



# DEVA HOLDING SUSTAINABILITY REPORT



# 2021





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# 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 Turkey over the period of 01.01.2021 – 31.12.2021, 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](mailto:surdurulebilirlik@deva.com.tr).



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

### Dear stakeholders,

We left behind the year 2021, in which the theme of supply and demand-driven inflation across the globe were significant issues. Supply chain troubles and rising energy prices were key factors that drove upward inflationary pressure around the world. On the other hand, the pandemic is driving rapid digitalization, strongly pushing all industries to fundamentally evolve. We can see that digitalization is improving efficiencies in business processes which in turn reduces companies' environmental impact. This trend is alleviating the burden on natural resources, particularly by driving efficiency of resource consumption, and may contribute to combating the climate crisis by improving management of energy consumption.

These trends, affecting various industries in various ways, carry a number of opportunities for the pharmaceutical industry. At DEVA, we assess the pandemic and other risks on different aspects, mainly financial and operational, and are working to effectively manage those risks and transform them into opportunities. As a member of the pharmaceutical industry, we expand our therapy areas by enhancing our portfolio with new products every year, recognizing our responsibilities to build a healthy and sustainable future. Despite the pandemic and other trends, we managed to expand our product

portfolio in 2021 as well; we introduced several new products and pharmaceutical forms for use by the medical community across respiratory, cardiology, ophthalmology, hematology and oncology therapy areas. As an indigenous pharmaceutical company, we continue working hard to make a positive contribution to the health economy with value-adding generic products which offer cost-effective treatments in many therapy areas. DEVA was able to close 2021, ranking in 2nd place with a market share of 5.0% in terms of units, and in 6th place with a market share of 2.7% in terms of values, according to IQVIA data.

At DEVA, we strive to use our resources in the most efficient manner possible, recognizing our responsibility to the environment, while working and manufacturing our products for a healthier future. We believe it is important to be able to sustainably pass on to future generations the value that we create today. Therefore, we have undertaken an analysis to prioritize sustainability issues and rank our focus points. The analysis involved obtaining the views of internal and external stakeholders and a close review of global trends, and helped us identify as priorities eight main areas which impact on our stakeholders and on our business, including R&D and innovation, access to medicines and the climate crisis. We will focus on these areas in the upcoming period.



Our investments in R&D and innovation form the basis of our sustainable growth, while providing us with a competitive edge in the industry. Furthermore, our investments in R&D are key to our societal and environmental value creation. Our DEVARGE team, which is managed as part of our entire R&D operation, has grown to 382 employees in 2021; in year 2021 alone, we reinvested 8% of our sales in R&D.

At DEVA, we provide employment to more than 2,600 employees in our comprehensive manufacturing facilities. We are growing our output every year, while continuing to invest in new products and pharmaceutical forms. Yet our goal is to grow not ourselves alone, but also our entire value chain. We are working with about 1,300 domestic and international suppliers. We are also expanding our exports to key countries in the pharmaceutical industry, such as Germany and Switzerland, and have grown our number of product approvals to over 900 across more than 60 countries as of yearend 2021.

We have a responsible environmental management approach in our activities, with our leading position in the pharmaceutical industry. Accordingly, our environmental impact arising from all our business processes is measured and evaluated, and we continue developing practices and projects, mainly for energy, carbon and waste management, in order to

reduce the impact. We are adopting new technologies for improving energy consumption efficiency and for calculating and reducing total greenhouse gas emissions. We focus on reducing consumption of resources by using software applications for vapor recovery, broader use of LED illumination and work health, safety and environment applications. Moreover, we introduce filtration and active carbon systems for reducing water consumption, enhancing our efficiencies in resource consumption. We are also guided by a target of achieving zero waste. We have completed the “Zero Waste” certification processes in 2021. Our activities continue to be carried out according to international standards and legal regulations within the framework of ISO 14001 Environmental Management System standard.

We are proud to present you our sustainability report, which provides an overview of our performance in 2021 and of our value creation in our priority areas. I would like to extend my gratitude to all stakeholders who have contributed to the preparing of this report and our sustainability journey.

*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 Turkey. In addition to our core business of marketing and manufacturing human medicinal products and raw materials, we also manufacture veterinary medicines, cologne and medical ampoules.

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 approximately 600 products across 14 therapeutic areas from oncology to cardiology, respiratory and ophthalmology. Our Çerkezköy and Kartepe manufacturing

facilities have an annual capacity of 578 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-added-value products in laboratories and in the manufacturing fields. All of our manufacturing facilities are certified compliant with European Good Manufacturing Practice requirements. Moreover, our Kartepe manufacturing facility has approval from the U.S. Food and Drug Administration. Currently, we are exporting drugs and active pharmaceutical ingredient to more than 50 countries, and we have over 900 product approvals in more than 60 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

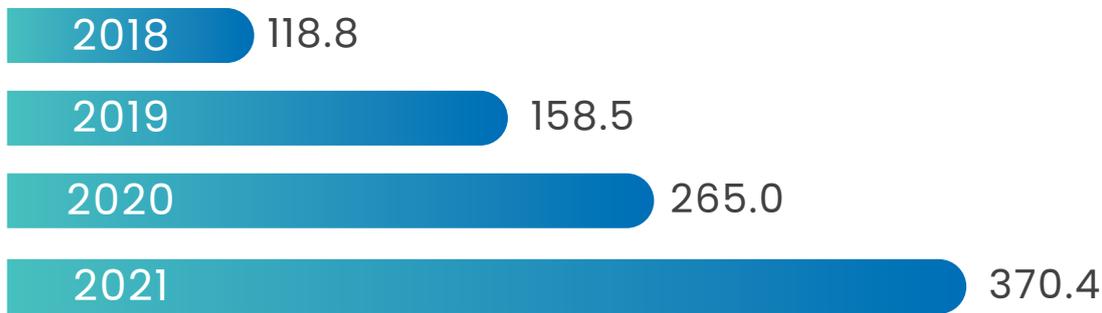
- Resilience
- Responsibility
- Innovation and development
- Trustworthiness
- People oriented approach
- Teamwork

