



DEVA HOLDING

2020 Sustainability Report



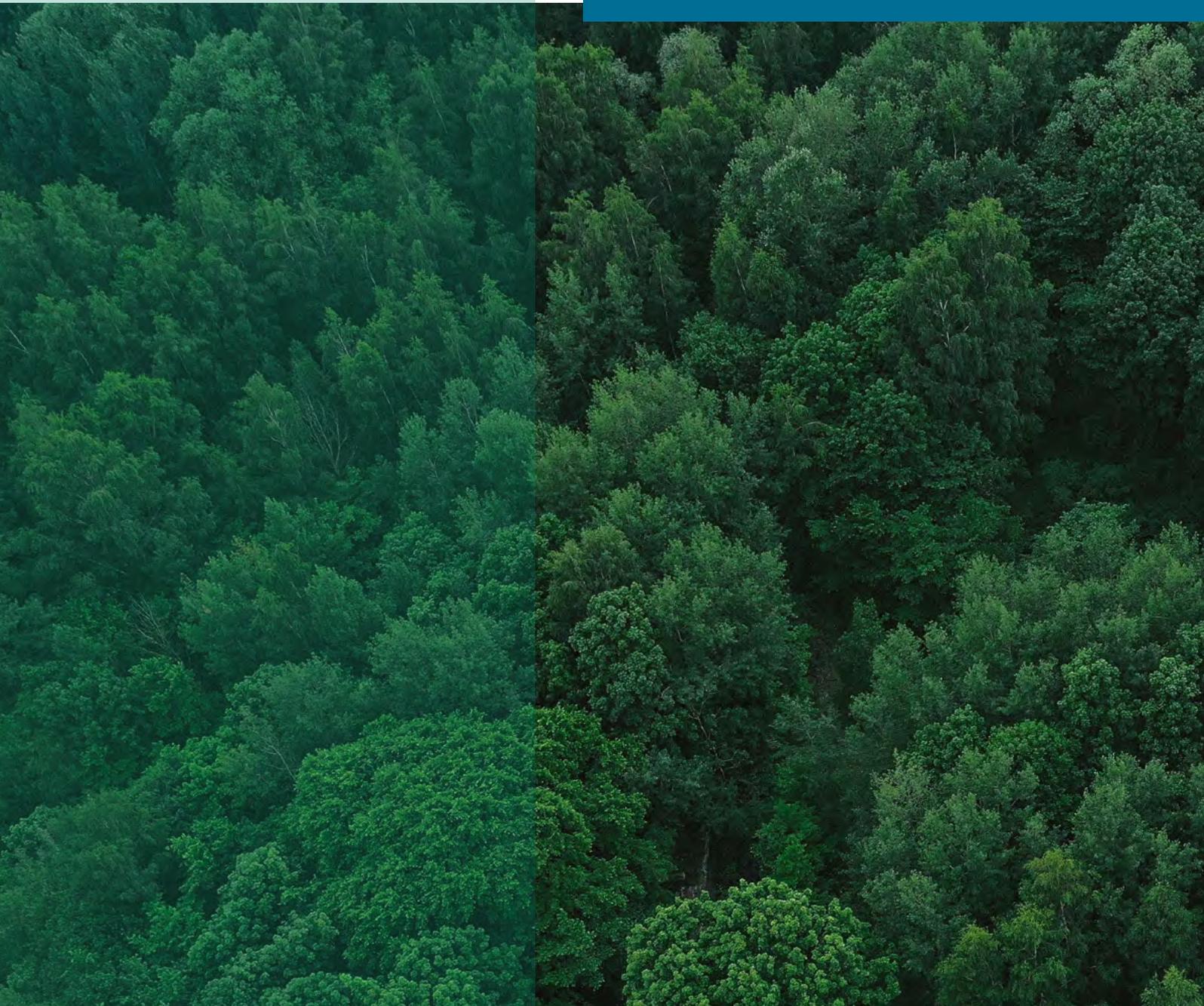


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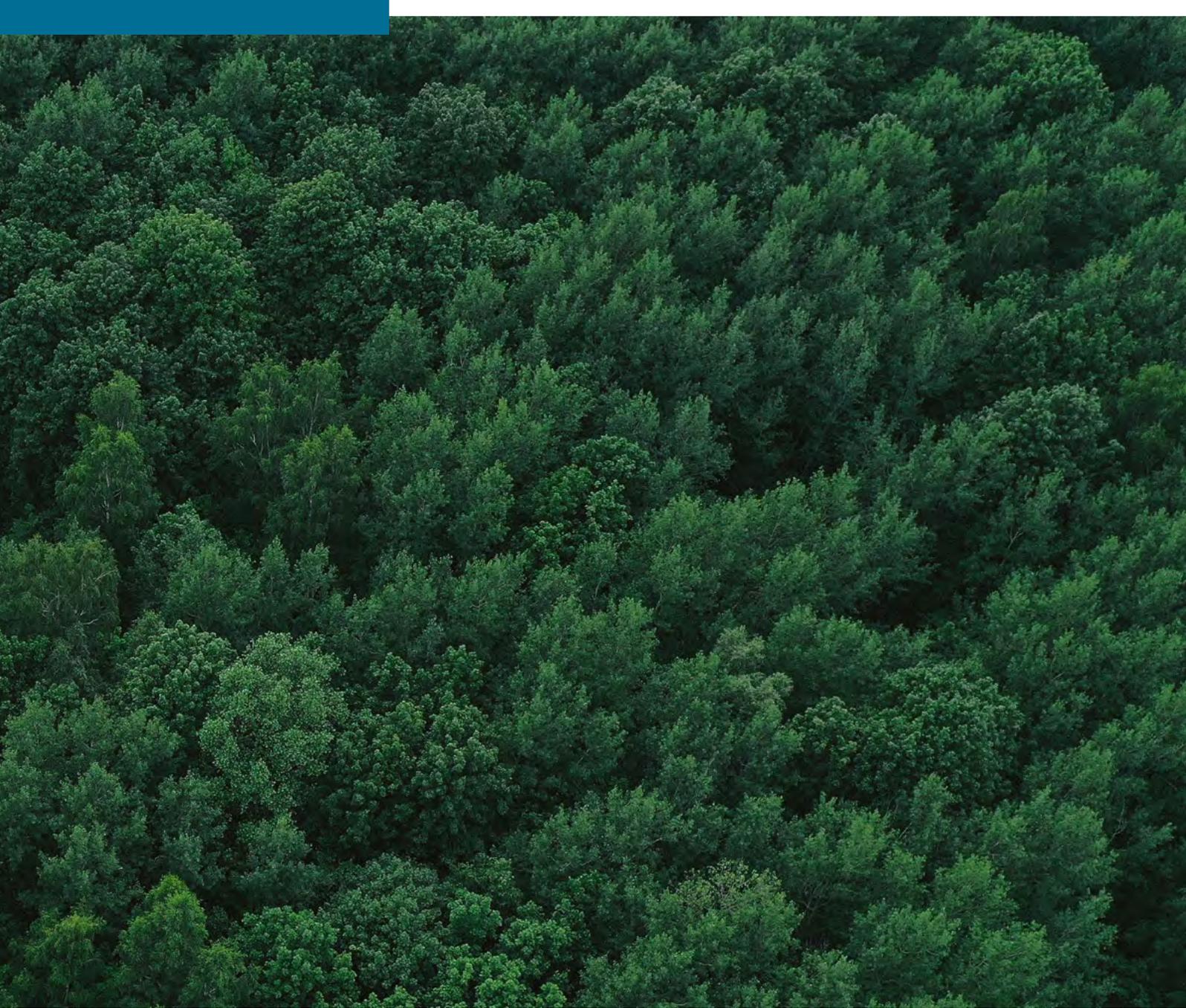
About This Report



Since 1958, at DEVA Holding A.Ş. (DEVA) we have been pursuing our operations in a sustainable manner. This report, which we have prepared for the first time 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 01.01.2020 – 31.12.2020, whereas the practices and projects cover DEVA's whole operations. We are also sharing our performance data for the past three years.

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

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





Message from the Chairman of the Board of Directors and CEO

Dear stakeholders,

We are leaving behind a difficult year against a background of a COVID-19 pandemic that has been affecting us since early 2020. The ongoing development of effective vaccines, the ever growing capacity for manufacturing vaccines and medical supplies, and the entire process' picking up speed are helping the global economies to begin recovery. However, the precautions that are being put in place around the world to prevent the spread of disease are implemented at different time zones, which continues impairing the supply chain. The reduced footprint of green improvement in the economic recovery plans has caused consumption of fossil fuels to grow and greenhouse gas emissions have returned to the pre-pandemic levels. Moreover, 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 translate them into opportunities. As a member of the pharmaceutical industry, in 2020 we prioritized manufacturing and distribution operations in recognition of our responsibilities. We augmented our value creation by expanding our product portfolio with new products in new therapy areas, such as respiratory and ophthalmology, while increasing therapeutic choices for physicians by offering new forms of our value-adding products in niche segments, such as hematology. This has helped us successfully surmount the challenges of this year, despite deep uncertainties in the exchange rates and the pricing. In 2020, we maintained our second place with a market share of 5.7%, by volume, and ranked in seventh place with a market share of 2.7%, by sales in TL.

We care about passing on the value that we are creating today to the future generations in a sustainable way. 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 278 employees in 2020; in year 2020 alone, we developed more than 20 products and reinvested 7% of our sales in R&D.

At DEVA, we provide employment to approximately 2500 employees across 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 over 1,600 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 800 across more than 60 countries as of yearend 2020.

We have a responsible environmental management approach, with our leading position in the pharmaceutical industry. Accordingly, we are developing practices and projects, mainly for energy and carbon management. We are adopting new technologies for improving energy consumption efficiency 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 aim to complete the “Zero Waste” certification process in year 2021.

