



2021 - 2022
Sustainability Report

Humanis

Sustainability Report 2021 - 2022



Humanis

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ABOUT THE REPORT

We present to you, our stakeholders, our first sustainability report, which includes our strategy for managing social, economic and environmental impacts by focusing on people, our sustainability priorities, and the results of our activities and performance in support of the United Nations (UN) Sustainable Development Goals.

This report has been prepared in accordance with GRI (Global Reporting Initiative) Standards. The material issues that form the basis of the report content were determined as a result of processes carried out in accordance with the reporting principles set out in the GRI Standards. The scope of the report covers the activities conducted within Humanis between January 1, 2021, and December 31, 2022.

You can send any comments and suggestions regarding our sustainability activities and reporting to us at guclu.gelecek@humanis.life.



FROM PHARMACTIVE TO HUMANIS

As Pharmactive leaving behind 10 years of success, we changed our name in order to design the next 10 years in differentiated global markets. While Pharmactive grows with new goals, it will continue its journey with Humanis, which represents a human-oriented philosophy, with the motto "human-oriented health".

CEO MESSAGE



Yunus SANCAK
CEO

Dear Stakeholders,

We decided to continue on the path we set out to provide health to the whole world by producing medicines at high quality standards under the name Humanis as a result of our human-oriented transformation at the end of 2022. As we take firm steps forward on this journey we set out on with the motto "Blessed is the one who is a cure for a trouble.", we continue to work for health with the inspiration we draw from the healing power of love and our commitment to our work.

The year 2022 was a year in which economic fluctuations and geopolitical risks were added to the traces of the global pandemic. In addition to the ongoing problems in the supply chain, rising energy and commodity prices due to the Russia-Ukraine war increased production costs, while

concerns of recession and reduced demand in developed economies directly affected many sectors.

However, Türkiye's pharma sector recorded 8.5% growth in boxes and 78% growth in value in Q2 2022 compared to 2021 as the effects of the pandemic gradually faded. Compared to 2021, the manufactured-imported drug usage ratio increased in favor of manufactured drugs compared to 2021. In addition, the importance of including chronic areas and consumer health products in company portfolios has increased in terms of sustainability.

In parallel with the developments in the Turkish pharmaceutical industry, we had a financially successful year in 2022. We increased our net sales by 171% and net profit by 203% compared to 2021.

CEO MESSAGE

At Humanis, we believe that the management of the social and environmental impacts of the value chain we develop is as important as its economic dimension. With the motivation of sustainable “Strong Future”, we aim to increase the added value we create by considering social, environmental and governance elements. To this end, we became a signatory to the UN Global Compact in 2022. We also participated in the Climate Ambition Accelerator Program, SDG Ambition Accelerator Program and Diversity and Inclusion Workshops implemented by the UN Global Compact.

While we strive to use our existing resources in the most efficient way

for a sustainable world, we also strive to spread this understanding among our stakeholders. As of the 3rd quarter of 2022, we became the first local pharmaceutical company to raise awareness on this issue by providing 30% of our total electricity consumption from solar energy panels installed on the factory roof area. With the land-type Solar Energy System that we will put into use in 2023, we will generate 100% of our electricity in our own facility and we will continue our investments in renewable energy sources in the coming years.

In 2023, we will continue to take firm steps forward in our sustainability journey by committing to the Science-Based Targets Initiative (SBTi) to set

our 2030 net zero targets within the framework of scientific targets and by participating in the Carbon Disclosure Project’s (CDP) Climate Change Program.

At Humanis, we also attach great importance to R&D, innovative approaches and digital transformation. In our 3,200 m² R&D center approved by the Ministry of Science, Industry and Technology, we continue our efforts with nearly 70 employees with the aim of product development and bringing generic medicines with high added value to the market.

We also consider the social dimension of sustainability, strive to create a corporate culture that respects

human rights, equal opportunities and employee development in working life, and encourage women’s employment. In 2022, the share of female employees in our total workforce was 32% and the share of female white-collar employees in all white-collar employees was 33%.

We will continue to move forward on the path we set out on with the motto “Human-Oriented Health Philosophy” with the same enthusiasm and love as on the first day. I am very pleased to share with you our first sustainability report, which includes the social, economic and environmental dimensions of our activities, and I would like to thank all our stakeholders, especially our colleagues, for supporting our success.

Yunus SANCAK
CEO

ABOUT HUMANIS



Pharmactive, which started its journey within SAYA Group with the understanding of “Blessed is the one who is a cure for a trouble.”, was established in 2010 with an investment of 200 million dollars. The production facility, built on an area of 108,000 m² in Çerkezköy, is designed for an annual production capacity of 330 million boxes of pharmaceuticals in solid, semi-solid and liquid lines, and produced 92 million boxes in 2022. Pharmactive was inspired by “Humanism” and changed its name to Humanis, aiming to emphasize its human-oriented approach and offer “good life” for everyone.

With GMP Certificates (Good Manufacturing Practices) obtained from Europe, Canada and Russia, Humanis has proven to be a reliable manufacturer in the foreign market and has an increasing sales graph in exports every year.

Acting with the mission of “developing and producing medicines at high quality standards and providing human-oriented health by making medicines accessible to everyone”, Humanis has been investing in R&D at an increasing rate every year since its establishment. Humanis’ R&D center, with an area of 3,200 m², has been one

of the few pharmaceutical R&D centers approved by the Ministry of Industry and Technology since 2014. The R&D center closely follows government incentives such as TEYDEB, TÜSEB, and Technology Oriented Industrial Move Program and presents projects.

Offering innovative products developed in different therapeutic areas and reliable generic products to doctors, pharmacists and patients, Humanis is the solution partner of global pharmaceutical companies for their production needs in Türkiye thanks to its flexible and high production capacity and has made

great contributions to localization policies in pharmaceuticals.

Carrying its success in the national market to global markets, Humanis realizes international collaborations with its broad product portfolio, competent regulatory and market access staff, sales and marketing support, strong financial structure and customer-oriented perspective, and develops products by following current regulations. Having drug licenses in 13 European Union countries, Humanis has taken the first step to enter these markets by obtaining GMP certificates from the Russian Ministry of Health in 2019 and the Canadian Ministry of Health in 2021.

Humanis, which continues to grow and spread rapidly with its motto of “Human-Oriented Health Philosophy”, exports to 25 countries in 3 different continents. With its investments and production quality, Humanis has succeeded in becoming one of the fastest growing companies in Türkiye and has strengthened its steps in the international arena by establishing a new company (Humanis GmbH) in Germany.

ABOUT HUMANIS

Countries We Export To

-
- | | | | | |
|---------------|---------------|---------------|-------------------|------------|
| → Afghanistan | → Ethiopia | → England | → Kosovo | → Poland |
| → Germany | → France | → Spain | → Lebanon | → Portugal |
| → Albania | → Georgia | → Switzerland | → North Macedonia | → Tanzania |
| → Azerbaijan | → Netherlands | → Italy | → Malta | → Vietnam |
| → China | → Iraq | → Kenya | → Uzbekistan | → Yemen |
-

Coming Soon...

-
- | | | | |
|------------------------|----------------------------|----------------|-----------|
| → United Arab Emirates | → Republic of South Africa | → Kuwait | → Ukraine |
| → Dominican Republic | → Canada | → Russia | → Jordan |
| → Philippines | → Kyrgyzstan | → Saudi Arabia | |
-



ABOUT HUMANIS

Why Are We Preferred in International Markets ?

- ∞ Production Understanding in GMP Standards
- ∞ High Quality and Innovative Product Portfolio
- ∞ High Technological Production and R&D Infrastructure
- ∞ A Customer-Oriented Business Approach
- ∞ On Time Delivery
- ∞ Fast and Solution-Oriented Communication
- ∞ Sustainable Trade
- ∞ Being a Fast Growing and Developing Company



Our Production Types



Solid Production

- ◇ Tablets
- ◇ Capsules
- ◇ Effervescent Tablets



Semi-Solid Production

- ◇ Cream & Pomade & Gel



Liquid Production

- ◇ Syrup & Suspension
- ◇ Lotion & Spray
- ◇ Enema

Available Treatment Areas



- ◇ Analgesics
- ◇ Antibiotics (non-betalactam)
- ◇ Dermatology

- ◇ Gastroenterology
- ◇ Gynecology
- ◇ Cardiovascular
- ◇ Orthopedics

- ◇ Rheumatology
- ◇ Respiratory
- ◇ Urogenital

Targeted Treatment Areas



- ◇ Rare Diseases
- ◇ Central Nervous System Diseases
- ◇ Diabete
- ◇ Oncology

ABOUT HUMANIS

MISSION*



To develop and produce high quality medicines with the strength we derive from our values and to be active for human health by making medicines accessible to everyone.