# Financial Performance

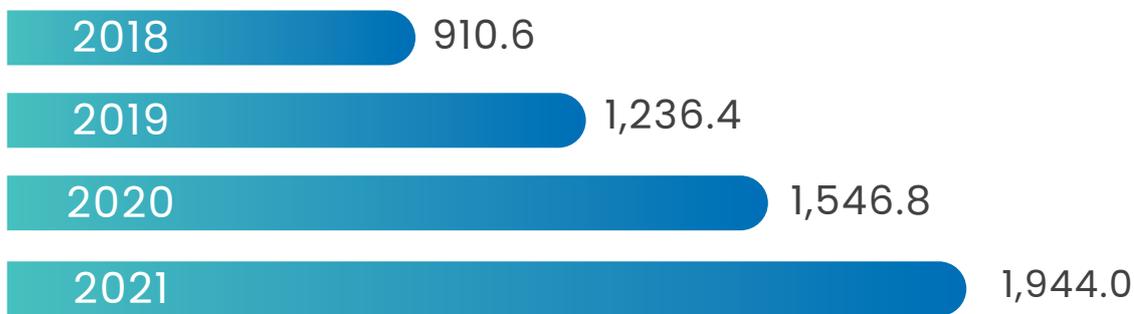
## Total Domestic Drug Sales (Million Units)



## Total Exports (Million TL)



## Total Domestic Drug Sales (Million TL)



## Revenues (TL)



## Shareholders and Subsidiaries

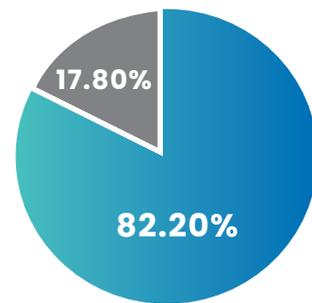
Luxemburg-based EastPharma Sarl, engaged in manufacturing and marketing of human medicinal products, active pharmaceutical ingredients and veterinary medicines, holding 82.20% of capital shares of DEVA, is the main

shareholder of the company. EastPharma Sarl 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)



### Group A

Direct Control 74.00%

### Group B

Direct Control 72.00%

### Group C

Direct Control 82.20%

■ EastPharma S.a.r.l.

■ Other Shareholders

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 provides financial,

administrative, marketing and promotion services to Saba İlaç, and partially carries out selling operations of Saba İlaç products in international markets.

## Subsidiaries

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, and by Devatis Canada, Inc. in Canada. 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	99.99%
DEVATIS PTY LTD		Australia	100%
DEVATIS CANADA INC.		Canada	100%

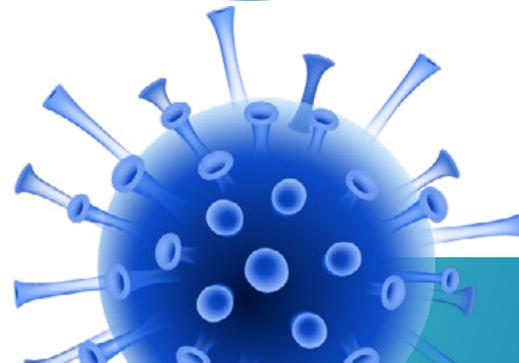
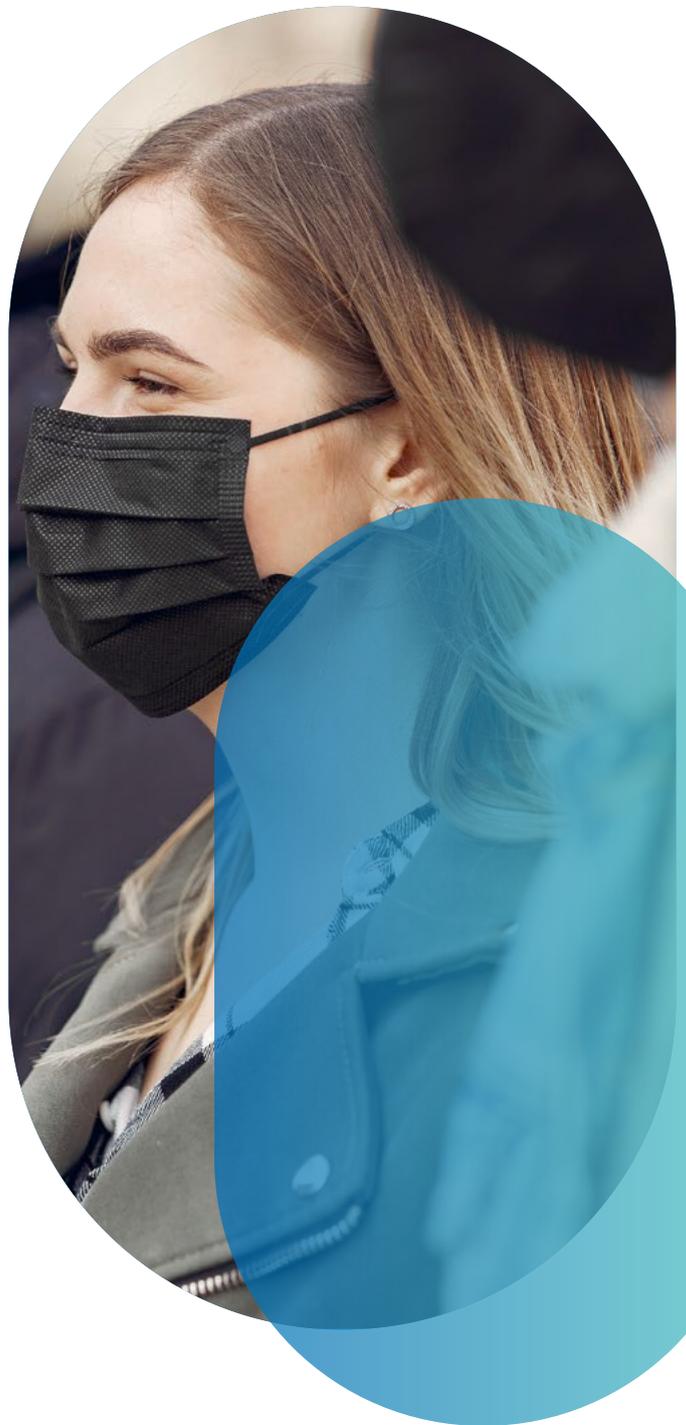
# COVID-19 and DEVA



