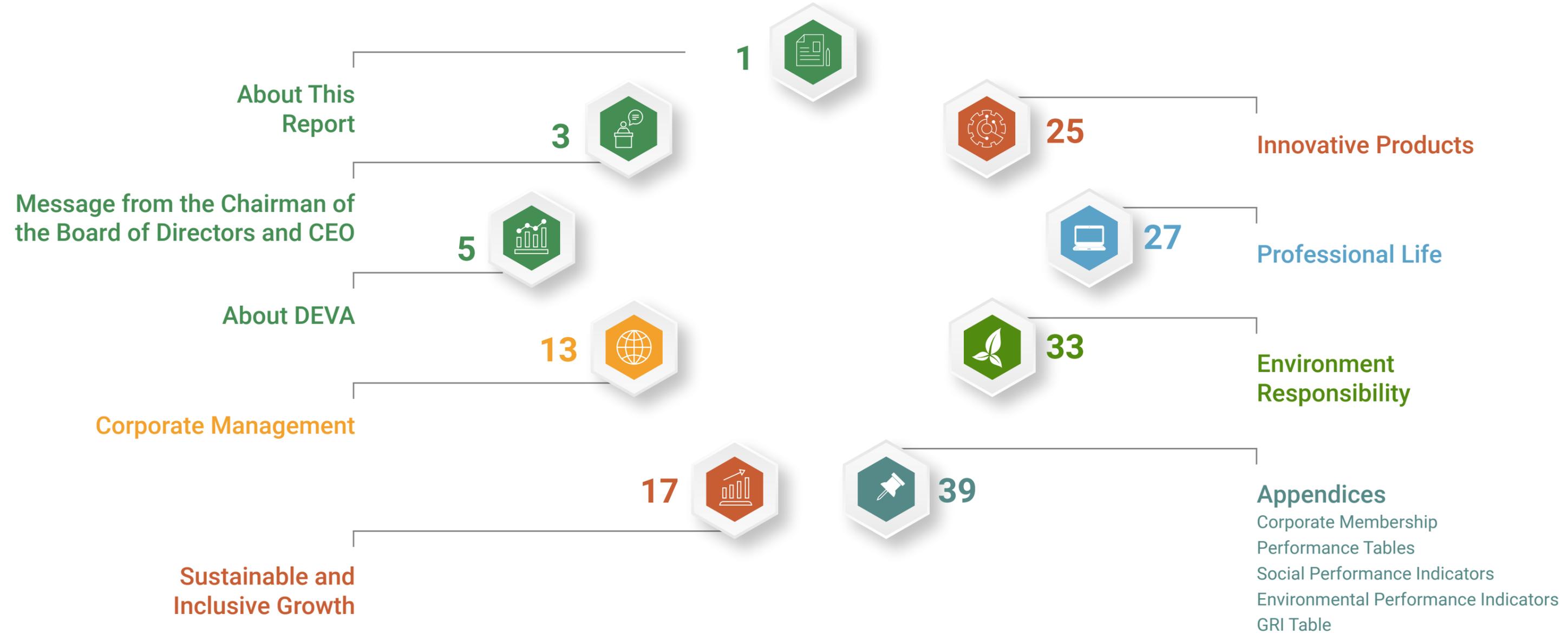




# DEVA Holding A.Ş. Sustainability Report 2022

*adding health to life...*



The diagram features a central vertical axis with icons in hexagonal frames. Horizontal lines connect these icons to text labels on either side. The labels are color-coded: green for introductory sections, orange for corporate management, and teal for appendices. The page numbers are placed between the icons.

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

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 01.01.2022 – 31.12.2022, 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)





*Philipp Haas*

Chairman of the Board of Directors & CEO

**Dear Stakeholders,**

As we edge ever closer to 2030, the steps we need to take to increase global efficiency in line with the Sustainable Development Goals are becoming ever more important. Every step that we take in the name of sustainability as a global company strengthens our aim to ensure we bequeath a habitable world to future generations, while at the same time serving as an inspiration worldwide. As part of this journey, we carefully evaluate all issues within the scope of sustainability, focus on the right goals and steps, and proceed with a people-oriented approach guided by science.

Our main activity and purpose at DEVA is focused on enabling people to live healthy and quality lives, which is also one of the key factors of a sustainable future. We contribute to global health and sustainability not only through our products, but also through effective and environmentally-friendly practices in all our processes. We conduct operations at all our production facilities and headquarters within the framework of the ISO 14001 Environmental Management System standard. Over the last six years, we have separated 6,427,327kg of recyclable waste at its source, thus ensuring the protection of natural resources. Our projects have also prevented the cutting down of 249,358 trees. We proactively prevented the pollution of 875 million litres of water through the recovery of vegetable waste oil resulting from our operations in 2022. We also prevented the emission of approximately 355,000kg of greenhouse gases with the recycling of our waste.

Our sustainability mission is not only about reducing our environmental impact, but also about making people's lives better. That is the reason why we apply our sustainability principles to our working lives, as a fundamental element of the business world.