VISION*



To be one of the top 5 companies in Türkiye in 5 categories in 2026 with our vision of "Our Horizon is 5 out of 5"

OUR VALUES

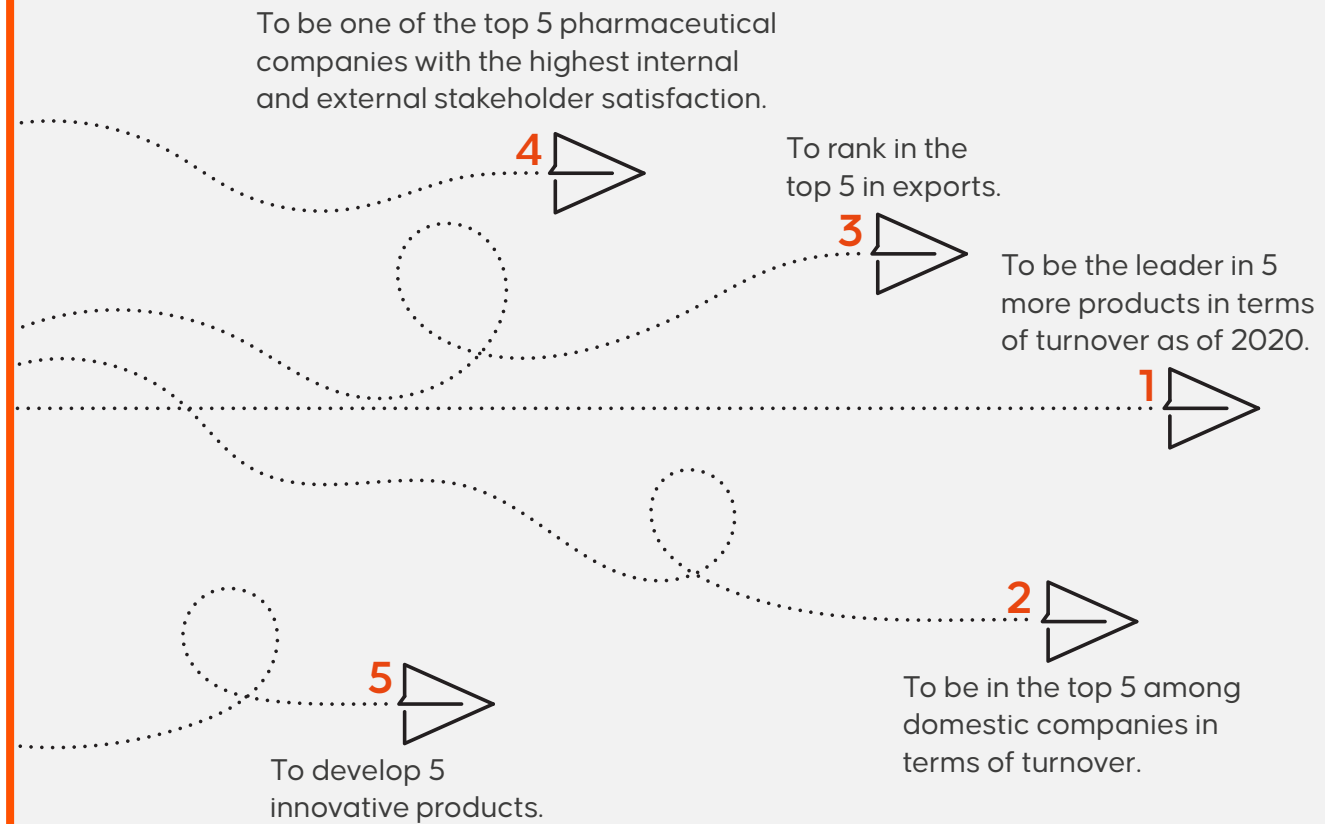


As Humanis, we take our strength from the values of "Reliability", "Being Useful", "Valuing People, Merit", "Global Competition" and we are taking firm steps towards becoming one of the largest generic pharmaceutical companies in Türkiye.

Click [here](#) for our values.

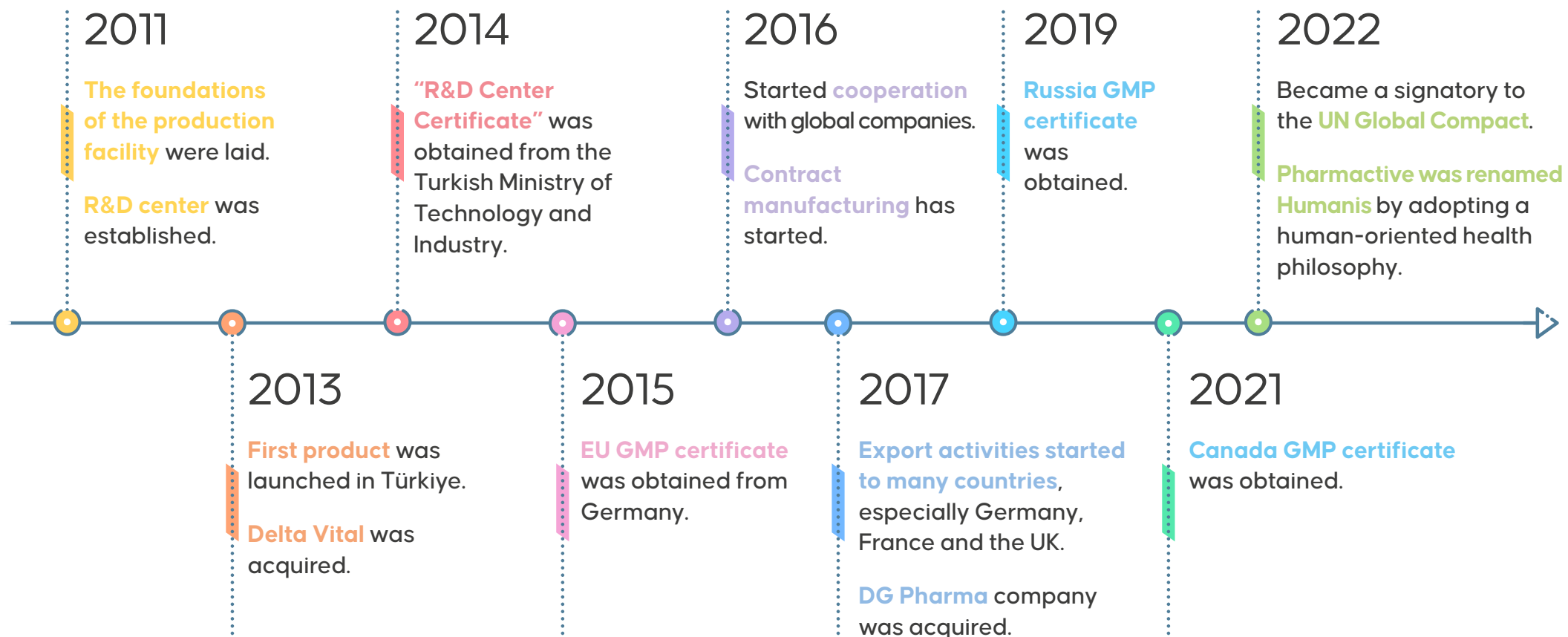
* Our mission and vision will be revised in 2023 on the basis of our motto "human-oriented health".