We are proud to present you our first sustainability report, which provides an overview of our performance in 2020 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

SINCE 1958

About DEVA



DEVA at a Glance

DEVA Holding 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 13 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 800 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

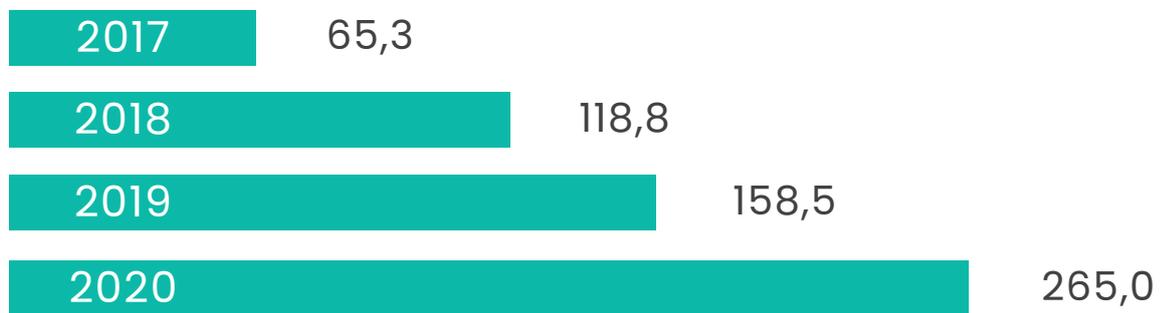
- Resilience
- Responsibility
- Innovation and development
- Trustworthiness
- People oriented approach
- Teamwork

Financial Performance

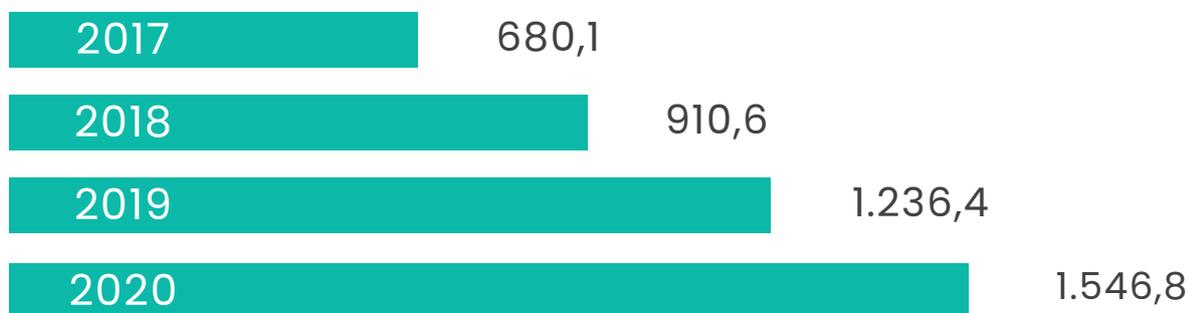
Total Domestic Drug Sales (Million units)



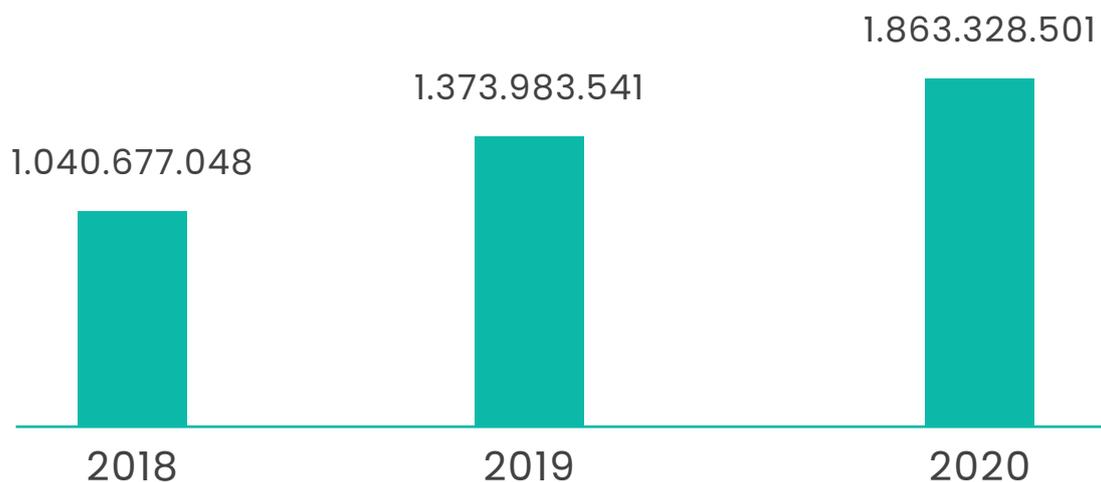
Total Exports (Million TL)



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 Holding, is the

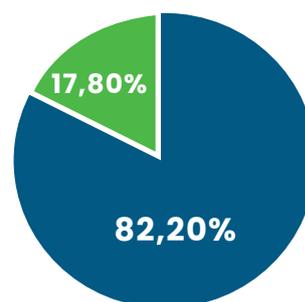
main shareholder of the company. EastPharma Sarl is also the main shareholder of Turkish pharmaceutical company Saba İlaç Sanayi ve Ticaret A.Ş., holding 99.99% of its capital shares.



| | |
|----------------|--------|
| Group A | |
| Direct Control | 74,00% |
| Group B | |
| Direct Control | 72,00% |
| Group C | |
| Direct Control | 82,20% |

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

Shareholding Structure (Class C Shares)



■ EastPharma S.a.r.l. ■ Other Shareholders

Saba İlaç purchases toll-manufacturing services from DEVA Holding where DEVA toll-manufactures and stores Saba products. DEVA Holding'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.