We continue to increase the importance we attach to gender equality by increasing the number of female employees in the company every year and providing equal opportunities to all our employees. In 2022, we reached approximately 2,900 employees. Thirty-nine percent of all our employees, and 49% of our white-collar employees are women. Within the scope of the Performance Management System, which we continued to implement this year in order to evaluate the performance of all our employees in a fair and equal way, our white-collar employees were evaluated on the basis of goals and competencies, while our blue-collar employees were evaluated on the basis of goals and DEVA corporate values.

At DEVA, training and development are two of the most important items on our agenda. We therefore attach great importance to the development of both our employees and university graduates. In 2022, we continued to support the personal and professional development of all our employees by providing an average of 84.89 hours of training per employee. We have supported promising graduates set to make significant contributions to the pharmaceutical industry in the future with scholarship and internship programs, and will continue to do so.

At DEVA, our most important goal is to protect public health and create new solutions through science against diseases that threaten human life. We continue to improve the health of human life with DEVARGE, our experienced R&D team consisting of 409 experts in their fields. We offer high-quality, innovative products created by a team with years of experience behind it to ensure that everyone on a global scale has the opportunity to live a healthy life. In line with this aim, in 2022, we allocated 10% of our total turnover to R&D expenditures.

As in previous years, our efforts won us many accolades in 2022. We proved the success of our R&D studies by once again scooping up the Golden Mortar – one of the most prestigious awards in the pharmaceutical industry – and winning the Crystal Mortar award in all seven categories at the 11th International Drug Chemistry Congress.

We continued to be rewarded for our devoted and meticulous work in different fields. According to data from IQVIA, we successfully completed the year ranked third place with a market share of 5.0% in terms of units, and in 6th place with a market share of 2.6% in terms of values. We continued to expand our portfolio of more than 650 products in 14 therapeutic areas. On top of this, we increased our number of regulatory approvals to 1,029 in 69 countries.

We are aware that a sustainable world is only possible when each generation works conscientiously and takes the right steps. For this reason, we work with sustainability-conscious individuals in all our processes, from production and distribution, to supplier selection, and we aim to increase this awareness and widen it to all of society through our activities. At DEVA, we will continue to work with all our energy to make our world a better place to live in and to raise awareness about sustainability across all sections of society.

We are very pleased to be able to share our Sustainability Report with you, highlighting our performance for the year 2022 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.

## 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 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 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 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 and The USA Good Manufacturing Practice requirements. Currently, we are exporting drugs and active pharmaceutical ingredient to more than 50 countries, and we have 1029 product approvals in 69 countries, including the U.S.A., Switzerland and Germany.