OUR HORIZON IS 5 OUT OF 5



ABOUT HUMANIS

MILESTONES



ABOUT HUMANIS

HUMANIS IN NUMBERS



100%

100% domestic capital



USD 200 million

USD 200 million investment for the plant



330 million

330 million boxes of annual production capacity



200

Over 200 licensed products



45,000 m²

45,000 m² closed area production facility



10

10 treatment areas



25 countries

Export to 25 countries in 3 continents



900+

Over 900 employees



70

Nearly 70 employees in the R&D center



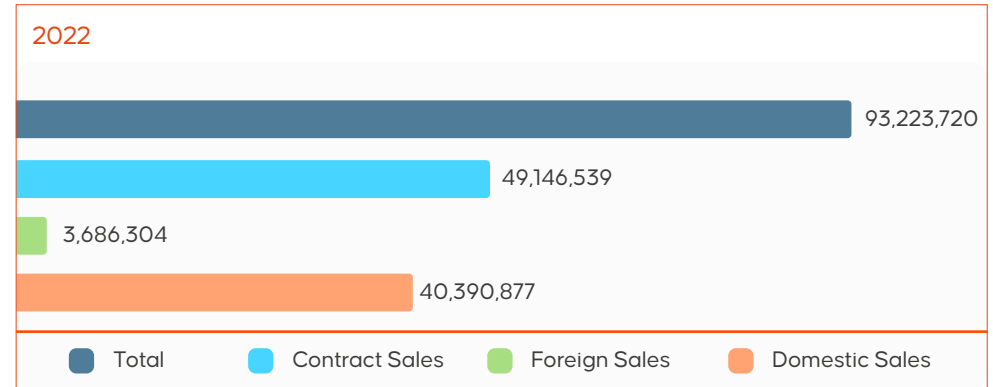
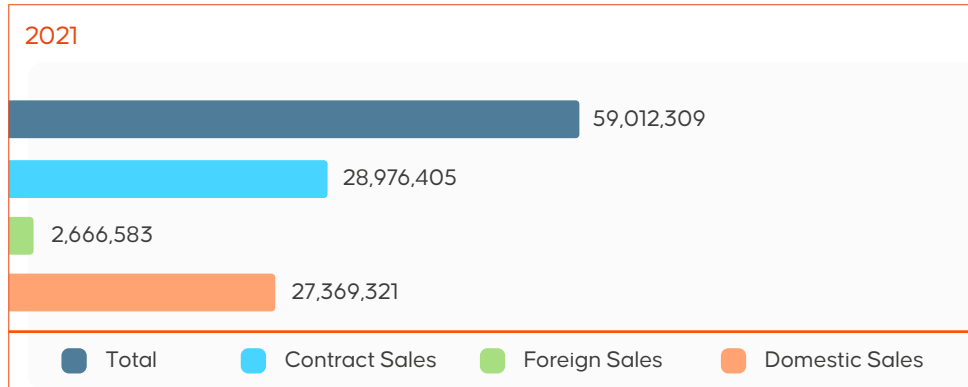
GPTW

Great Place to Work (GPTW) Certification

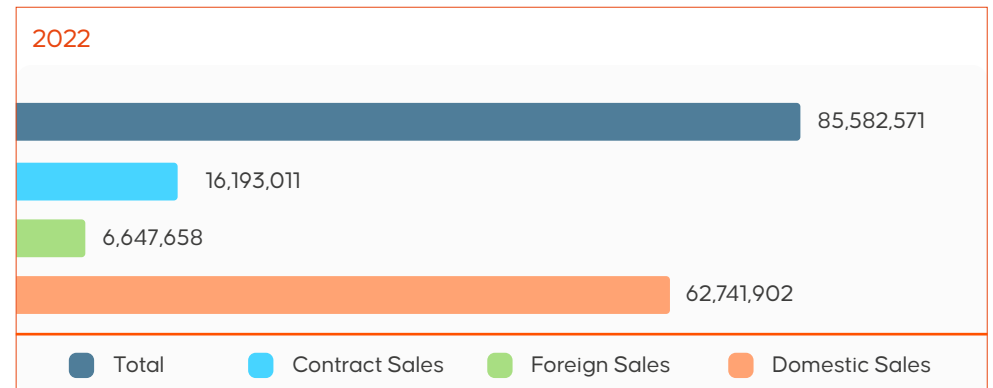
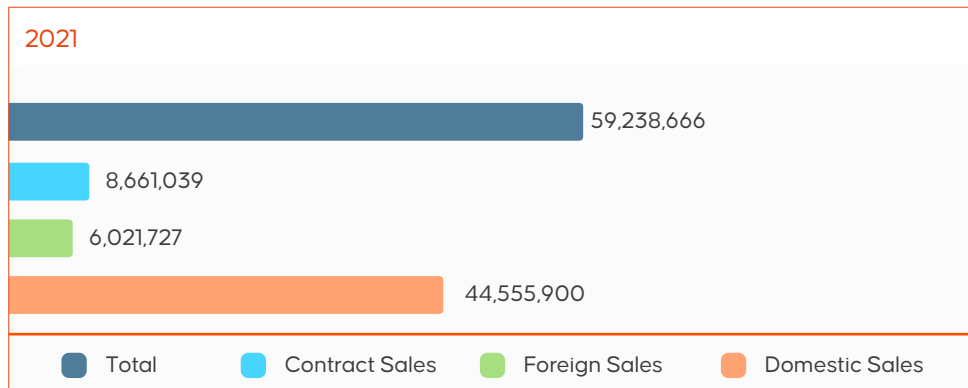


ABOUT HUMANIS

Number of Boxes



Net Sales (USD)



In 2022, while the Turkish pharmaceutical market grew by 76% in terms of TL sales compared to the previous year, we, as Humanis, outperformed the market by growing 129%.





CORPORATE GOVERNANCE

As Humanis, we adopt a transparent, accountable and risk-oriented corporate governance model that respects human rights. In all our business processes, we accept full compliance with laws and ethical principles as our fundamental responsibility, taking into account the needs and expectations of our stakeholders. We aim to extend our principles, which we have established on the axis of "Reliability", "Being Useful", "Valuing People, Merit" and "Global Competition", to our entire value chain.



CORPORATE GOVERNANCE

We strengthen this sustainable corporate governance approach with our practices, policies and the international initiatives we support. We follow international management systems standards in the areas of quality, occupational health and safety, information security, environment and energy, and within the scope of the UN

Global Compact, which we signed in 2022, we take these principles as reference in issues such as promoting human rights, eliminating forced and compulsory labor and child labor, adopting environmentally friendly technologies and combating corruption.

Board Structure

The Board of Directors, the highest level management body of Humanis, consists of 4 members. The Board of Directors includes one member representing the SAYA Group Board of Directors.

Humanis Board of Directors

Haluk SANCAK
Chairman
SAYA Group Board Member

Levent SELAMOĞLU
Board Member
(Representing SAYA Group)