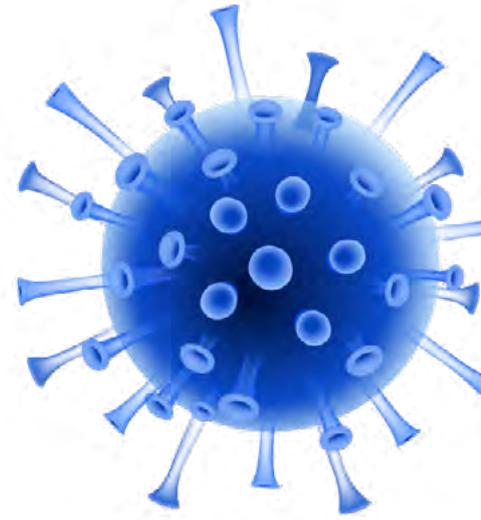
Subsidiaries

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

RI. De.Cv in Mexico, by Devatis Pty Ltd. in Australia, and by Devatis Canada, Inc. in Canada. DEVA Holding 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

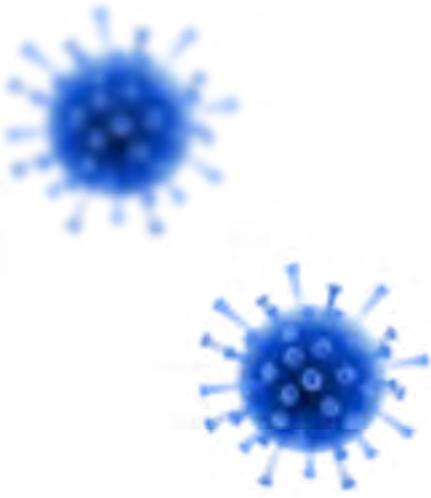


The COVID-19 pandemic carries various financial and operational risks for DEVA. The uncertainties caused by the pandemic have implications for product costs, efficiency, production timings and output, and the global supply chain, as well as potential workforce losses and temporal impairment of sales 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 Group Managers, Human Resources and Development Group Manager, Quality Operations Group Manager, Manufacturing Planning and Logistics Group Manager 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 senior management. The team reports directly to senior 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 where appropriate.
- Added the COVID-19 pandemic to their risk analyses, which are reviewed periodically.
- Informed labor representatives about the COVID-19 pandemic and the measures taken to address it, including information on the team, its mandate and the scope of the precautions.
- Employees were identified whose close relatives are medical staff working, particularly, at pandemic hospitals during the onset of the pandemic when the risk of infection was particularly high, and provided with remote working arrangements.
- During the same period when the pandemic was particularly intense, the field force were instructed to suspend their hospital and pharmacy visits.
- During the early pandemic, Head Office employees worked remotely at all times. 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 continue working from home during times when infection rates are higher. Currently, employees who are pregnant continue working remotely from the 24th week of pregnancy.
- 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.
- Nurses have been appointed to the workplace medical units to support the anti-pandemic efforts at both Kartepe and Çerkezköy sites.
- A 14-day quarantine rule is in place for those traveling in from abroad.
- Online COVID-19 awareness training is offered on the DEVAKADEMİ portal. Also, employees are provided awareness training by workplace doctors and work safety specialists. Educational short messages are communicated to all employees to raise awareness.

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, and comprising the a 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 who we work with. All parties are expected to comply with DEVA Code of Ethics. The employees are informed as appropriate 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 employees and appointed associated on this topic. 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 Group Manager and Legal Affairs Group Manager.

[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 seek advice. The identity of employees or others reporting a potential 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 on to the Ethics Board on a three monthly basis. The rights of reports 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 corporate processes with our charter and documented policies and procedures. These audits enable efficient and effective controls and timely implementation of corrective and curative actions.

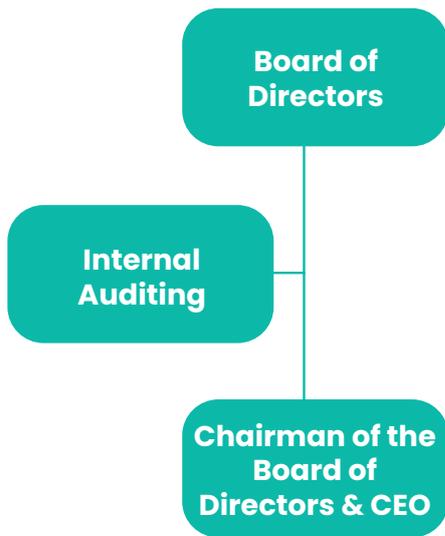
A risk-based inspection plan, developed jointly by the Auditing Committee and Internal Auditing Department, is used to analyze processes to identify areas of improvement or risk, launch detailed investigations for identifying

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 2020, a number of audits were conducted by DEVA Holding 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 Holding, 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 actions for addressing and managing risks. The actions taken are summarized in two monthly reports. DEVA Holding places great emphasis on ensuring embracement of the risk management approach across the organization, and 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. The committee mandate includes keeping abreast with developments in Turkey and around the world and proposing policies, procedures and initiatives to the Corporate Management Committee and, through it, to the Board of Directors. 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 yearly to ensure rapid, effective and robust internalization of sustainability mindset across the organization, and