## 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

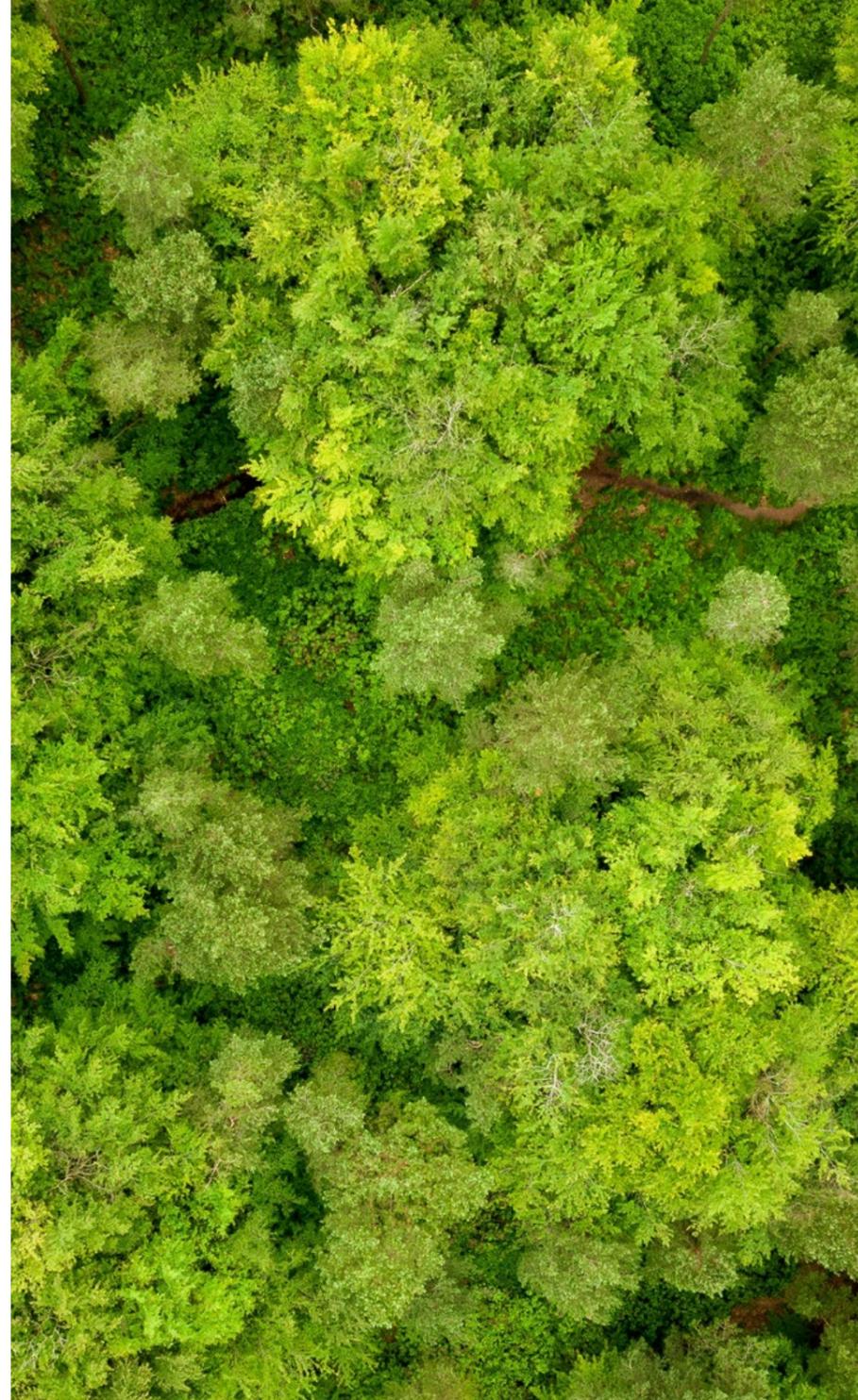


Teamwork

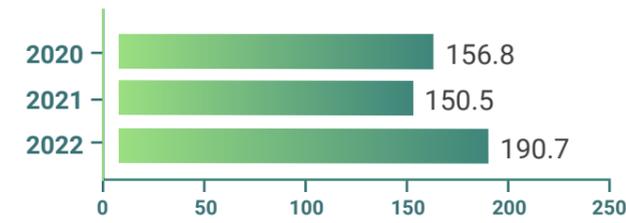
## Our Principles

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

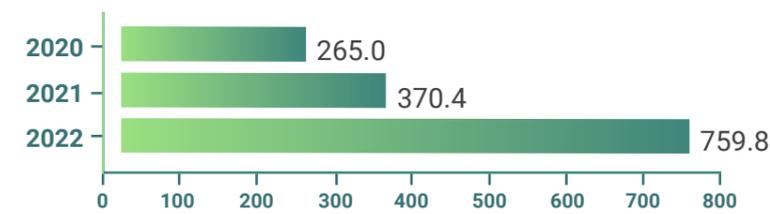
- » Trustworthiness
- » Quality
- » Integrity
- » Customer oriented approach
- » Adherence to ethical rules
- » Autonomous management
- » Employee satisfaction
- » Creativity
- » Entrepreneurship
- » Teamwork
- » Environmentalism



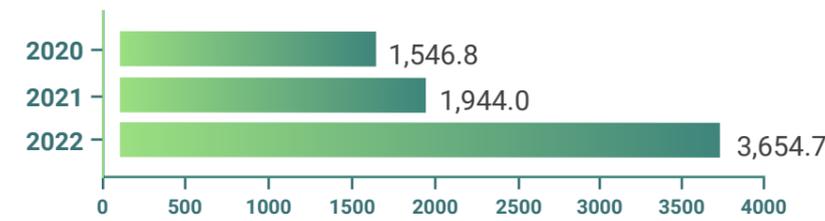
**Total Domestic Drug Sales (Million Units)**