Dr. Yalçın YAŞIN
Board Member
Humanis Commercial Operations
General Manager

Dr. Ferran DİNÇER
Board Member

SAYA Group Board of Directors

Cem MENĞİ
Chairman

Haluk SANCAK
Board Member
Chairman of Humanis Board of Directors

Mesut SANCAK
Board Member
Chairman of Folkart Board of Directors

Metin SANCAK
Board Member
Chairman of Valt Technology
Board of Directors

Levent SELAMOĞLU
Board Member

Zeki EKİNCİ
Board Member

Hamit SANCAK
Board Member
Chairman of Valt Motors Board of Directors

Kadir ERİKLİ
Board Member
SAYA Group Financial Affairs Director

Rıdvan ÖZDEMİR
Board Member
SAYA Group Finance and Treasury Director

CORPORATE GOVERNANCE

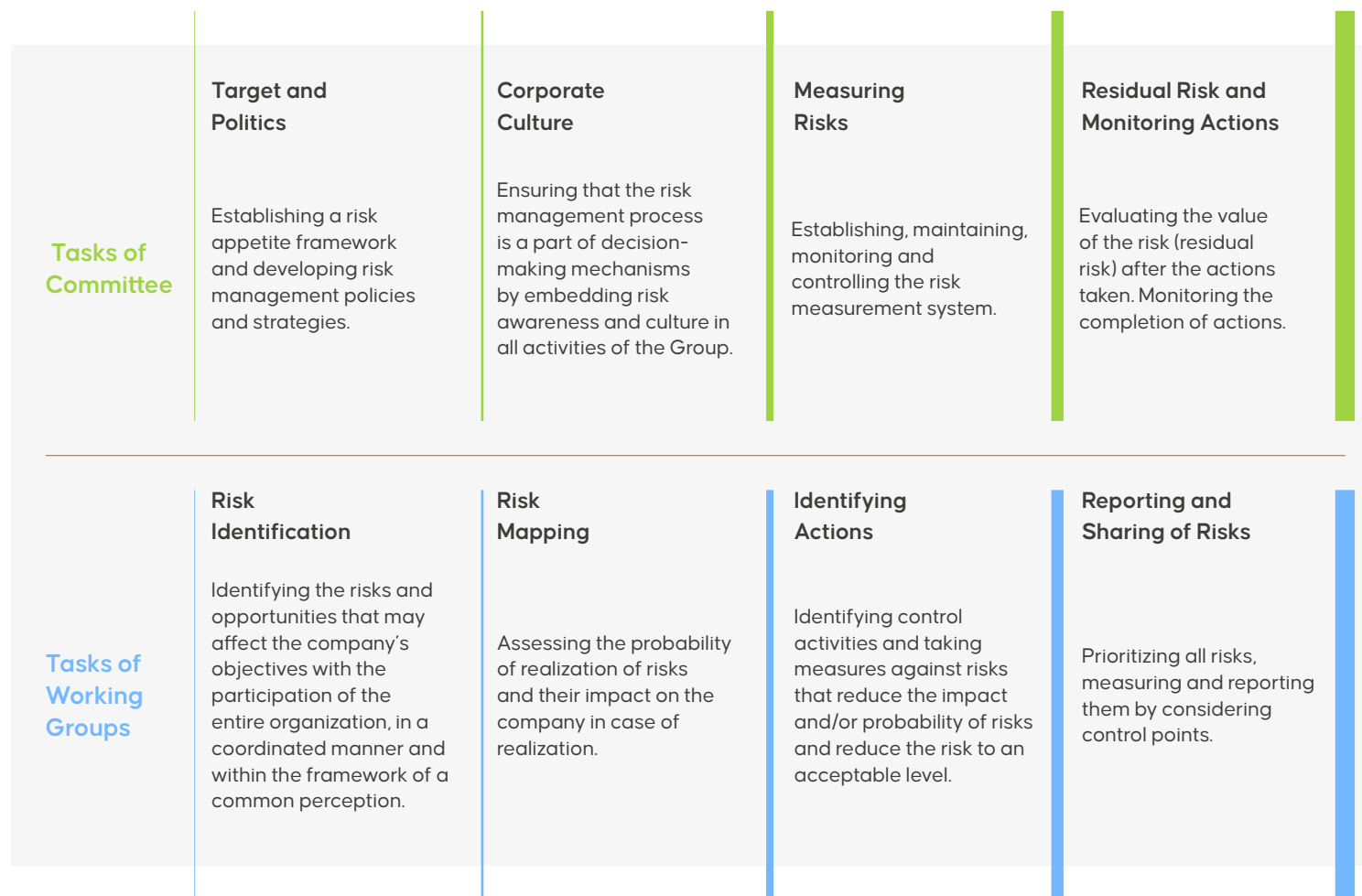
RISK MANAGEMENT

As Humanis, we prioritize ensuring the sustainability of our operations, financial strength and reputation.

Our risk management activities are structured in line with internationally accepted risk management principles and are carried out under the leadership of the “Corporate Risk and Compliance Committee” within the SAYA Group, in order to identify, manage and eliminate risks that may prevent the realization of our company’s goals, activities and strategies. Risks are evaluated separately for each company. In line with this approach, Risk Working Groups, which are composed of SAYA Group employees with sufficient experience and knowledge in their respective fields, are established under the umbrella of the Committee.

The Humanis Risk Working Group consists of 21 members identified by function. The members of the Working Group have received “Corporate Risk and Compliance Management Training” from a global consulting firm and carry out risk identification, analysis and definition activities through workshops and one-to-one meetings in order to identify risks in a coordinated manner within the framework of a common perception.

Tasks and Responsibilities



CORPORATE GOVERNANCE

In the risk management process; risks are identified in line with the potential uncertainties that may be encountered and an inventory is created, the natural risk score is determined in line with the possible effects and probability of each risk, the residual risk score is calculated after the existing controls, and the risks are classified according to the degree of importance. Actions

are determined in line with the strategic targets for the elimination of risks, and according to the deadlines, our Internal Control team performs the monitoring task by testing the effectiveness of risk strategies and measures taken. In this context, analyses and studies are conducted in accordance with the risk-taking profile, and the results obtained are reported.

Our Company identifies its risks according to its own probability and impact calculations and creates effective internal control systems by taking the necessary measures. Suggestions regarding risks are communicated by the Committee to senior management and the Board of Directors. If the Committee believes that the senior management has assumed an unacceptable risk, it reports the

situation to the sub-Working Group leader for discussion and, if necessary, to the company's Board of Directors. Risk management systems are reviewed at least twice a year and the compliance of the relevant departments with the Committee's decisions is monitored.

The 8 different risk categories we consider in risk management are as follows:

- 1. Strategic Risks:** Risks arising from events or conditions that prevent our Company from achieving its strategic goals or jeopardize its ability to achieve these goals.
- 2. Sustainability Risks:** Threats and uncertainties that make it difficult or prevent our Company from achieving its social, environmental and economic goals.
- 3. Financial Risks:** This category covers our company's financial position, liquidity, credit risk, market risk and other financial issues.
- 4. Operational Risks:** This category covers risks that may arise in terms of disruption of operational processes, effective use of resources, supply chain management and similar issues. Process errors, system failures or human errors are evaluated under this category.
- 5. Compliance Risks:** Compliance risks refer to criminal sanctions or other negative consequences that may arise from actions contrary to national and international legislation, standards and regulations.
- 6. Reputation Risks:** It includes potential threats that may have a negative impact on our Company's brand value and reputation.
- 7. Information Security Risks:** Within the scope of the ISO 27001 standard adopted on information security; data leaks, cyber-attacks and other information security threats are evaluated in this category.
- 8. Quality Risks:** Risks to product quality are assessed under the International Council for Harmonization (ICH) Q9 Quality Risk Management framework. Quality issues, recalls, side effects or other related issues that may arise during the entire life cycle of the product are analyzed in this category.

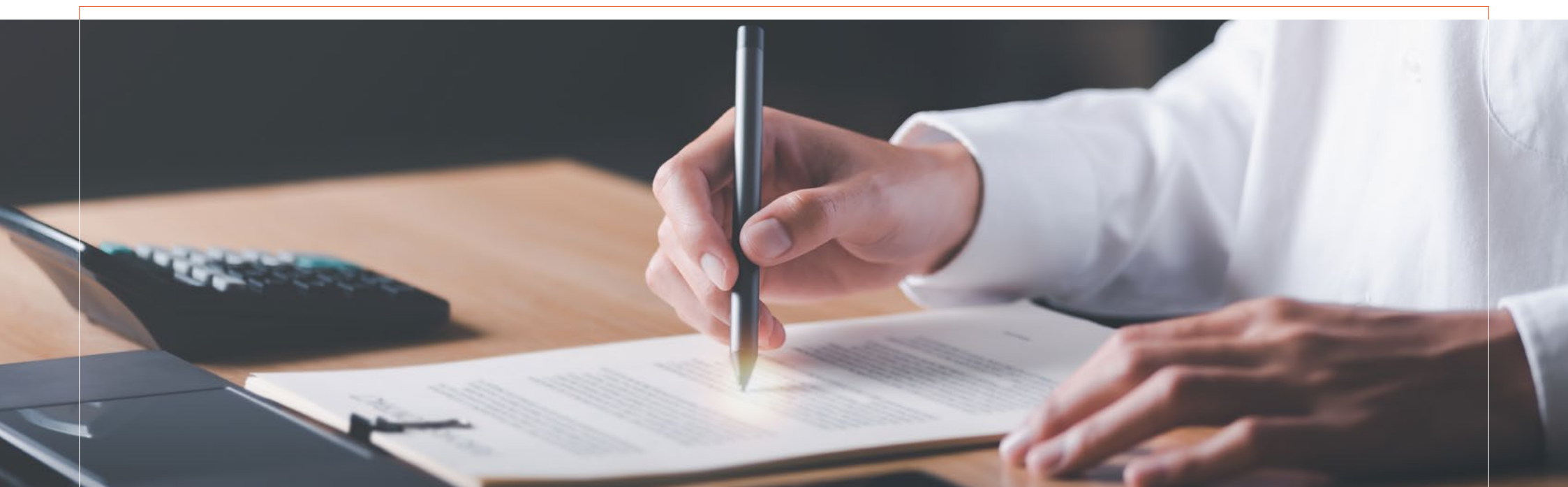
CORPORATE GOVERNANCE

INTERNAL AUDIT AND CONTROL

At Humanis, SAYA Group Internal Audit Department monitors the compliance of processes with company policies and procedures. The internal audit structure is based on the International Institute of Internal Auditors' (IIA) triple line of defense model and strictly complies with COSO internal control standards.