The COVID-19 pandemic carries various financial and operational risks for DEVA. The uncertainties caused by the pandemic have implications for product costs, efficiency, production timings and output, and the global supply chain, as well as potential workforce losses and temporal impairment of sales for some products. DEVA is taking precautions, in particular, to address the apparent disruptions in the supply chain, including operating with high stock levels and empowering employees with enhanced competencies, making it possible for them to flexibly work in various departments.

A preparation team has been established to combat the pandemic, including leading the efforts for implementing the necessary precautions, undertaking hygiene and cleaning efforts, coordinating internal and external communications and updating the emergency plan. The team comprises Facility Directors, Human Resources and Development Director, Quality Operations Director, Manufacturing Planning and Logistics Director and Work Health, Safety and Environment Manager. In addition to the principal members, the team can expand on an ad hoc basis to include the ISG Board, Workplace Doctors, Labor Representatives and Top Management. The team reports directly to Top Management.

In the course of the COVID-19 pandemic, DEVA Head Office and Field Force and Manufacturing Sites have:





- Put in place emergency plans to combat the COVID-19 pandemic, which are revised within the scope of current guidelines prepared in line with the course of the pandemic.
- Reviewed and evaluated COVID-19 risk assessments periodically according to the current guidelines.
- Informed labor representatives about the COVID-19 pandemic and the measures taken to address it, also informed the members of the occupational health and safety committee about current situation.
- Headquarters employees, who are suitable for the remote working model, worked from home. Currently, they continue to work from home on Mondays and Fridays. The employees work from office in other weekdays on a 50% rotating basis.
- Employees who have a chronic condition, are older than 60 years of age or are pregnant continued working from home during times when infection rates are higher. Additionally, employees who are pregnant continued working remotely from the 24th week of their pregnancy period.
- At manufacturing sites, the practice of working from home or in shifts continue on a departmental basis.
- Social distancing and mask wearing are ensured in all offices and work areas.
- Online COVID-19 awareness training is offered on the DEVAKADEMI portal. Educational short messages are communicated to all employees to raise awareness.
- Inspections regarding TSE COVID-19 Safe Production and Service Certificates have been successfully completed, and the certificates are valid and being renewed for Headquarter and manufacturing sites.

# Corporate Management

We leverage our efficient corporate management framework to enhance our operations in line with local and international regulations. 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.



# 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 2021, 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.



# Sustainability Approach and Management

We believe 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. We are meticulous in our management of human rights, work health and safety, energy efficiency and waste issues across our operations with mindset for creating shared value.

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 Turkey 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.

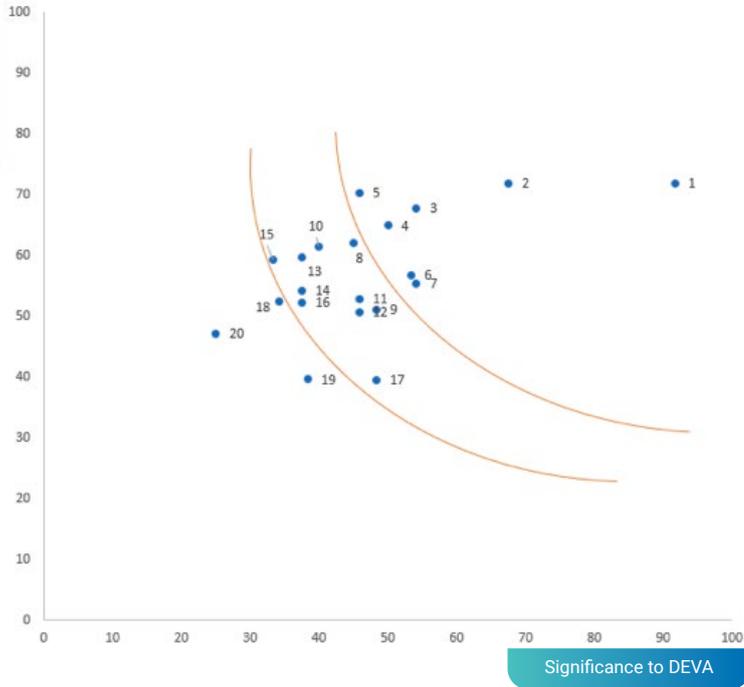
The Sustainability Subcommittee operates under the “Operating Principles and Procedures of the Sustainability Subcommittee” which has been developed with a management mindset that has been shaped by DEVA Sustainability Policy. The committee is headed by Vice Chairman of the Board of Directors. Deputy General Manager Turkey and International Markets serves as the committee vice-chair. Standing members of the committee include executives of Corporate Communication and Marketing Communication, Treasury and Investor Relations, Human Resources and Development, Legal, Finance, Work Health, Safety and Environment, Manufacturing, Quality Operations, R&D and International Technical Regulatory, Purchasing, Planning and Logistics, International Markets, Business Development, Biotechnology, Engineering Projects Coordination. The Corporate Communication executive also serves as the committee secretary. The committee convenes at least twice a year.