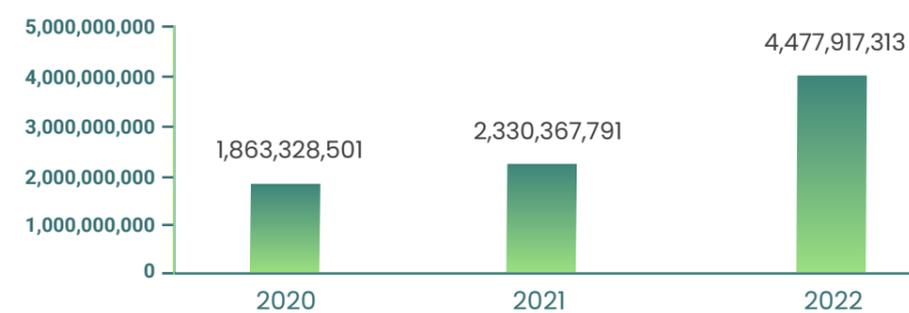
**Total Exports (Million TL)**



**Total Domestic Drug Sales (Million TL)**

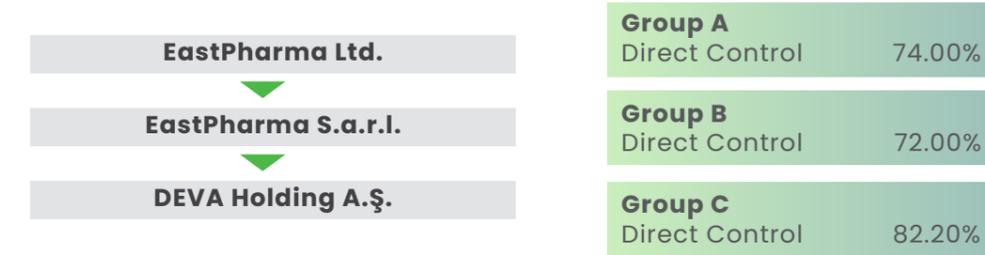


**Revenues (TL)**



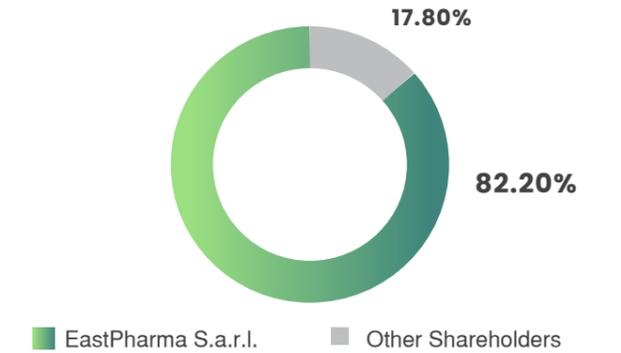
## Shareholders and Subsidiaries

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

Sales and distribution of products in international markets are carried out by Devatis Ltd. in New Zealand, by Devatis GmbH in Germany, by Devatis AG in Switzerland, by Devatis, Inc. in the U.S.A., by Devatis de Mexico, S.De Rl. De.Cv in Mexico, by Devatis Pty Ltd. in Australia, by Devatis Canada, Inc. in Canada and by Devatis d.o.o. Beograd in Serbia. 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%

(\*) Establishment procedures were completed on 30.01.2023.

## COVID-19 and DEVA

The COVID-19 pandemic continues to carry 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 continues to take 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 WHS Board, Workplace Doctors, Labor Representatives and Top Management. The team reports directly to Top Management.

With the COVID-19 pandemic gaining community immunity, flexibility has been provided in the measures as of 2022 with the suggestions of Republic of Türkiye Ministry of Health and the other authorities.



CORONAVIRUS  
COVID-19



**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](mailto: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.

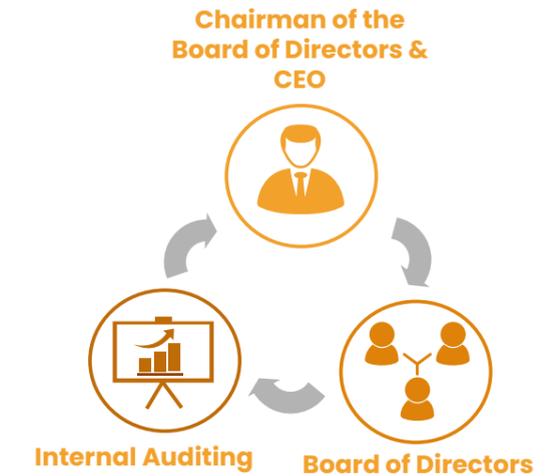
A risk-based inspection plan, developed jointly by the Auditing Committee and Internal Auditing Department, is

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 2022, 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.



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 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



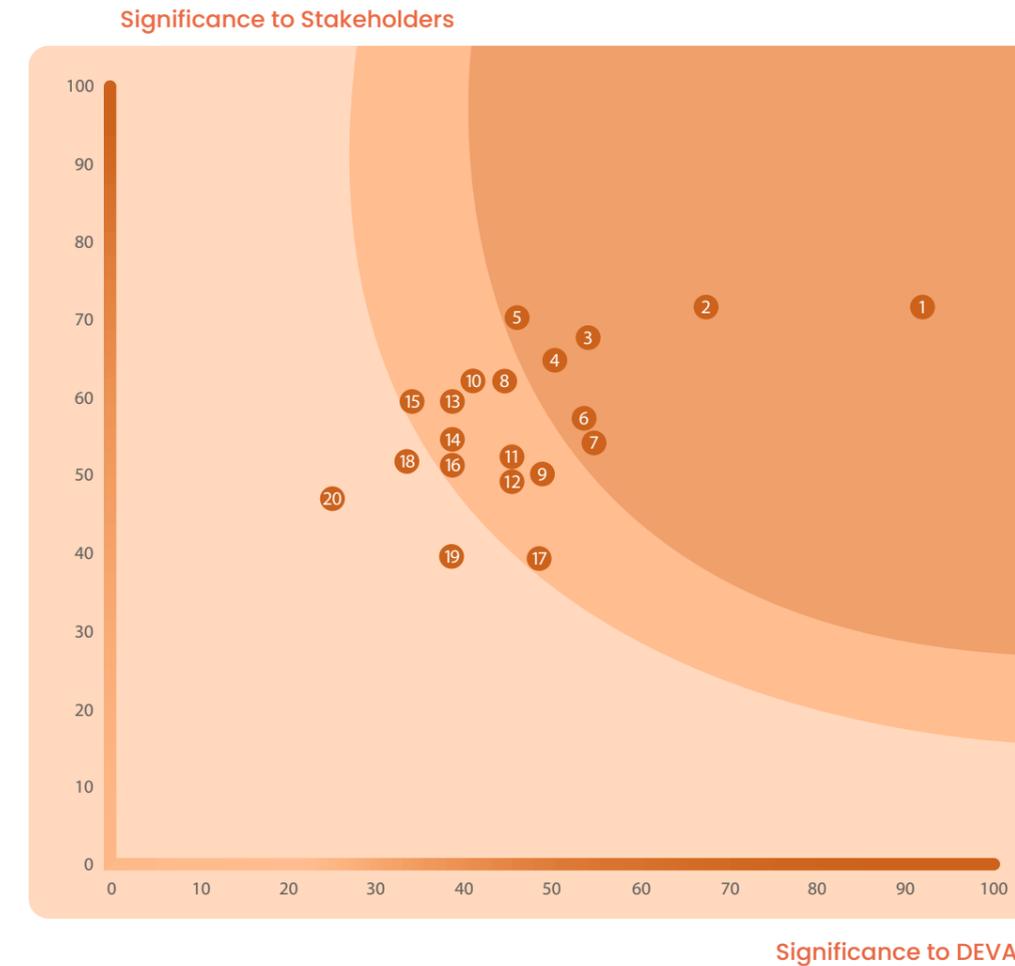
of sustainability mindset throughout the company, and prepare an annual sustainability business plan to guide its efforts.