Our Internal Audit Department determines audit targets by considering the goals and strategic objectives of our company. At the same time, it identifies the risks within our company, makes evaluations to take effective measures against these risks and creates the audit plan within this framework. This plan includes the areas, processes and time frame of our company to be audited. In line with the audit plan, each unit is subjected to operational, financial, compliance and process audits. In addition to these planned audits, unannounced audits are also conducted to ensure that the company is always prepared and compliant.

Our Internal Audit Department prepares detailed reports including audit results, findings, recommendations and improvement opportunities, and shares this information with the management. In this process, it carries out its activities in accordance with the principles of impartiality and independence, reporting directly to the Chairman of the Board of Directors and ensuring transparency and reliability by reporting to the Internal Audit Committee. It determines action proposals together with the process owners for the audit findings identified and systematically evaluates the results of the actions within a regular follow-up and audit process. Periodically monitors whether audit recommendations and corrective actions are effectively implemented. In this way, it ensures that internal audit is performed effectively and contributes to the process of managing our company's risks, strengthening internal control systems and improving business processes.



CORPORATE GOVERNANCE

BUSINESS ETHICS AND ANTI-CORRUPTION

At Humanis, our values of “Reliability”, “Being Useful”, “Valuing People, Merit” and “Global Competition”, which are characterized as “Values Beyond Capital”, constitute an important part of our corporate culture and the basis of our commitment to ethical principles.

Our ethical principles, which are shaped around these values, are a guideline to establish a relationship based on trust between our internal and external stakeholders while setting our goals and carrying out our activities.

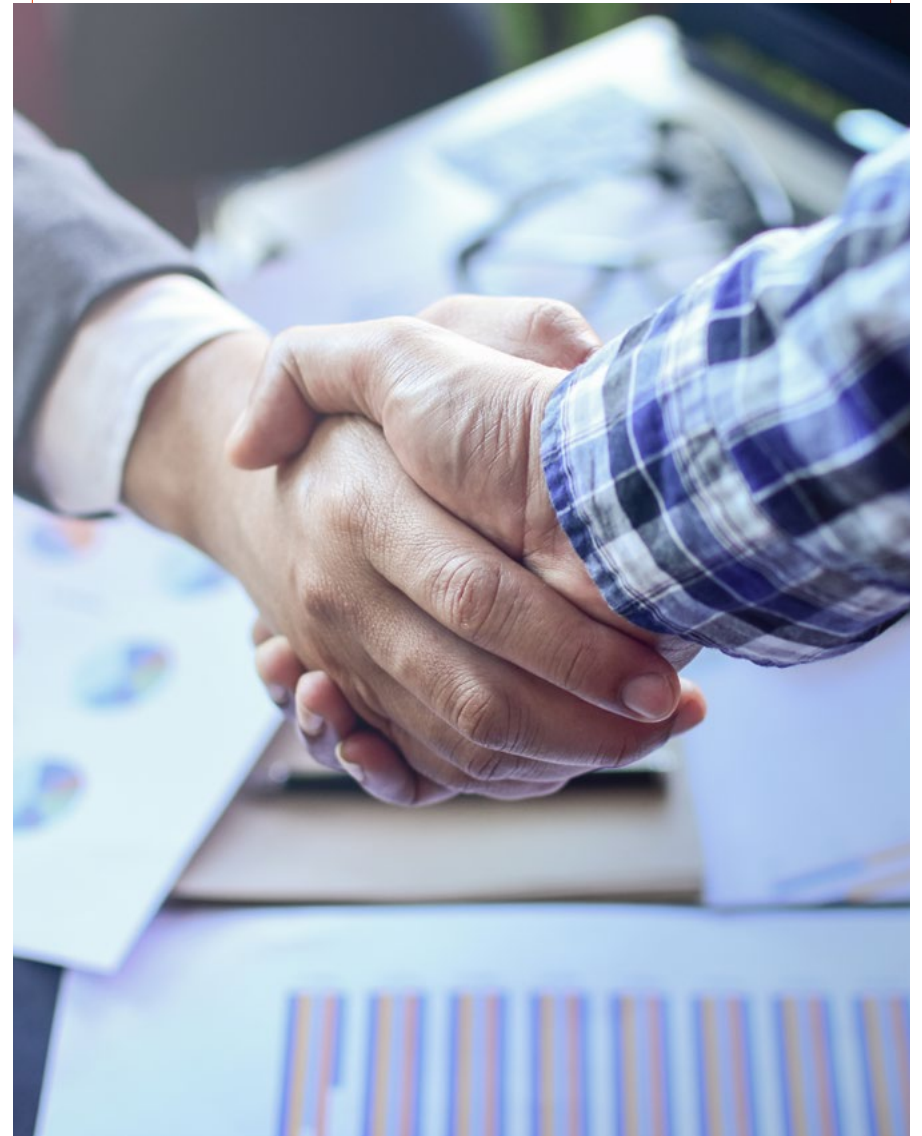
It is the primary responsibility of all our employees to know and act in accordance with our ethical principles, and in this context, the “Ethical Principles Regulation” is shared with all employees. All new employees are provided with Ethical Principles Training on the first day of their employment, while existing employees are regularly provided with Ethical Principles training once a year.

Click [here](#) for Humanis Ethical Principles Regulation.

Our organization has an Ethics Committee, company Ethics Representative and Ethics Hotline for the reporting and evaluation of unethical situations. “Ethics Management Structure and Ethics Line Notification and Implementation Principles” are described in the Ethical Principles Regulation. Accordingly, our employees and stakeholders can report via phone, e-mail and the ethics notification form on our website. Personal information is not requested in any way in the notifications made through this line and all information provided is kept confidential. All reported violations are reviewed by the Ethics Committee and corrective and preventive actions are taken in line with the Board’s decision. During the reporting period, 1 case was subject to the Ethics Committee. However, there is no confirmed case of corruption.

Humanis Ethics Line: +90 531 101 15 55

Humanis Ethics E-mail: etik@sayagrup.com.tr



CORPORATE GOVERNANCE

CORPORATE MEMBERSHIPS

SURDER- Health Products Association-
2012



IVEK - Foundation for Pharmaceuticals,
Pharmacy, Health Science and
Technologies- 2018