## Our Priorities

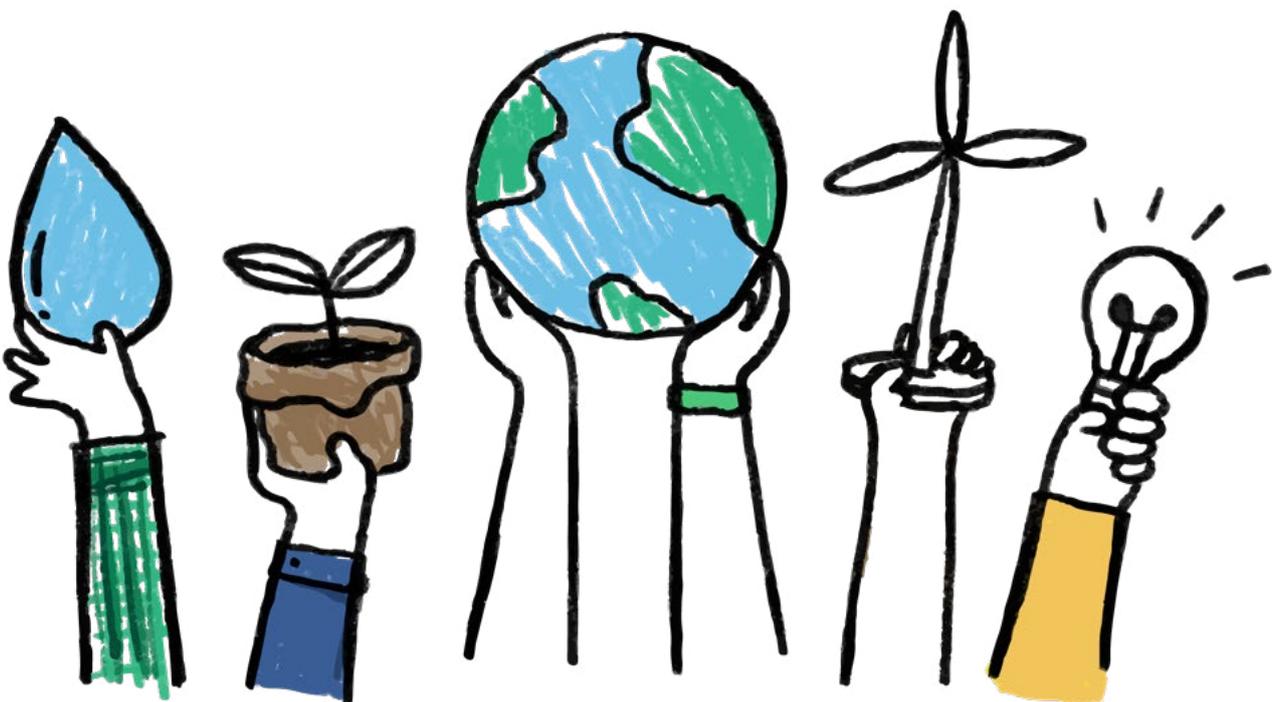
At DEVA, we collaborate with our stakeholders to create value. We prioritize sustainability issues to identify areas of focus and we scale the value thus created. In 2021, we completed a prioritization effort in collaboration with our stakeholders. We used external trend analyses to review the international 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.

Significance to Stakeholders



- 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 Economy
- 6 Intellectual Property Rights
- 7 Responsible Supply Chain Management
- 8 Data Security, Confidentiality and Cyber Risks
- 9 Digitalization
- 10 Employee Engagement and Satisfaction
- 11 Human Rights
- 12 Corporate Management
- 13 Ethical Marketing
- 14 Water and Wastewater
- 15 Work Health and Safety
- 16 Equal Opportunity, Diversity and Inclusion
- 17 Integrated Risk Management
- 18 Circular Economy and Waste
- 19 Stakeholder Interaction and Collaborations
- 20 Community Investment Programs



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
<b>Very High Priority</b>	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 and mitigating risks of the climate crisis and their implications, driving energy efficiency and renewable energy efforts for transitioning to zero carbon economy.
	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.
<b>High Priority</b>	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.

<b>High Priority</b>	Water and Wastewater	Identifying risks at points of water consumption, improving recovery and reducing consumption through use of novel and environment-friendly technologies, and raising awareness of water use.
	Work Health and Safety	Ensuring a safe and healthy working environment for DEVA employees contractors and, business partners throughout the entire value chain, and embedding a health and safety culture.
	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.

<b>Medium Priority</b>	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.
	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
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

DEVA is a rooted, local pharmaceutical manufacturer in Turkey 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.*

### DEVARGE

All R&D and innovation operations are conducted by DEVARGE, DEVA's R&D organization, with a strong R&D staff of 382 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, CTD Documentation, Patent, Biotechnology and Bioequivalence. Research and development activities are carried at in pre-formulation and pilot production areas, synthesis and upscaling laboratories, stability cabins, analytical development laboratories and biotechnology laboratories.