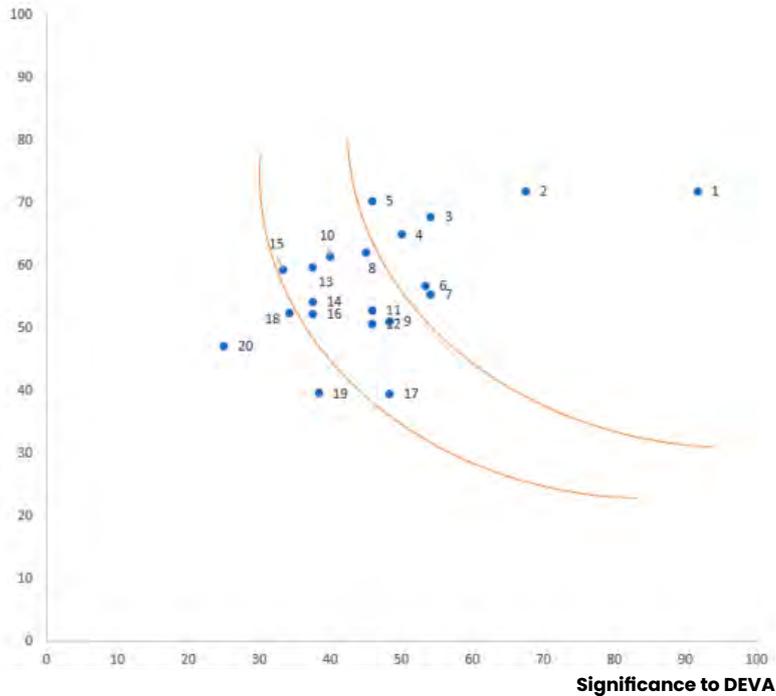
prepare an annual sustainability business plan to guide its efforts.

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 the CFO, who is also a Vice-Chair 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, Production, Planning and Logistics, International Markets, Strategic Planning and Business Development, Biotechnology, Engineering Projects Coordination. The Corporate Communication and Marketing Communication executive also serves as the committee secretary. The committee convenes at least twice yearly.

Our Priorities

At DEVA Holding, 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 2020, 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 for DEVA 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 Holding'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 Holding's product licenses, intellectual property and associated interests. |
| | 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. |

| | | |
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| 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-life balance, volunteering. |
| | Ethical Marketing | DEVA Holding 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, and raising awareness of water use. |
| | Work Health and Safety | Ensuring a safe and healthy working environment for DEVA Holding employees and across contractors, business partners and the entire value chain, and embedding a culture of health and safety. |
| | 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 Holding. |

| | | |
|------------------------|--|---|
| 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, and developing diverse business models and products with circular economy. |
| | Stakeholder Interaction and Collaborations | DEVA Holding 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 | Quarterly |
| 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 | Quarterly |
| 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 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 278 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 2020, 7% of sales were reinvested in R&D and approvals were gained for more than 20 products developed in 2020. In 2015, DEVA was named the best R&D company in the pharmaceutical industry during the Private Sector R&D Centers Summit organized by the Ministry of Science, Industry and Technology, and received the Golden Mortar Award, the most prestigious award in the pharmaceutical industry, three times for three different products.



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, automated 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 drugs are 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 over 1,600 domestic and foreign suppliers. 82% of our suppliers are domestic companies, and 60% 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, 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, and the quality systems of audited suppliers is evaluated on a survey. We proceed with purchasing if the quality systems of the supplier is considered acceptable, based on the audit and survey findings. 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 through licenses and patents in the regulated industry of pharmaceuticals.

DEVA Holding has over 800 brands registered with Turkish Patent Institute. 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 on third party patents as a 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.

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 13 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 Holding, 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 ISO 9001 Quality Management System.



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 expiry 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 Holding, 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

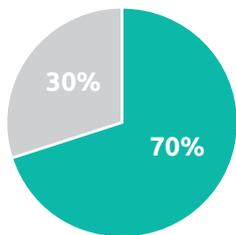
At DEVA Holding, our goal is to become the brand of choice in the sector with our portfolio of products. And we are aware that our employees are our greatest asset in achieving this goal. In line with our people-oriented approach, we are enabling our current employees to enhance their competencies while we are focusing on attracting new talent to DEVA. As of 2020, our staff has grown to 2,455 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. 36% of all employees, and 47% of white collar workers are female employees. We facilitate equal conditions for women to join the workforce and support them in maintaining a work-life balance. This year, 96% of female employees who left on maternity leave chose to return to their jobs.

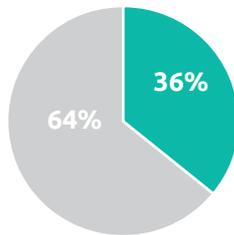


Employees by Category (%)



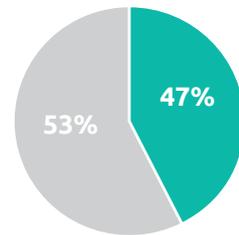
White Collar Blue Collar

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 2020, 84% 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 2020, 57% 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.

Training

At DEVA Holding, 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.