TİSD - Turkish Pharmaceutical
Industry Association - 2013



ÇEVKO- Environmental Protection and
Packaging Waste Recovery Foundation-
2019



CORPORATE GOVERNANCE

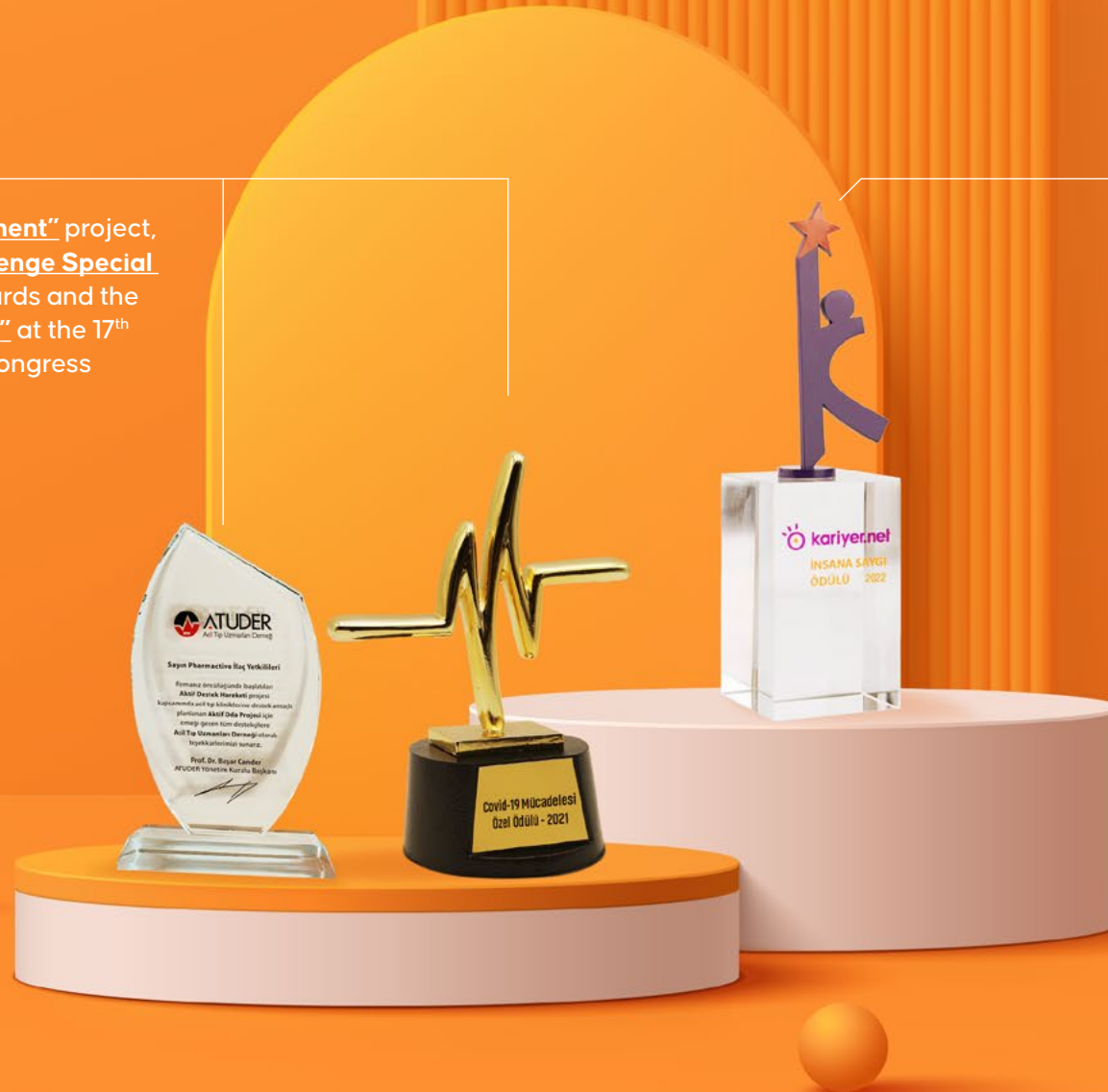
OUR AWARDS

2021

With our “Active Support Movement” project, we received the “Covid-19 Challenge Special Award” at the Golden Pulse Awards and the “ATUDER Special Project Award” at the 17th National Emergency Medicine Congress

2022

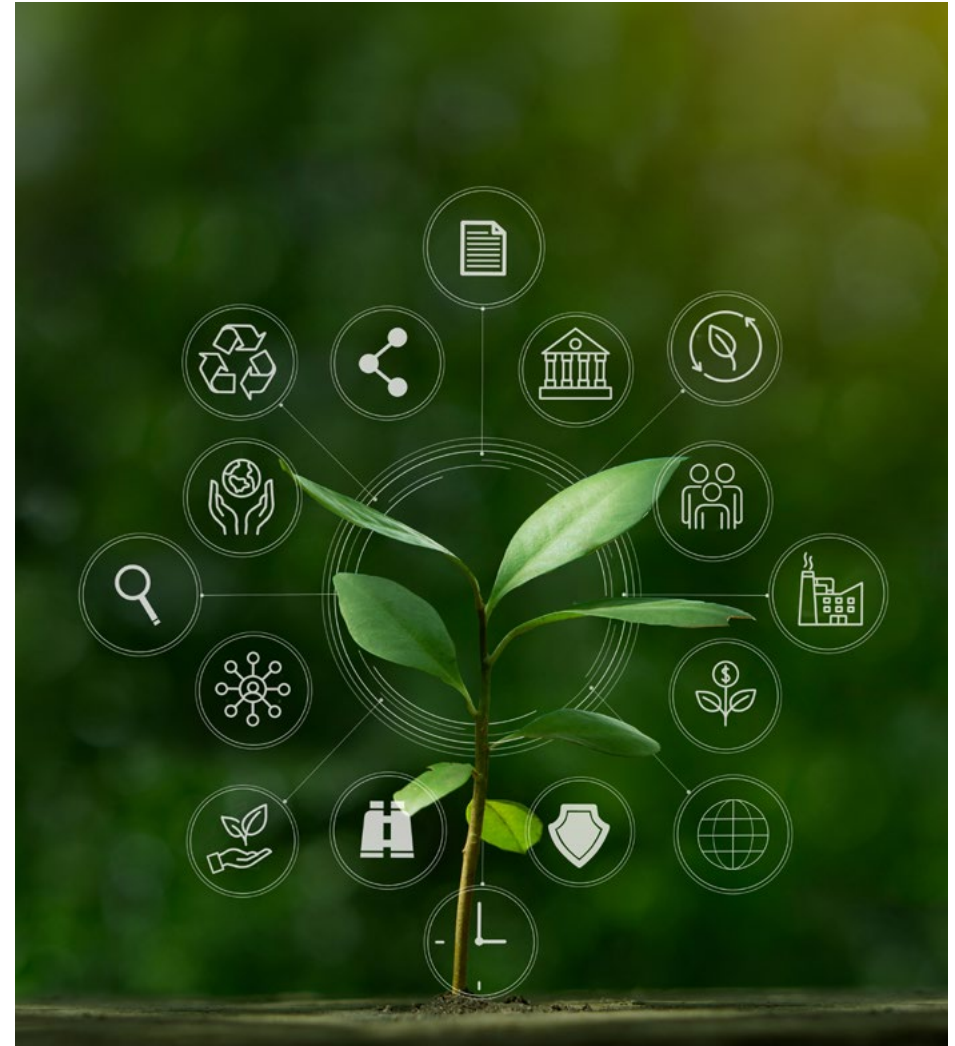
We were deemed worthy of the “Respect for People Award” by Kariyer.net, Türkiye’s largest candidate and employment platform.





SUSTAINABILITY MANAGEMENT

In light of our sustainable “Strong Future” manifesto, we prioritize our approach in three main lanes with the strength we derive from our “Values Beyond Capital”: Environment, Society, Finance.



SUSTAINABILITY MANAGEMENT

Environment



Society



Finance



Humanis Sustainability Manifesto

With the strength we derive from our SAYA Group mission, we emphasize our Four Core Values in every step we take: "Reliability", "Being Useful", "Valuing People, Merit" and "Global Competition".

We integrate our sustainability approach with the United Nations Sustainable Development Goals.

We strive to use our existing resources in the most efficient way for society, the environment and our companies.

We aim for sustainable profitability in our operations; we shape our activities with Innovation and R&D and support them with Employment and Export.

With the strength we derive from our "Values Beyond Capital", we strive to Add Value to the Future in everything we do.

In these areas, we make effort to utilize our existing resources in the most efficient manner, aim for sustainable profitability in our operations, and shape our activities through innovation and R&D. By adopting sustainability awareness as a corporate culture, we ensure that our employees actively participate in the process. We carry out studies to spread sustainability not only among our employees but also among our stakeholders.

We integrate our sustainability approach with the United Nations Sustainable Development Goals. In this regard, we became a signatory to the UN Global Compact in 2022. In addition, we joined the Climate Ambition Accelerator Program launched by the UN Global Compact to combat climate change. Within the scope of the program, we will work on short, medium and long-term strategies and planning to determine our science-based emission reduction targets and to achieve net zero.

SUSTAINABILITY MANAGEMENT

SUSTAINABILITY INITIATIVES SUPPORTED

The Business and Sustainable Development Council (BCDS Türkiye) - 2022 (as a subsidiary of SAYA Group)



UN Global Compact - 2022



Sustainability activities at SAYA Group are carried out through the SAYA Group Sustainability Committee and the "Sustainability Working Groups" established in the Group companies reporting to the Committee. The Committee Chairman is elected among the independent members of the SAYA Group Board of Directors. The Committee and Working Groups, which are operationally autonomous, report to the senior management for managerial decisions. Working Groups regularly report their activities and results to senior management and focus on areas of improvement in line with the company strategy in light of the feedback received.