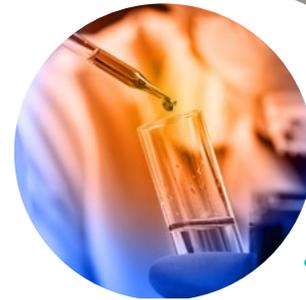
Our main objective is to become Turkey's largest generic drug manufacturer and develop high-added-value products that can be exported to international markets. And to achieve this objective, we have developed a strategic R&D approach and identified core areas for our R&D efforts to focus on, including:



- 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.



In 2021, 8% of sales were reinvested in R&D. In 2015, DEVA was selected as the best R&D company in the pharmaceutical industry in the 4th Private Sector R&D Centers Summit organized by the Ministry of Science Industry and Technology. DEVA was also awarded 3 times with 3 different products by Golden Mortar, one of the most prestigious awards of the pharmaceutical industry. In 2021, at the 10th International Pharmaceutical Chemistry Congress organized by the Association of Chemists, DEVA was awarded by first prizes in the categories of "Pharmaceutical Company with the Highest R&D Expenditure" and "Pharmaceutical Company Carrying out the Highest Number of R&D Projects".

## 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 about 1,300 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. The audits are conducted by the GMP Compliance team, quality advisor or through use of premade audit reports. 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.

## 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

## Product Safety and Quality



We address public health needs with approximately 600 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 manufacturing operations at Çerkezköy 1 and 2, and Kartepe manufacturing sites are conducted within the framework of our Quality Management System certificates.

## 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.

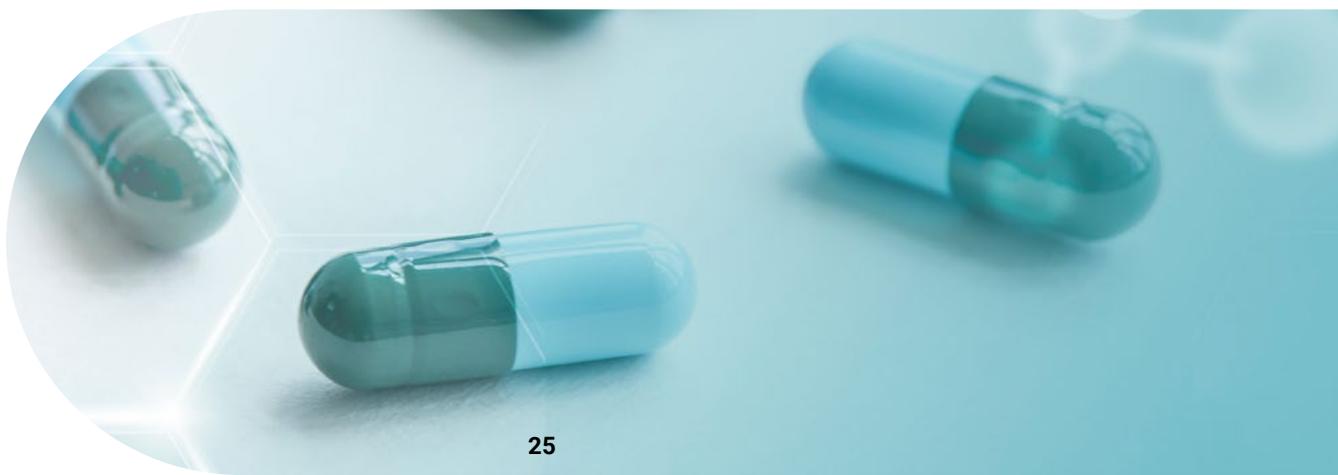
At DEVA, all marketing activities are conducted in conformance to the promotion regulation of the Ministry of Health. All transfers of value to healthcare professionals are regularly reported to the Ministry of Health. Also, training provided in regular intervals educate marketing and sales teams on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

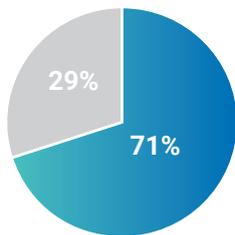
At DEVA, our goal is to become the brand of choice in the sector with our portfolio of products. And we are aware that our employees are our greatest asset in achieving this goal. In line with our people-oriented approach, we are enabling our current employees to enhance their competencies while we are focusing on attracting new talent to DEVA. As of 2021, our staff has grown to 2,686 employees.

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. 71% of our workforce comprise white collar workers, and the remaining 29% blue collar workers. 38% of all employees, and 49% of white collar workers are female employees. We facilitate equal conditions for women to join the workforce and support them in maintaining a work-private life balance. This year, 98% of female employees who left on maternity leave chose to return to their jobs.

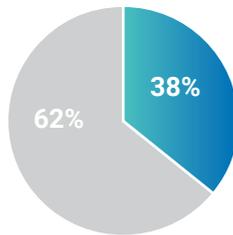


**Employees by Category (%)**



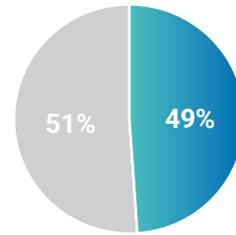
■ White Collar ■ Blue Collar

**Employees by Gender (%)**



■ Female ■ Male

**White Collar Employees by Gender (%)**



■ Female ■ Male

## 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 DEVA Performance Management System, performance of white collar workers is assessed against targets and competencies, and that of blue collar workers against targets and DEVA's corporate values. In determining an employee's performance rating, achievement of business targets weighs 80% and competency assessment 20%. The DEVA Competency Assessment process works in conjunction with the training and development and recruitment and promotion processes. In year 2021, 79% of employees underwent assessment. Retaining talent is a key priority. Accordingly, current employees are prioritized to fill vacancies, and employees are provided with various career opportunities. In year 2021, 41% of vacant positions were filled by internal candidates.