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 and 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 2022, 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.



- 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
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 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.
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 points of water consumption, improving recovery and reducing consumption through use of novel and environment-friendly technologies, raising awareness of water use, and awareness activities.
	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.

Priority Class	Priority Area	Description
High Priority	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.
	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

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.



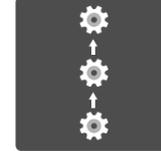
### DEVARGE

All R&D and innovation operations are conducted by DEVARGE, DEVA's R&D organization, with a strong R&D staff of 409 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 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



In 2022, 10% 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 4 times with 4 different products by Golden Mortar, one of the most prestigious awards of the pharmaceutical industry, which is the last one in 2022. In 2022, at the 11th International Pharmaceutical Chemistry Congress organized by the Association of Chemists, DEVA was awarded in all of 7 seven categories with Crystal Mortar, include Congress Special Award and also first prizes in the categories of "Pharmaceutical R&D Expenditure", "Pharmaceutical R&D Number of Employees", "Pharmaceutical R&D Number of Female Employees", "Pharmaceuticals R&D Number of Employees with Postgraduate & Doctorate". Besides, DEVA was awarded the first prize in the pharmaceutical category at the 11th Chemistry R&D Project Market Award, organized by Istanbul Chemicals and Chemical Products Exporters' Association (İKMİB).

## 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 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 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.



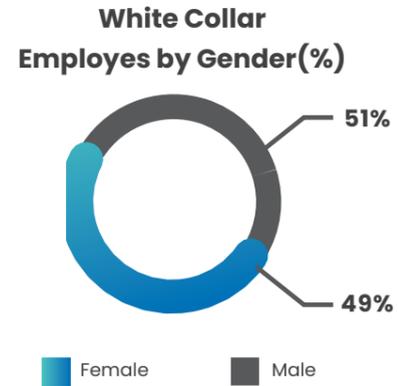
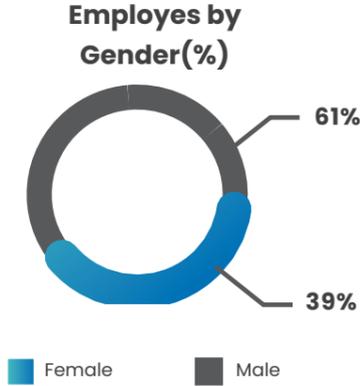
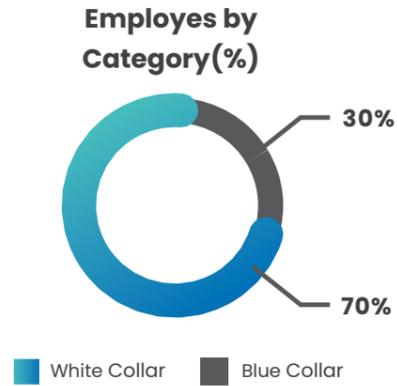


**PROFESSIONAL  
LIFE**

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 2022, our staff has grown to 2,895 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. 70% of our workforce comprise white collar workers, and the remaining 30% blue collar workers. 39% 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, 81% of female employees who left on maternity leave chose to return to their jobs.



## 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 2022, 92% 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 2022, 73% 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 senior 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 continued to be applied. The Regional Managers Segmentation Program was designed and put into practice to improve the personal performance of regional managers. The field talent pool was strengthened with this project.

As a part of the digital transformation, the "Digital Onboarding" project has been implemented. With this digital project, the recruitment processes have been transferred to the online platform. The adaptation process of newly recruited employees to the workplace and corporate culture was supported.



## 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.

Different learning alternatives were provided such as in-class, virtual classroom, video, e-exam, e-learning and mobile learning in training and development activity plans.