SAYA Group Sustainability Committee

Levent SELAMOĞLU

Committee Chairman
SAYA Group Board Member

Bülent COŞKUN

Committee Member
SAYA Group Financial Affairs Manager

Veysel ERDOĞAN

Committee Member
Humanis Director of Engineering and Projects

Ayetullah MUTLU

Committee Member
Folkart Project and Technical Affairs
General Manager Assistant

Adile KUTLU DAĞ

Committee Member
Folkart Human Resources Manager

Caner ÖZSARAN

Committee Member
SAYA Group Strategy, International
Business Development and Investments
Director

Elif ÇARK

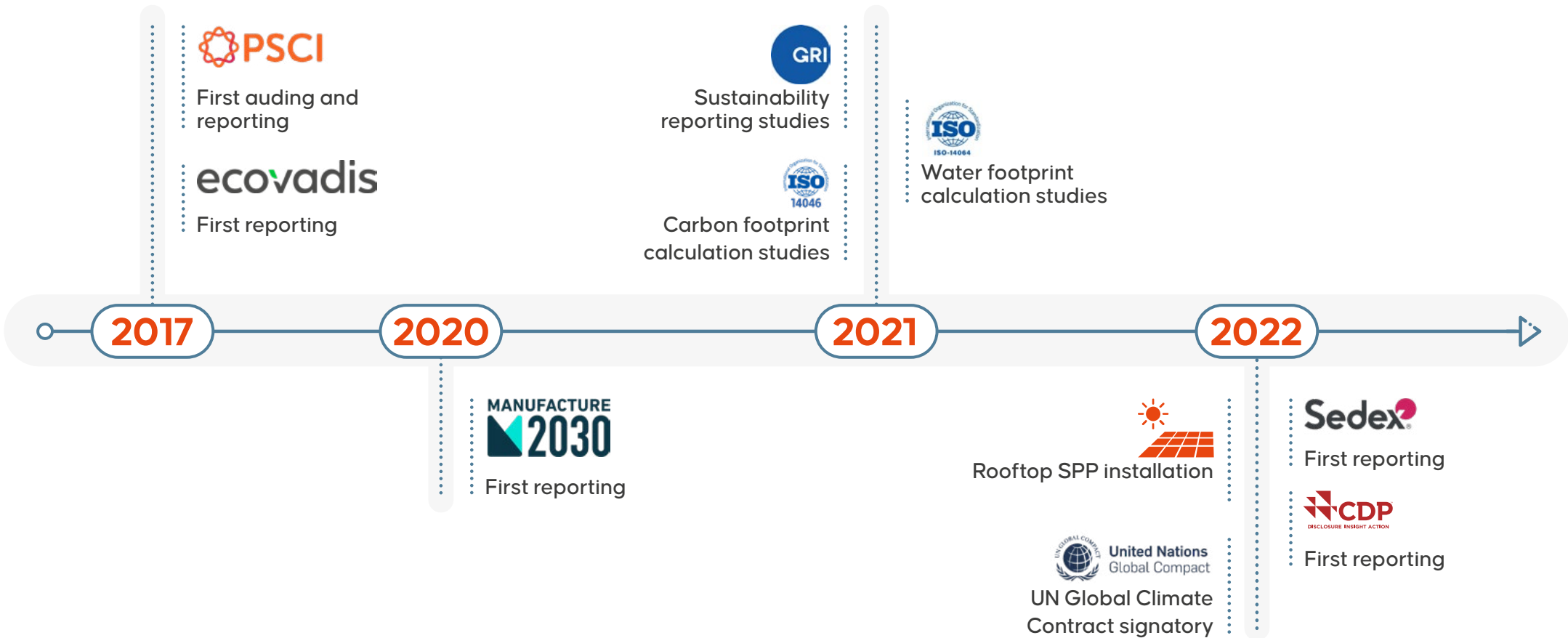
Committee Consultant
SAYA Group Sustainability Consultant

Deniz Deren ÖNEN

Committee Secretary
SAYA Group Sustainability and
Strategy Senior Specialist

SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MILESTONES



SUSTAINABILITY MANAGEMENT

As Humanis, we provide our data entries to Ecovadis, the leading sustainability rating platform of the business world, Sedex, the supplier evaluation platform, and Manufacture2030 (M2030), the scope 3 supplier emissions

evaluation platform, and monitor our sustainability performance. We are also regularly audited by 2 of our business partners who are members of PSCI (Pharmaceutical Supply Chain Initiative), which aims to create responsible supply chains in the

pharmaceutical industry. Thanks to our audit success in 2022, the 2-year audit period was extended to 3 years.

Within the scope of the Carbon Disclosure Project (CDP), we have been entering data and sharing it with our stakeholders since

2021. We continue our efforts to achieve our goals for the climate change program.

In 2023, we aim to make a commitment to reduce our emissions within the framework of the target setting tool of the Science Based Targets Initiative (SBTi).

Our Performance on Sustainability Platforms



The score for 2022 was 57 and the score for 2021 was 54.



Data entry for 2021 was made in 2022. In the 4th quarter of 2023, data entry for 2022 will be completed.



2021 and 2022 data on energy, carbon and waste management were shared.



Every year, data is regularly entered into the Carbon Disclosure Project (CDP) Climate Change Program and shared with stakeholders.



Status: Green
Validity Date: 2025

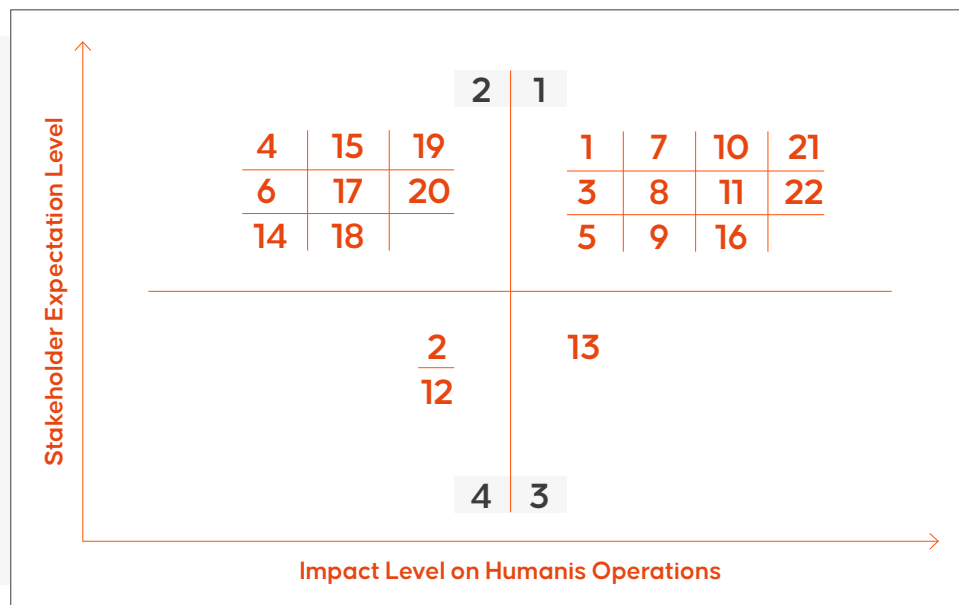
SUSTAINABILITY MANAGEMENT

OUR MATERIALITY ISSUES

We determined our sustainability priorities in the reporting period with a working model that determines the focus areas in which we will carry out our sustainability management activities and shapes our organization around these issues. In this context, we first presented our material issue universe, which we determined in line with sustainability megatrends, sectoral benchmarks, risks and opportunities, to our internal and external stakeholders through a survey. 280 stakeholders participated in the survey, and we finalized our material issues by re-evaluating the results obtained from the survey with our Sustainability Working Group. At the last stage, we have

identified the topics of high importance that we will follow more closely and actively in terms of the level of expectations of our stakeholders and the level of impact on our operations. We will periodically evaluate the topics in other dimensions in parallel with our sustainability agenda and continue to protect them as reporting topics in line with the relevant risks and opportunities. In addition, we will continue our efforts to identify material issues under the leadership of our Sustainability Working Group on an annual basis and, if necessary, by involving our internal and external stakeholders.