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 Top Management and Human Resources and Development representatives. All promotion decisions are evaluated and taken by this Committee based on the promotion criteria.

The Successful Promotional Representative Segmentation project was designed and applied in order to promote and maintain the personal performance of Field Force. The Field talent pool was strengthened with this project.

## 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.

Employee training continued incessantly during the pandemic. In training and development event planning, different learning alternatives were used to reach employees in all locations, along with dynamic and agile digital solutions such as virtual classroom, video, e-exam, e-learning and mobile learning.

Training activities have been predominantly digitalized and



all trainings have been updated in accordance with the dynamics of remote-learning in terms of content, application and duration. In year 2021, an average of 97.7 hours of training per employee was provided.

- Educational technologies were used by focusing on the development of the Devakademi e-learning platform in order to monitor all learning activities on a common area and to build the best learning experience. Employees' expectations, preferences and suggestions were also considered by applying a survey on this subject.
- Training programs in the Situational Leadership, which is a part of DEVA management culture, continued with the participation of new managers. Training programs supporting basic management skills were also implemented for first-level managers. Managers of the promotional teams were provided with managerial training focused on developing competencies for the needs of the new period.
- Communication and relationship management training programs were organized in order to improve the sense of belonging and awareness of teamwork of employees in all positions.
- The foreign language education project, supporting personal development of employees, continued in a remote-learning setting.
- Many congresses, webinars and seminars were attended both in the country and abroad to follow sectoral and professional developments, and vocational trainings for technical jobs were completed.
- Active participation was ensured in various activities and events aimed at new generation marketing strategies.
- In order to make the change towards digitalization possible and sustainable, trainings were given and supported with informative articles.
- Participation in the Executive Development Program (Turquality) and Executive Coaching support were provided.

## 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 Turkey. 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. We have also joined Youthall, a digital employer brand and youth talent platform, to reach a broader population of young talents digitally.

## R&D Management Trainee Project

Within the scope of this project, employment opportunities were provided in the R&D department for young talents who recently graduated from the departments of pharmacy, chemistry and chemical engineering, and our employees, who started as Management Trainees, started to work in their departments after a comprehensive orientation process.



## 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. 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

This program allows senior students from Istanbul University Faculty of Pharmacy and other pharmacy colleges to take up face-to-face and online internship at our various departments.



## PhD Scholarship

We have begun 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.

# 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.

- Due to the ongoing pandemic, hygiene rules in the workplace have continued to be applied at the highest level in order to protect the health and well-being of the employee. The work environment and common areas have been rearranged to align with social distancing rules. Office employees are allowed to work remotely to reduce the risk of infection. Employees are regularly informed about internal and external issues which they must take care of.

- To boost employee engagement, we continued organizing celebrations, vacations, happy hour, concerts and similar other events, adapted to align with pandemic precautions.

- We 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 are eligible, based on supervisor pre-evaluation, are forwarded to Human Resources and Development. The ideas and projects collected as such are reviewed every four months by the Assessment Committee, comprising representatives from Top 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, genetics and bioengineering, biochemistry, bioengineering and veterinary medicine programs are offered scholarships.

# Work Health and Safety

We consider it a core responsibility to provide a healthy and safe work environment to our employees. We are guided by our zero accident policy to implement practices beyond the regulatory requirements to continuously improve our work health and safety (WHS) performance. We conduct all our activities in line with our ISO 45001 WHS Management System standards. The WHS 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. As a result of the initiative, the number of work accidents caused by unsafe behaviors of individuals was reduced, and increased awareness of WHS across the organization was achieved.

At DEVA, we care about fostering a WHS culture and awareness in all employees and subcontractors, and we regularly offer WHS training. In year 2021, we provided 2,787 person hours\* of WHS training to employees, and 1,410 person hours\* of WHS training to subcontractors.



# 10 Golden Rules

*Within the scope of occupational health, safety and environmental sustainability, 10 Golden Rules studies were started throughout the company.*

# 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 risks<sup>1</sup>, 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. We pursue our operations in line with international standards and regulatory requirements. All our activities at our

manufacturing sites and the head office are compliant with the standard ISO 14001 Environmental Management System.

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.

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

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

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. No environmental accidents occurred during the year 2021.

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. The drills are held at least once 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.



1) [World Economic Forum, Global Risks Report 2022](#)

## 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.

At DEVA, we organize environment day events within the scope of our social responsibility activities for the sustainability of the environment. In World Environment Day



celebrations, we continue to contribute to the protection of nature by planting trees and distribution of saplings with our employees. By making use of the software system in WHS and environmental applications, it

has been ensured that the use of paper is reduced and tree cutting is prevented. Besides, At DEVA, we have ensured natural resource conservation by separating 5,222,000 kg of recyclable waste at its source in the last 5 years. We prevented the cutting of 202,596 trees through paper recycling.

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%.

## 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 energy<sup>2</sup>. 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.

During 2021, we continued our efforts toward improving energy efficiency across our facilities, including introducing the use of frequency invertors in equipment used by engineering teams, installing filters and an active carbon system at the water tank inlets, and eliminating leaks in the hot water and steam lines.

By switching to the use of led luminaires in our work areas, we save about 15 times in our electricity consumption for lighting purposes. At DEVA, we continue our fight against climate change by energy-efficient equipment in production areas and by making revisions to save energy in the equipment.