We came up with a number of solutions to continue employee training during the pandemic. Remote education technologies such as virtual classroom, video, e-test, e-learning and mobile learning were used in training and development planning, and various learning solutions were

offered, accessible to employees across all locations. With COVID-19, the duration of online training sessions was shortened without revising their content. In year 2020, an average of 38 hours of training per employee was provided.

- All executives were provided training to develop their management skills of remote-working teams.
- Remote training programs were offered to improve leadership skills of medium-level executives and communication and relationship management skills of other employees at the Head Office and manufacturing facilities.
- For promotional teams, a Remote Presentation Skills training was designed to help them make their presentations remotely during the pandemic.
- The foreign language education project, supporting personal development of employees, continued in a remote-learning setting.
- During the pandemic, live webinars were offered on topics including People, Life and Relationships and Remote Working Culture.

Attracting New Talent

At DEVA Holding, we have internship programs to support development of college and vocational school 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 Holding to college students during the summer term, and to vocational school students

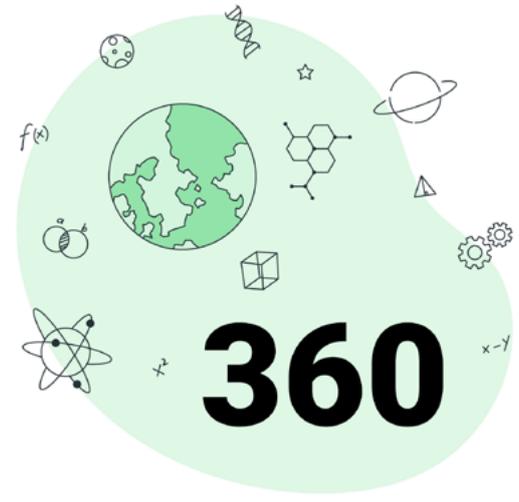
during the winter term.

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 School 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 Holding 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 School 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, we have maximized hygiene rules in the workplace to protect employee's health and well-being. 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 senior management, Human Resources and Development, Legal and Manufacturing, and those selected are rewarded.

- At DEVA Holding, we value and listen to employees' views. Our Refer-Win initiative allow employees nominate others 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 2020, we provided 16,854 person hours* of WHS training to employees, and 1,152 person hours* of WHS training to subcontractors.



Environment Responsibility

Assessing and Managing Environmental Impact

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

As a leading and long-established company in the Turkish pharmaceutical industry, we conduct our operations with a responsible environmental management mindset. In this premise, we measure, analyze and strive to reduce the environmental impact of our every business process. 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 Holding, 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 yearly and revised where necessary. We pursue our operations with a zero environmental accident target. No environmental accidents occurred during year 2020.

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 yearend 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 2021](#)

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.

At DEVA Holding, we closely monitor, report on and work to reduce greenhouse gas emissions from our business processes. Energy management brings increase efficiency and saving, and helps reduce greenhouse gas emissions caused by energy use. In addition to carbon emissions, NOx, SOx and other air emissions are also measured and evaluated to reduce their impact on climate change.



Energy Management

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

DEVA contributes to the anti-climate change efforts, and focuses on initiatives that enhance energy efficiency and

saving. Efficient use of energy not only helps reduce the environmental impact, but also helps reduce costs and provide financial savings.

During 2020, 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.

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 m3 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.



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

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. A zero waste certificate has been received for our Head Office. For the Kartepe Plant, we aim to receive a zero waste certificate in year 2022. 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 2020, a total of 1,774 hours waste management training, on average of 1 hour per person, was provided.





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 Trade Exchange |
| Istanbul Union of Chemical and Chemical Product Exporters |
| Turkish Union of Chambers and Exchanges (TOBB) Global Standards Center |

Performance Tables

Social Performance Indicators

| Employees by Category | 2018 | | 2019 | | 2020 | |
|--------------------------------|--------|-------|--------|-------|--------|-------|
| | Female | Male | Female | Male | Female | Male |
| Total number of employees | 756 | 1.325 | 831 | 1.539 | 892 | 1.563 |
| Number of white collar workers | 658 | 774 | 735 | 880 | 803 | 913 |
| Number of blue collar workers | 98 | 551 | 96 | 659 | 89 | 650 |

| Employees by Employment Status | 2018 | | 2019 | | 2020 | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| | Full Time | Part Time | Full Time | Part Time | Full Time | Part Time |
| Number of employees by employment status | 2.081 | 0 | 2.370 | 0 | 2.455 | 0 |
| Number of white collar workers | 1.432 | 0 | 1.615 | 0 | 1.716 | 0 |
| Number of blue collar workers | 649 | 0 | 755 | 0 | 739 | 0 |

| Employees by Age | 2018 | | 2019 | | 2020 | |
|-----------------------------------|--------|------|--------|-------|--------|-------|
| | Female | Male | Female | Male | Female | Male |
| Under 30 yoa | 360 | 295 | 370 | 370 | 391 | 346 |
| Between 30 and 50 yoa (inclusive) | 385 | 965 | 449 | 1.103 | 490 | 1.147 |
| Over 50 yoa | 11 | 65 | 12 | 66 | 11 | 70 |

