Kartepe	0.04	0.02	0.05
Head Office	0.03	0	0

*Calculated based on European Statics On Accidents At Work - ESAW.

Performance Tables

Environmental Performance Indicators			
	2021	2022	2023
Total Electricity Consumption (MWh)	70,295.88	74,694.242	91,242.92
Total Natural Gas Consumption (m ³)	7,636,216.00	8,811,942.00	11,268,065.00

Greenhouse Gas Emissions (tons CO2e)*			
	2021	2022	2023
Scope 1	22,852.17	34,759.33	22,601.71
Scope 2	33,315.62	36,237.92	34,829.03
Scope 3	1,639.09	1,480.24	1,985.03
Total	57,806.9	72,477.49	59,415.77

*Scope 1, Scope 2 and Scope 3 emissions were calculated based on the operational control principle, under the Greenhouse Gases Protocol: Accounting and Reporting Standard, in accordance with ISO 14064-1. CO2 equivalent coefficients of CO2, CH4, N2O, HFCs (SF6 and coolant gas) were used in the calculations. The Global Warming Potential (GWP) coefficients were calculated by multiplying the composite ton CO2-e values with appropriate coefficients, using United Kingdom DEFRA 2021 Emission Factors and the Intergovernmental Panel on Climate Change (IPCC) 5th Assessment Report, Greenhouse Gas Protocol (<https://www.gov.uk/government/publications/greenhouse-gasreportingconversion-factors-2021>).

Waste (kg)			
	2021	2022	2023
Total hazardous waste	1,055,260	1,415,972	1,290,437
Hazardous waste recycled	202,098	391,103	309,067
Hazardous waste recycled as energy	853,162	1,024,869	981,370
Nonhazardous waste recycled	1,205,327	1,175,418	1,515,919

Environmental Performance Indicators

Water Consumption (m³)

	2021	2022	2023
Total Water Consumption	495,793	534,291	528,820
Municipal Water	450,005	450,274	444,355
Underground water	45,788	55,063	66,558
Total waste water	378,557	404,956	377,797

	2021	2022	2023
Total Environmental Investments and Spend (TL)	3,797,514	5,119,410	11,849,404

Raw Materials and Materials Used in Packaging (kg)*

	2021	2022	2023
Paper	1,259,744	1,486,634	1,673,913
Plastics	847,435	1,005,001	1,127,419
Metals	228,535	268,199	296,003
Glass	3,307,743	3,840,154	4,460,255

*Packaging quantities declared within the scope of the General Communiqué on Recycling Contribution Fee Declaration dated 04.04.2019 and numbered 30735. The declaration obligation started as of 2020. Year-end declaration quantities for 2023 have been obtained.



GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
GRI 101: Basics 2016			
GRI 102: General Indicators 2016			
GRI 102: General Indicators 2016	Corporate Profile		
	102-1	1	-
	102-2	5	-
	102-3	https://www.deva.com.tr/en/contact	-
	102-4	5, 10	-
	102-5	10	-
	102-6	2023 Annual Report, page 21, 22 https://www.deva.com.tr/uploads/pdf_files/temp/Activity_Report.pdf	-
	102-7	5, 9, 46 2023 Faaliyet Raporu, sayfa 18-23 https://deva.com.tr/uploads/pdf_files/temp/Faaliyet_Raporu.pdf	-
	102-8	46, 47, 48	-
	102-9	23	-
	102-10	No Change	-
	102-11	14	-
	102-12	45	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
GRI 102: General Indicators 2016	Corporate Profile		
	102-13	45	-
	Strategy		
	102-14	3, 4	-
	102-15	14, 15	-
	Ethics and Integrity		
	102-16	7, 13	-
	102-17	13	-
	Governance		
	102-18	14, 15 https://www.deva.com.tr/en/committees 2023 Annual Report, page 54 https://www.deva.com.tr/uploads/pdf_files/temp/Activity_Report.pdf	-
	102-19	15	-
	Stakeholder Analysis		
	102-40	18	-
	102-41	There is no employee under the collective bargaining agreement.	-
	102-42	15, 18	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
GRI 102: General Indicators 2016	Stakeholder Analysis		
	102-43	18	-
	102-44	15, 16, 17, 18	-
	Report Profile		
	102-45	1	-
	102-46	1	-
	102-47	15, 16, 17, 18	-
	102-48	N/A	-
	102-49	N/A	-
	102-50	1	-
	102-51	GRI Content Index: 2023 Sustainability Report is DEVA Holding's fourth report. The previous report is 2022 Sustainability Report.	-
	102-52	Annual	-
	102-53	1	-
	102-54	1	-
	102-55	53	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
	Report Profile		
GRI 102: General Indicators 2016	102-56	N/A	-
GRI 200: Economic Standard Series			
Procurement Practices			
GRI 103: Management Approach 2016	103-1	23	-
	103-2	23	-
	103-3	23	-
GRI 204: Procurement Practices 2016	204-1	23	-
GRI 300: Environmental Standard Series			
Energy			
GRI 103: Management Approach 2016	103-1	37, 38, 39	-
	103-2	37, 38, 39	-
	103-3	39	-
GRI 302: Energy 2016	302-1	50	-
	302-4	39, 50	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
Water and Wastewater			
GRI 103: Management Approach 2016	103-1	41	-
	103-2	41	-
	103-3	41	-
GRI 303: Water and Wastewater 2018	303-5	51	-
Emissions			
GRI 103: Management Approach 2016	103-1	37, 38, 39	-
	103-2	39	-
	103-3	39	-
GRI 305: Emissions 2016	305-1	50	-
	305-2	50	-
	305-3	50	-
Waste			
GRI 103: Management Approach 2016	103-1	41	-
	103-2	41	-
	103-3	41	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
Waste			
GRI 306: Waste 2020	306-3	50	-
	306-4	50	-
GRI 400: Social Standard Series			
Employment			
GRI 103: Management Approach 2016	103-1	31-34	-
	103-2	31-34	-
	103-3	31-34	-
GRI 401: Employment 2016	401-1	46-48	-
	401-2	31-34	-
	401-3	48	-
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	34	-
	403-2	34	-
	403-4	34	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-5	34, 49	-
	403-9	49	-
Training and Education			
GRI 103: Management Approach 2016	103-1	32	-
	103-2	32	-
	103-3	32	-
GRI 404: Training and Education	404-1	32, 48	-
	404-2	31, 33	-
	404-3	31	-
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	31	-
	103-2	31	-
	103-3	31	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	31, 46, 47 2023 Annual Report, page 10, 11 https://www.deva.com.tr/uploads/pdf_files/temp/Activity_Report.pdf	-

GRI Table

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
Priority issues that are not covered in the special notification			
R&D and Innovation			
GRI 103: Management Approach 2016	103-1	21-22	-
	103-2	21-22	-
	103-3	21-22	-
Access to Medicines			
GRI 103: Management Approach 2016	103-1	27	-
	103-2	27	-
	103-3	27	-
Intellectual Property Rights			
GRI 103: Management Approach 2016	103-1	23	-
	103-2	23	-
	103-3	23	-
Data Security and Confidentiality			
GRI 103: Management Approach 2016	103-1	24	-
	103-2	24	-
	103-3	24	-



adding health to life...

For further information please contact.
DEVA HOLDING A.S. Halkali Merkez Mah. Basın Ekspres Cad. No: 1 34303 Kucukcekmece - ISTANBUL / TÜRKİYE
• +90 212 692 92 92 • www.deva.com.tr/en • export@deva.com.tr

EastPharma



www.deva.com.tr/en



DEVA Holding