[2\) European Energy Agency, Energy-Related Greenhouse Gas Emissions](#)

## 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 premise, we have installed a filter and an active carbon system on the water tank inlets to reduce energy waste and water consumption, which provided a saving of

500 m<sup>3</sup> on water use. 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.

Besides, we have ensured that water consumption is minimized with the Waste Steam Recovery project. We have reduced water consumption by paying attention to the use of faucets with sensors and aerators in our washbasins. We also prevent water leaks along with our periodic controls in the areas. With all these measures, we ensure that our water footprint is monitored and sustainable.



## 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 2021, a total of 2,787 hours waste

management training, on average of 1.22 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 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. With the disposal of 4,251,639 kg of hazardous waste that we have created during our production in the last 5 years, we have contributed to the generation of approximately 1,700 Mw of electrical energy. In addition, since we separate our recyclable wastes at the source and include them in the recycling system, the consumption of approximately 14,000,980 Mw of energy has been prevented. We proactively prevented the pollution of 8,840 million liters of water through the recovery of waste vegetable oil resulting from our operations. With the recycling of our waste, we have also prevented the formation of approximately 360,000 kg of greenhouse gas at its source.



# Appendices

## Corporate Membership

Istanbul Chamber of Industry (İSO)
Istanbul Chamber of Commerce (İTO)
Kocaeli Chamber of Industry
Kocaeli Chamber of Commerce
Çerkezköy Chamber of Industry and Commerce
Istanbul Commodity Exchange
Istanbul Union of Chemical and Chemical Product Exporters
The Union of Chambers and Commodity Exchanges of Türkiye (TOBB) Global Standards Center

## Performance Tables

### Social Performance Indicators

Employees by Category	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Total number of employees	831	1,539	892	1,563	1,025	1,661
Number of white collar workers	735	880	803	913	920	974
Number of blue collar workers	96	659	89	650	105	687

Employees by Employment Status	2019		2020		2021	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of employees by employment status	2,370	0	2,455	0	2,686	0
Number of white collar workers	1,615	0	1,716	0	1,894	0
Number of blue collar workers	755	0	739	0	792	0

Employees by Age	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Under 30 yoa	370	370	391	346	395	325
Between 30 and 50 yoa (inclusive)	449	1,103	490	1,147	611	1,243
Over 50 yoa	12	66	11	70	19	93

New Hires	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of new hires during the year by year	205	453	180	198	297	436
Under 30 yoa	132	231	124	111	193	218
Between 30 and 50 yoa (inclusive)	73	220	56	85	104	217
Over 50 yoa	0	2	0	2	0	1

Subcontractor Employees	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of subcontractor employees by sex	47	144	64	160	71	167
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of subcontractor employees by employment status	160	31	192	32	238	0

Working Durations by Year	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of employees employed 0 to 5 years	579	874	623	854	661	856
Number of employees employed 5 to 10 years	197	353	183	361	144	472
Number of employees employed over 10 years	55	312	86	348	220	333

Maternal/Parental Leave	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
Number of employees who used maternal/parental leave	26	88	28	74	46	79
Number of employees who returned to work after maternal/parental leave	26	88	27	74	45	79

Training Hours (excluding WHS training)	2019	2020	2021
Total hours of training	260,951	94,075	259,326
Training hours per employee	117	38	99.7

Subcontractor Training	2019	2020	2021
Training hours per subcontractor	16	11.19	18.16

**WHS Performance\*****Frequency Rate of Work Accidents**

Site	2019	2020	2021
Çerkezköy 1	0.74	0.67	0.89
Çerkezköy 2	1.37	0.79	0.33
Çerkezköy 4	0	0	0
Kartepe	1.36	1.5	0.9
Head Office	0	0	0.28

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

**Weight Rate of Work Accidents**

Site	2019	2020	2021
Çerkezköy 1	0.04	0.03	0.03
Çerkezköy 2	0.08	0.04	0.02
Çerkezköy 4	0	0	0
Kartepe	0.13	0.04	0.04
Head Office	0	0	0.03

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

WHS Training	2019	2020	2021
Total WHS training hours	13,699	12,903	14,803
WHS training hours per employee	5.58	5.25	6.32
Total hours of WHS training provided to subcontractors	960	1,152	1,410
Total WHS training hours per subcontractor	5.03	5.14	6.16

## Environmental Performance Indicators

	2019	2020	2021
<b>Total Electricity Consumption (MWh)</b>	67,912.51	67,828.64	70,295.88
<b>Total Natural Gas Consumption (m<sup>3</sup>)</b>	7,381,124.00	7,144,126.00	7,636,216.00

<b>Greenhouse Gas Emissions (tons CO<sub>2</sub>e)*</b>	2019	2020	2021
Scope 1	19,828.94	20,133.08	22,852.17
Scope 2	34,888.65	32,343.12	33,315.62
Scope 3	1,273.66	1,335.81	1,639.09
<b>Total</b>	55,991.25	53,812.01	57,806.9

\*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. CO<sub>2</sub> equivalent coefficients of CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs (SF<sub>6</sub> and coolant gas) were used in the calculations. The Global Warming Potential (GWP) coefficients were calculated by multiplying the composite ton CO<sub>2</sub>-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>).