| New Hires | 2018 | | 2019 | | 2020 | |
|---|--------|------|--------|------|--------|------|
| | Female | Male | Female | Male | Female | Male |
| Number of new hires during the year by year | 176 | 273 | 205 | 453 | 180 | 198 |
| Under 30 yoa | 126 | 131 | 132 | 231 | 124 | 111 |
| Between 30 and 50 yoa (inclusive) | 50 | 138 | 73 | 220 | 56 | 85 |
| Over 50 yoa | 0 | 4 | 0 | 2 | 0 | 2 |

| Subcontractor Employees | 2018 | | 2019 | | 2020 | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| | Female | Male | Female | Male | Female | Male |
| Number of subcontractor employees by sex | 43 | 136 | 47 | 144 | 64 | 160 |
| | Full Time | Part Time | Full Time | Part Time | Full Time | Part Time |
| Number of subcontractor employees by employment status | 150 | 29 | 160 | 31 | 192 | 32 |

| Working Durations by Year | 2018 | | 2019 | | 2020 | |
|--|--------|------|--------|------|--------|------|
| | Female | Male | Female | Male | Female | Male |
| Number of employees employed 0 to 5 years | 517 | 669 | 579 | 874 | 623 | 854 |
| Number of employees employed 5 to 10 years | 196 | 437 | 197 | 353 | 183 | 361 |
| Number of employees employed over 10 years | 43 | 219 | 55 | 312 | 86 | 348 |

| Maternal/Parental Leave | 2018 | | 2019 | | 2020 | |
|--|--------|------|--------|------|--------|------|
| | Female | Male | Female | Male | Female | Male |
| Number of employees who used maternal/parental leave | 25 | 87 | 26 | 88 | 28 | 74 |
| Number of employees who returned to work after maternal/parental leave | 25 | 87 | 26 | 88 | 27 | 74 |

| Training Hours (excluding WHS training) | 2018 | 2019 | 2020 |
|---|---------|---------|--------|
| Total hours of training | 314.646 | 260.951 | 94.075 |
| Training hours per employee | 148 | 117 | 38 |

| Subcontractor Training | 2018 | 2019 | 2020 |
|----------------------------------|------|------|-------|
| Training hours per subcontractor | 16 | 16 | 11,19 |

| WHS Performance* | | | |
|--|-------------|-------------|-------------|
| Frequency Rate of Work Accidents | | | |
| Site | 2018 | 2019 | 2020 |
| Çerkezköy 1 | 0,61 | 0,74 | 0,67 |
| Çerkezköy 2 | 0,83 | 1,37 | 0,79 |
| Çerkezköy 4 | 0 | 0 | 0 |
| Kartepe | 0,08 | 1,36 | 1,5 |
| Head Office | 0 | 0 | 0 |
| | | | |
| Weight Rate of Work Accidents | | | |
| Site | 2018 | 2019 | 2020 |
| Çerkezköy 1 | 0,03 | 0,04 | 0,03 |
| Çerkezköy 2 | 0,09 | 0,08 | 0,04 |
| Çerkezköy 4 | 0 | 0 | 0 |
| Kartepe | 0,03 | 0,13 | 0,04 |
| Head Office | 0 | 0 | 0 |
| *Calculated based on European Statics On Accidents At Work - ESAW. | | | |

| WHS Training | 2018 | 2019 | 2020 |
|--|-------------|-------------|-------------|
| Total WHS training hours | 17.020 | 13.699 | 12.903 |
| WHS training hours per employee | 6,93 | 5,58 | 5,25 |
| Total hours of WHS training provided to subcontractors | 900 | 960 | 1.152 |
| Total WHS training hours per subcontractor | 5,03 | 5,03 | 5,14 |

Environmental Performance Indicators

| | 2018 | 2019 | 2020 |
|---------------------------------------|------------|------------|------------|
| Total Energy Consumption (MWh) | 140.538,49 | 140.653,22 | 136.003,36 |
| Total Energy Consumption (GJ) | 505.938,58 | 506.351,60 | 489.612,10 |

| Greenhouse Gas Emissions (tons CO₂e)* | 2018 | 2019 | 2020 |
|---|-----------|-----------|-----------|
| Scope 1 | 19.963,55 | 19.828,94 | 20.133,08 |
| Scope 2 | 34.422,26 | 34.888,65 | 32.343,12 |
| Scope 3 | 1.205,69 | 1.273,66 | 1.335,81 |
| Total | 55.591,50 | 55.991,25 | 53.812,01 |

*Scope 1, Scope 2 and Scope 3 emissions were calculated based on the operational control principle, under the Greenhouse Gases Protocol: Accounting and Reporting Standard, in accordance with ISO 14064-1. CO₂ equivalent coefficients of CO₂, CH₄, N₂O, HFCs (SF₆ and coolant gas) were used in the calculations. The Global Warming Potential (GWP) coefficients were calculated by multiplying the composite ton CO₂-e values with appropriate coefficients, using United Kingdom DEFRA 2020 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-2020>).