In year 2022, an average of 84.89 hours of training per employee was provided.

- With the use of the Devakademi education portal, training activities' were tracking in a common area and investments were made in latest technological solutions to build the best learning experience.
- The Development Planning System (GPS) was put into use., which allows the development process to be planned individually and the employees to design their development processes.
- More than 7,000 online and interactive training options have been integrated and made available into the Devakademi platform, in the categories of Excellence in Business, Personal Awareness, Personal Excellence, New World Skills and Excellence in Management.
- The Situational Leadership training program, which is the collective language of our DEVA management

culture, continued with the participation of new managers. Training programs supporting basic management skills were also implemented for first-level managers.

- In order to improve the sense of belonging and the awareness of teamwork for employees in all positions, training programs were organized on social styles, communication and relationship management.
- The foreign language training project, which supports the individual development of the employees, continued with 3 different learning methods offered to the preference of the participants. Attended in various congresses, webinars and seminars for following sectoral and professional developments of employees both at domestically and abroad; also vocational trainings have been completed for technical jobs and duties.
- Active participation was ensured in various activities and events aimed at new era marketing strategies.
- In order to make the change in the direction of digitalization real and sustainable, trainings were provided for employees and also they supported with informative articles.
- Participation in the Executive Development Program (Turquality) and Executive Coaching support were provided.
- Training programs have been designed to support the new term needs of the medical representative teams.
- Coaching approach was adopted and put into practice for all designed trainings.



\* Excluding WHS Training

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

## 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.



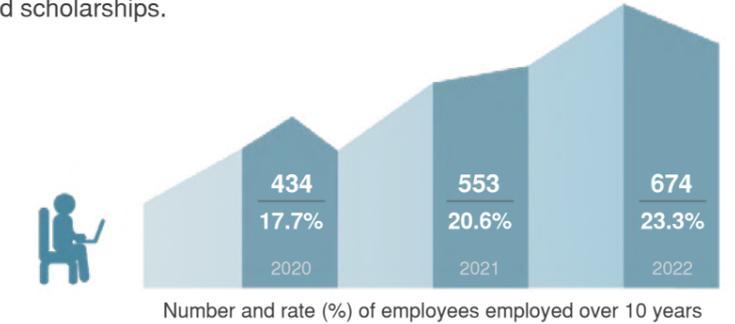
## Employee Engagement and Satisfaction

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

- To boost employee engagement, we continued organizing celebrations, vacations, happy hour, concerts and similar other events.
- 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 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.



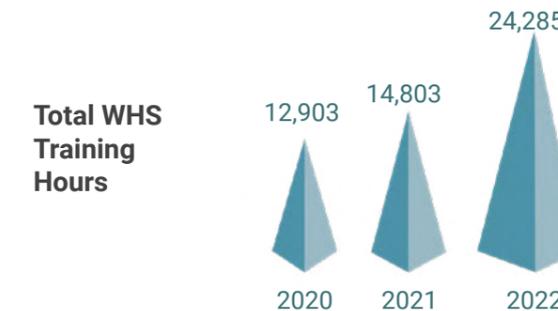
## Work Health and Safety

We consider providing 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 WHS and Environment Manager, reporting directly to the CEO, is the most senior executive responsible for WHS affairs.

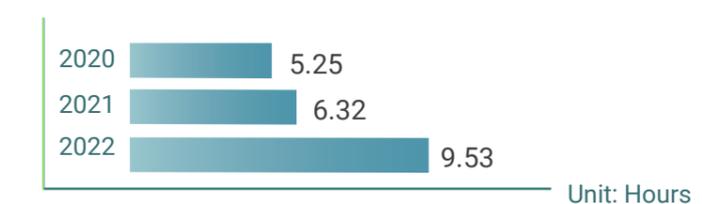
to undergo behavior-centered safety management system training. Safety walks were organized in the production sites as managers and the Occupational Health, Safety and Environment department. With this practice, positive contributions were made to the improve safety culture by increasing the awareness 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.

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

At DEVA, we care about fostering a WHS culture and awareness in all employees and subcontractors, and we regularly offer WHS training. In year 2022, we provided 24,285 hours of WHS training to our employees.



### WHS Training Hours Per Employee



## 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.

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 2022.

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.

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



Total Environmental Investments and Spend (Million TL)



## 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. With the ISO 50001 Energy Management System certification, which will be implemented soon, energy efficiency will be supported.

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 6,427,327 kg of recyclable waste at its source in the last 6 years. We prevented the cutting of 249,358 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%.

“ At DEVA  
**we have ensured natural resource conservation**  
 by separating  
**6,427,327 kg**  
**of recyclable**  
**waste at its source**  
**in the last 6 years. ”**



“ **We prevented the cutting of 249,358 trees** through paper recycling.”



## 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 2022, 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.





## 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 over 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 2022, a total of 3,532 hours waste management training, on average of 1.37 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 5,104,801 kg of hazardous waste that we have created during our production in the last 6 years, we have contributed to the generation of approximately 2,040 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 additional energy has been prevented. We proactively prevented the pollution of 875 million liters of water through the recovery of waste vegetable oil resulting from our operations in 2022. With the recycling of our waste, we have also prevented the formation of approximately 355,000 kg of greenhouse gas at its source.