<b>Waste (kg)</b>	2019	2020	2021
Total hazardous waste	1,101,899	1,147,655	1,055,260
Hazardous waste recycled	65,344	59,818	202,098
Hazardous waste recycled as energy	1,036,555	1,087,837	853,162
Nonhazardous waste recycled	1,162,375	1,379,289	1,205,327

<b>Water Consumption (m<sup>3</sup>)</b>	2019	2020	2021
Total Water Consumption	484,388	529,099	495,793
Municipal Water	429,388	474,898	450,005
Underground water	55,000	54,201	45,788
Total waste water	258,055	358,636	378,557

	2019	2020	2021
<b>Total Environmental Investments and Spend (TL)</b>	1,647,282	2,128,065	3,797,514

<b>Raw Materials and Materials Used in Packaging (kg)*</b>	2020	2021
Paper	1,391,042	1,259,744
Plastics	935,272	847,435
Metals	249,550	228,535
Glass	3,703,761	3,307,743

\*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.

## GRI Table

GRI Standards	Indicators	Page Numbers/ Direct Resources	Explanation for the Information that Not Provided
<b>GRI 101: Basics 2016</b>			
<b>GRI 102: General Indicators 2016</b>			
	<b>Corporate Profile</b>		
<b>GRI 102: General Indicators 2016</b>	102-1	7	-
	102-2	10	-
	102-3	<a href="https://www.deva.com.tr/en/contact">https://www.deva.com.tr/en/contact</a>	-
	102-4	11, 13	-
	102-5	13	-
	102-6	2021 Annual Report, page 21, 22 <a href="https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf">https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf</a>	-
	102-7	10, 12, 34 2021 Annual Report, page 18-23 <a href="https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf">https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf</a>	-
	102-8	34, 35	-
	102-9	24	-
	102-10	No change	-

<b>GRI 102: General Indicators 2016</b>	102-11	17	-
	102-12	34	-
	102-13	34	-
	<b>Strategy</b>		
	102-14	8, 9	-
	102-15	17, 18	-
	<b>Ethics and Integrity</b>		
	102-16	11, 16	-
	102-17	16	-
	<b>Governance</b>		
	102-18	17, 18 <a href="https://www.deva.com.tr/en/committees">https://www.deva.com.tr/en/committees</a> 2021 Annual Report, page 56 <a href="https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2KF6Gei.pdf">https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2KF6Gei.pdf</a>	-
	102-19	18	-
	<b>Stakeholder Analysis</b>		
	102-40	21	-
	102-41	There is no employee under the collective bargaining agreement.	-
	102-42	18, 21	-
	102-43	21	-
	102-44	18-21	-
	<b>Report Profile</b>		
	102-45	7	-
	102-46	7	-
	102-47	18-21	-
	102-48	N/A	-
	102-49	N/A	-

<b>GRI 102: General Indicators 2016</b>	102-50	7	-
	102-51	GRI Content Index: 2021 Sustainability Report is DEVA Holding's second report. The previous report is 2020 Sustainability Report.	-
	102-52	Annual	-
	102-53	7	-
	102-54	7	-
	102-55	38	-
	102-56	N/A	-
<b>GRI 200: Economic Standard Series</b>			
<b>Procurement Practices</b>			
GRI 103: Management Approach 2016	103-1	24	-
	103-2	24	-
	103-3	24	-
GRI 204: Procurement Practices 2016	204-1	24	-
<b>GRI 300: Environmental Standard Series</b>			
<b>Energy</b>			
GRI 103: Management Approach 2016	103-1	30-31	-
	103-2	30-31	-
	103-3	31	-
GRI 302: Energy 2016	302-1	37	-
	302-4	31, 37	-
<b>Water and Wastewater</b>			
GRI 103: Management Approach 2016	103-1	32	-
	103-2	32	-
	103-3	32	-
GRI 303: Water and Wastewater 2018	303-5	37	-

Emissions			
GRI 103: Management Approach 2016	103-1	30-31	-
	103-2	31	-
	103-3	31	-
GRI 305: Emissions 2016	305-1	37	-
	305-2	37	-
	305-3	37	-
Waste			
GRI 103: Management Approach 2016	103-1	33	-
	103-2	33	-
	103-3	33	-
GRI 306: Waste 2020	306-3	37	-
	306-4	37	-
GRI 400: Social Standard Series			
Employment			
GRI 103: Management Approach 2016	103-1	26-29	-
	103-2	26-29	-
	103-3	26-29	-
GRI 401: Employment 2016	401-1	34-35	-
	401-2	26-28	-
	401-3	35	-
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	29	-
	403-2	29	-
	403-4	29	-

GRI 403: Occupational Health and Safety 2018	403-5	29, 36	-
	403-9	36	-
<b>Training and Education</b>			
GRI 103: Management Approach 2016	103-1	27	-
	103-2	27	-
	103-3	27	-
GRI 404: Training and Education	404-1	27, 35	-
	404-2	26-28	-
	404-3	26	-
<b>Diversity and Equal Opportunity</b>			
GRI 103: Management Approach 2016	103-1	26	-
	103-2	26	-
	103-3	26	-
GRI 405: Diversity and Equal Opportunity 2016	405-1	26, 34, 35 2021 Annual Report, page 10, 11 <a href="https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf">https://www.deva.com.tr/uploads/pdf_files/faaliyet_raporlari/Yfoc1tSq7UF8q2K-F6Gei.pdf</a>	-
<b>Priority issues that are not covered in the special notification</b>			
<b>R&amp;D and Innovation</b>			
GRI 103: Management Approach 2016	103-1	22-23	-
	103-2	22-23	-
	103-3	22-23	-
<b>Access to Medicines</b>			
GRI 103: Management Approach 2016	103-1	25	-
	103-2	25	-
	103-3	25	-

## Intellectual Property Rights

GRI 103: Management Approach 2016	103-1	24	-
	103-2	24	-
	103-3	24	-

## Data Security and Confidentiality

GRI 103: Management Approach 2016	103-1	24	-
	103-2	24	-
	103-3	24	-



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