| Waste (kg) | 2018 | 2019 | 2020 |
|------------------------------------|-----------|-----------|-----------|
| Total hazardous waste | 744.847 | 1.101.899 | 1.147.655 |
| Hazardous waste recycled | 58.923 | 65.344 | 59.818 |
| Hazardous waste recycled as energy | 685.924 | 1.036.555 | 1.087.837 |
| Nonhazardous waste recycled | 1.149.249 | 1.162.375 | 1.379.289 |

| Water Consumption (m³) | 2018 | 2019 | 2020 |
|--|---------|---------|---------|
| Total Water Consumption | 462.838 | 484.388 | 529.099 |
| Municipal Water | 401.953 | 429.388 | 474.898 |
| Underground water | 60.885 | 55.000 | 54.201 |
| Total waste water | 242.848 | 258.055 | 358.636 |

| | 2018 | 2019 | 2020 |
|---|-----------|-----------|-----------|
| Total Environmental Investments and Spend (TL) | 1.084.306 | 1.647.282 | 2.128.065 |

| Raw Materials and Materials Used in Packaging (kg)* | 2018 | 2019 | 2020 |
|--|------------|------------|------------|
| Paper | 24.528.360 | 26.576.435 | 10.909.825 |
| Plastics | 5.595.690 | 11.268.600 | 1.871.210 |
| Metals | 1.027.365 | 1.380.060 | 587.590 |
| Glass | 13.731.150 | 3.805.125 | 4.230.750 |

*Packaging quantities declared according to the Regulation on Controlling Packaging Waste, issued by the Ministry of Environment and Urban Affairs.

GRI Table

| GRI Standards | Indicators | Page Numbers/ Direct Resources | Explanation for the Information that Not Provided |
|---|--------------------------|---|---|
| GRI 101: Basics 2016 | | | |
| GRI 102: General Indicators 2016 | | | |
| | Corporate Profile | | |
| GRI 102: General Indicators 2016 | 102-1 | 7 | - |
| | 102-2 | 11 | - |
| | 102-3 | https://www.deva.com.tr/en/contact | - |
| | 102-4 | 11, 13 | - |
| | 102-5 | 13 | - |
| | 102-6 | 2020 Annual Report, page 21, 22 https://deva.com.tr/uploads/pdf_files/faaliyet_raporlari/CICDbdePlwxcE3XjcDHE.pdf | - |
| | 102-7 | 11, 12, 34 2020 Annual Report, page 18-22 https://deva.com.tr/uploads/pdf_files/faaliyet_raporlari/CICDbdePlwxcE3XjcDHE.pdf | - |
| | 102-8 | 34, 35 | - |
| | 102-9 | 24 | - |
| | 102-10 | No change | - |

| | | | | |
|---|-----------------------------|---|---|--|
| GRI 102: General Indicators 2016 | 102-11 | 17 | - | |
| | 102-12 | 34 | - | |
| | 102-13 | 34 | - | |
| | Strategy | | | |
| | 102-14 | 8, 9 | - | |
| | 102-15 | 17, 18 | - | |
| | Ethics and Integrity | | | |
| | 102-16 | 16 | - | |
| | 102-17 | 16 | - | |
| | Governance | | | |
| | 102-18 | 17, 18 https://www.deva.com.tr/tr/komiteler 2020 Annual Report, page 57 https://deva.com.tr/uploads/pdf_files/faaliyet_raporlari/CICDbdePlwxcE3XjcDHE.pdf | - | |
| | 102-19 | 18 | - | |
| | Stakeholder Analysis | | | |
| | 102-40 | 21 | - | |
| | 102-41 | There is no employee under the collective bargaining agreement. | - | |
| | 102-42 | 18, 21 | - | |
| | 102-43 | 21 | - | |
| | 102-44 | 19-21 | - | |
| | Report Profile | | | |
| | 102-45 | 7 | - | |
| | 102-46 | 7 | - | |
| | 102-47 | 19-21 | - | |
| | 102-48 | It is the company's first sustainability report. | - | |
| | 102-49 | It is the company's first sustainability report. | - | |

| | | | |
|---|--------|--|---|
| GRI 102: General Indicators 2016 | 102-50 | 7 | - |
| | 102-51 | It is the company's first sustainability report. | - |
| | 102-52 | Annual | - |
| | 102-53 | 7 | - |
| | 102-54 | 7 | - |
| | 102-55 | 39 | - |
| | 102-56 | N/A | - |
| GRI 200: Economic Standard Series | | | |
| Procurement Practices | | | |
| GRI 103: Management Approach 2016 | 103-1 | 24 | - |
| | 103-2 | 24 | - |
| | 103-3 | 24 | - |
| GRI 204: Procurement Practices 2016 | 204-1 | 24 | - |
| GRI 300: Environmental Standard Series | | | |
| Energy | | | |
| 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 | - |
| Water and Wastewater | | | |
| GRI 103: Management Approach 2016 | 103-1 | 31 | - |
| | 103-2 | 31 | - |
| | 103-3 | 31 | - |
| 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 | 32 | - |
| | 103-2 | 32 | - |
| | 103-3 | 32 | - |
| 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 | - |
| Training and Education | | | |
| 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 | - |
| Diversity and Equal Opportunity | | | |
| 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 2020 Annual Report, page 10, 11 https://deva.com.tr/uploads/pdf_files/faaliyet_raporlari/CICDbdePIwxcE3XjcDHE.pdf | - |
| Priority issues that are not covered in the special notification | | | |
| R&D and Innovation | | | |
| GRI 103: Management Approach 2016 | 103-1 | 22-23 | - |
| | 103-2 | 22-23 | - |
| | 103-3 | 22-23 | - |
| Access to Medicines | | | |
| 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

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