**“We proactively prevented the pollution of 875 million liters of water** through the recovery of waste vegetable oil resulting from our operations in 2022.”



**“With the recycling of our waste, we have also prevented the formation of approximately 355,000 kg of greenhouse gas** at its source.”

# PERFORMANCE TABLES



## Corporate Memberships



**İSTANBUL  
SANAYİ ODASI**



**İSTANBUL  
TİCARET  
ODASI**  
— 1882 —



**KOCAELİ  
SANAYİ ODASI**  
KOCAELİ CHAMBER OF INDUSTRY



**ÇERKEZKÖY**  
TİCARET VE SANAYİ ODASI



**TOBB**



## Performance Tables

Social Performance Indicators						
Employees by Category	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Total number of employees	892	1,563	1,025	1,661	1,131	1,764
Number of white collar workers	803	913	920	974	998	1,019
Number of blue collar workers	89	650	105	687	133	745

Employees by Employment Status	2020		2021		2022	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of employees by employment status	2,455	0	2,686	0	2,895	0
Number of white collar workers	1,716	0	1,894	0	2,017	0
Number of blue collar workers	739	0	792	0	878	0

Employees by Age	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Under 30 yoa	391	346	395	325	409	333
Between 30 and 50 yoa (inclusive)	490	1,147	611	1,243	698	1,315
Over 50 yoa	11	70	19	93	24	116

Social Performance Indicators						
New Hires	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of new hires during the year by year	180	198	297	436	335	542
Under 30 yoa	124	111	193	218	191	265
Between 30 and 50 yoa (inclusive)	56	85	104	217	143	275
Over 50 yoa	0	2	0	1	1	2

Subcontractor Employees	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of subcontractor employees by sex	64	160	71	167	85	180
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Number of subcontractor employees by employment status	192	32	238	0	264	5

Working Durations by Year	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of employees employed 0 to 5 years	623	854	661	856	699	929
Number of employees employed 5 to 10 years	183	361	144	472	252	341
Number of employees employed over 10 years	86	348	220	333	180	494

Maternal/Parental Leave	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Number of employees who used maternal/parental leave	28	74	46	79	33	78
Number of employees who returned to work after maternal/parental leave	27	74	45	79	27	78

Training Hours (excluding WHS training)	2020		2021		2022	
	Total hours of training	94,075		259,326		245,751
Training hours per employee	38		99.7		84.89	

Subcontractor Training	2020		2021		2022	
	Training hours per subcontractor	11.19		18.16		17

WHS Performance*							
Frequency Rate of Work Accidents				Weight Rate of Work Accidents			
Site	2020	2021	2022	Site	2020	2021	2022
Çerkezköy 1	0.67	0.89	0.72	Çerkezköy 1	0.03	0.03	0.05
Çerkezköy 2	0.79	0.33	0.55	Çerkezköy 2	0.04	0.02	0.03
Kartepe	1.5	0.9	0.71	Kartepe	0.04	0.04	0.02
Head Office	0	0.28	0	Head Office	0	0.03	0

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

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

WHS Training	2020	2021	2022
Total WHS training hours	12,903	14,803	24,285
WHS training hours per employee	5.25	6.32	9.53
Total hours of WHS training provided to subcontractors	1,152	1,410	3,373

Environmental Performance Indicators			
	2020	2021	2022
Total Electricity Consumption (MWh)	67,828.64	70,295.88	74,694.242
Total Natural Gas Consumption (m³)	7,144,126.00	7,636,216.00	8,811,942.00

Greenhouse Gas Emissions (tons CO2e)*	2020	2021	2022
Scope 1 *	20,133.08	22,852.17	34,759.33
Scope 2 **	32,343.12	33,315.62	36,237.92
Scope 3 ***	1,335.81	1,639.09	1,480.24
Total	53,812.01	57,806.9	72,477.49

\* 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 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 2023 Emission Factors and the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report, Greenhouse Gas Protocol.

\*\* Consumption increased due to the increase in capacity.

\*\*\* Scope has been expanded compared to the previous year.

Waste (kg)	2020	2021	2022
Total hazardous waste	1,147,655	1,055,260	1,415,972
Hazardous waste recycled	59,818	202,098	391,103
Hazardous waste recycled as energy	1,087,837	853,162	1,024,869
Nonhazardous waste recycled	1,379,289	1,205,327	1,175,418

Water Consumption (m³)	2020	2021	2022
Total Water Consumption	529,099	495,793	534,291
Municipal Water	474,898	450,005	450,274
Underground water	54,201	45,788	55,063
Total waste water	358,636	378,557	404,956

	2020	2021	2022
Total Environmental Investments and Spend (TL)	2,128,065	3,797,514	5,119,410

Raw Materials and Materials Used in Packaging (kg)*	2020	2021	2022
Paper	1,391,042	1,259,744	1,486,634
Plastics	935,272	847,435	1,005,001
Metals	249,550	228,535	268,199
Glass	3,703,761	3,307,743	3,840,154

\*Packaging quantities declared within the scope of the General Communique on Recycling Contribution Fee Declaration dated 04.04.2019 and numbered 30735. The declaration obligation started as of 2020.

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	1	-
	102-2	5	-
	102-3	<a href="https://www.deva.com.tr/en/contact">https://www.deva.com.tr/en/contact</a>	-
	102-4	5, 10	-
	102-5	10	-
	102-6	2022 Annual Report, page 21, 22 <a href="https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrKDGhiy.pdf">https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrKDGhiy.pdf</a>	-
	102-7	5, 9, 42 2022 Annual Report, page 18-23 <a href="https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrKDGhiy.pdf">https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrKDGhiy.pdf</a>	-
	102-8	42, 43, 44	-
	102-9	23	-
	102-10	No Change	-
	102-11	16	-
	102-12	41	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
	<b>Corporate Profile</b>		
<b>GRI 102: General Indicators 2016</b>	102-13	41	-
	<b>Strategy</b>		
	102-14	4	-
	102-15	16, 17	-
	<b>Ethics and Integrity</b>		
	102-16	8, 15	-
	102-17	15	-
	<b>Governance</b>		
	102-18	16, 17 <a href="https://www.deva.com.tr/en/committees">https://www.deva.com.tr/en/committees</a> 2022 Annual Report, page 54 <a href="https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5Bcx-OkrKDGhiy.pdf">https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5Bcx-OkrKDGhiy.pdf</a>	-
	102-19	17	-
	<b>Stakeholder Analysis</b>		
	102-40	20	-
102-41	There is no employee under the collective bargaining agreement.	-	
102-42	17, 20	-	

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
	<b>Paydaş Analizi</b>		
	102-43	20	-
	102-44	17, 18, 19, 20	-
	<b>Rapor Profili</b>		
	102-45	1	-
	102-46	1	-
	102-47	17, 18, 19, 20	-
	102-48	N/A	-
	102-49	N/A	-
	102-50	1	-
	102-51	GRI Content Index: 2022 Sustainability Report is DEVA Holding's third report. The previous report is 2021 Sustainability Report.	-
	102-52	Annual	-
	102-53	1	-
	102-54	1	-
	102-55	47	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
	<b>Rapor Profili</b>		
<b>GRI 102: General Indicators 2016</b>	102-56	N/A	-
<b>GRI 200: Economic Standard Series</b>			
<b>Procurement Practices</b>			
	103-1	23	-
<b>GRI 103: Management Approach 2016</b>	103-2	23	-
	103-3	23	-
<b>GRI 204: Procurement Practices 2016</b>	204-1	23	-
<b>GRI 300: Environmental Standard Series</b>			
<b>Energy</b>			
	103-1	33, 34, 35	-
<b>GRI 103: Management Approach 2016</b>	103-2	33, 34, 35	-
	103-3	35	-
	302-1	45	-
<b>GRI 302: Energy 2016</b>	302-4	35, 45	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
<b>Water and Wastewater</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	38	-
	103-2	38	-
	103-3	38	-
<b>GRI 303: Water and Wastewater 2018</b>	303-5	46	-
<b>Emissions</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	33, 34, 35	-
	103-2	35	-
	103-3	35	-
<b>GRI 305: Emissions 2016</b>	305-1	45	-
	305-2	45	-
	305-3	45	-
<b>Waste</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	38	-
	103-2	38	-
	103-3	38	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
<b>Atik</b>			
<b>GRI 306: Waste 2020</b>	306-3	46	-
	306-4	46	-
<b>GRI 400: Social Standard Series</b>			
<b>Employment</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	29-32	-
	103-2	29-32	-
	103-3	29-32	-
<b>GRI 401: Employment 2016</b>	401-1	42-44	-
	401-2	29-32	-
	401-3	44	-
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	32	-
	403-2	32	-
	403-4	32	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5	32, 45	-
	403-9	44	-
<b>Training and Education</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	30	-
	103-2	30	-
	103-3	30	-
<b>GRI 404: Training and Education</b>	404-1	30, 44	-
	404-2	29-31	-
	404-3	29	-
<b>Diversity and Equal Opportunity</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	29	-
	103-2	29	-
	103-3	29	-
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	29, 42, 43 2022 Annual Report, page 10, 11 <a href="https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrK-DGhiy.pdf">https://www.deva.com.tr/uploads/pdf_files/nNZrwMz5BcxOkrK-DGhiy.pdf</a>	-

GRI Standards	Indicators	Page Numbers/Direct Resources	Explanation for the Information that Not Provided
<b>Priority issues that are not covered in the special notification</b>			
<b>R&amp;D and Innovation</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	21-22	-
	103-2	21-22	-
	103-3	21-22	-
<b>Access to Medicines</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	25	-
	103-2	25	-
	103-3	25	-
<b>Intellectual Property Rights</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	23	-
	103-2	23	-
	103-3	23	-
<b>Data Security and Confidentiality</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	23	-
	103-2	23	-
	103-3	23	-

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