In addition to material issues, another issue on which we sought the views of our stakeholders was the United Nations Sustainable Development Goals (SDGs). In this context, we have identified the SDGs that we contribute to in line with both stakeholder views and our company's strategy, after working with our Sustainability Working Group. We will evaluate our contribution to the SDGs on a regular basis and monitor our sustainability performance in the light of the key performance indicators we have actively identified.



- 1. Financial Performance
- 2. Contribution to Social Development
- 3. Responsible Supply Chain
- 4. Corporate Governance
- 5. Occupational Health and Safety
- 6. Product Affordability
- 7. R&D
- 8. Innovation
- 9. Patient Health and Safety
- 10. Product Responsibility
- 11. Talent Management
- 12. Emergency Preparedness
- 13. Intellectual Property Rights
- 14. Data Safety, Privacy and Cyber Risks
- 15. Human Rights
- 16. Digitalization
- 17. Employee Rights / Engagement and Satisfaction
- 18. Ethical Marketing / Ethical Controls
- 19. Equality of Opportunity, Diversity and Inclusion
- 20. Stakeholder Interaction and Collaborations
- 21. Continuity of Health
- 22. Environmental Management System

SUSTAINABILITY MANAGEMENT



We became the first local pharmaceutical company to provide 30% of our total electricity consumption from solar energy panels installed on the factory roof area.

SUSTAINABILITY GOALS WE HAVE REALIZED

- ∞ As of Q3 2022, we became the first local pharmaceutical company to provide 30% of our total electricity consumption from solar energy panels installed on the factory roof area.
- ∞ By the third quarter of 2022, we completed our carbon and water footprint calculation, determined our sustainable environmental goals, created action plans to achieve these goals and raised awareness.
- ∞ We increased our recycling gains by organizing activities in line with effective waste management at our facility, which has a Zero Waste Certificate.
- ∞ In addition to contributing to efficiency by rapidly implementing digitalization projects, we minimized paper consumption.
- ∞ We organized mentor-mentee activities to increase the number of female employees and support the career planning of female engineers.
- ∞ By participating in the SAYA woman team, which includes representatives from SAYA Group companies, we identified the actions to be taken within the scope of positive fringe benefits to improve the working conditions of female employees within SAYA Group.
- ∞ In 2022, we implemented the MyHSE OHS and Environment performance evaluation system. In 2022, we realized our facility MyHSE score as 95 and achieved performance above the target score of 90 points.

SUSTAINABILITY MANAGEMENT

OUR 2023 TARGETS



Making a commitment to reduce our emissions under the target-setting tool of the Science Based Targets Initiative (SBTi)



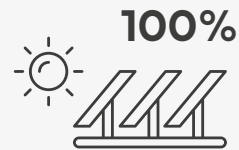
Joining the Climate Change Program under the Carbon Disclosure Project (CDP)



Developing a minimum of 2 projects to reduce the total carbon footprint



Conducting legal energy studies, realizing investment projects to save energy



Meeting 100% of our energy needs from solar energy

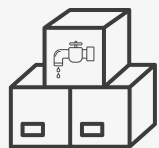
0.82



Gray water footprint* per box to be 0.82, which is currently 0.86

*Amount of water used for disposal of pollution load according to local water quality standards.

0.90



Blue water footprint** per box to be 0.90 from the current 0.94

Keeping the amount of hazardous waste per box below 2.4 gr/box



Facility MyHSE OHS and Environment performance evaluation system score of minimum 93

** Total amount of surface and groundwater used to produce a product.

SUSTAINABILITY MANAGEMENT

COMMUNICATION WITH STAKEHOLDERS

Communication with our stakeholders is a process that we attach special importance to in order to improve our sustainability performance. In this context, we closely monitor our sustainability efforts and our target-performance relationship through audits and field observations conducted by our stakeholders. In addition, we organize meetings on sustainability in periods determined according to stakeholder expectations, and we receive the expectations and feedback of our customers in particular.

We take into account the opinions and suggestions of all our employees through surveys we conduct for our employees, one of our most important stakeholders. We receive the opinions and suggestions of our employees through surveys regarding the requests submitted through the Information Technologies Support Program regarding the work carried out within the framework of information technologies and administrative affairs activities.

STAKEHOLDERS	COMMUNICATION TOOL	COMMUNICATION FREQUENCY
Employees	Email, Dashboards, TV, Organization Intranet, Common Sharing Space	At least monthly, as often as needed
Customers	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools, Customer Portals	As often as needed
Suppliers	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools	At least 3 per year, as often as needed
NGOs	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools	As often as needed
Shareholders	E-mail, Visits, Meetings, Organization Intranet	As often as needed
Investors	E-mail, Visits, Meetings, Organization Intranet	As often as needed
Public Institutions	Written Notifications, E-mail	Within the scope of the relevant legislation as often as needed
Media	E-mail, Written Notifications, Meetings, Corporate Website, Social Media Communication Tools	As often as needed



ENVIRONMENTAL MANAGEMENT

Our primary goal in all our operations, especially in production processes, is to be sensitive to the environment and society. We carry out our operations in the light of the "Humanis Environment Policy" and the ISO 14001 Environmental Management System we have established with this perspective.

Click [here](#) for Humanis Environmental Policy.



ENVIRONMENTAL MANAGEMENT

We contribute to the Sustainable Development Goals by implementing projects that focus on reducing the amount of energy, natural resources and greenhouse gas emissions generated by our operations. In addition, we effectively monitor laws and regulations within the framework of the Environmental Law and fulfill the requirements of the ISO 14001 Environmental Management System to ensure full compliance.

In order to reduce our environmental footprint, we are working to raise environmental awareness by providing trainings to both internal and external stakeholders. In this context, we provided 2.98 hours of environmental training per employee in 2022. Between 2019 and 2022, we provided a total of 4,242 hours of environmental training to 1,329 subcontractor employees. In the same period, our environmental investment and management expenditures amounted to USD 1,222,000, EUR 177,500 and

TL 3.2 million, respectively, including waste disposal, Environmental Impact Assessment, energy saving projects (SPP, LED and motor replacements, etc.).

In 2022, we established an Environmental Group with the participation of volunteers from all departments to raise environmental awareness among our employees and to develop projects to minimize the impacts of our environmental dimensions. In quarterly meetings held with the Environmental Group, we both evaluate project proposals and awareness-raising work examples from our employees and involve our employees in the management of our environmental processes.

We emphasize our environmental sensitivity with the slogan **“Let’s Change Our Habits, Not the Climate”**, which was determined by the Environmental Slogan contest organized with the participation of our employees.



ENVIRONMENTAL MANAGEMENT

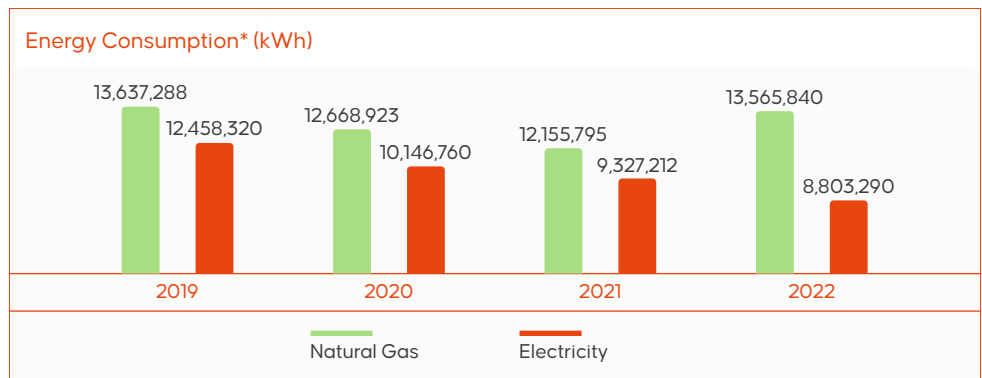
ENERGY AND EMISSIONS MANAGEMENT

As Humanis, we prioritize making energy resources renewable and sustainable, ensuring efficiency in energy consumption and transforming Energy Management System awareness into a corporate culture. With this understanding, we shape our practices in the field of energy management within the framework of the “Humanis Energy Policy” and ISO 50001 Energy Management System, and we continuously review them and make the necessary improvements.

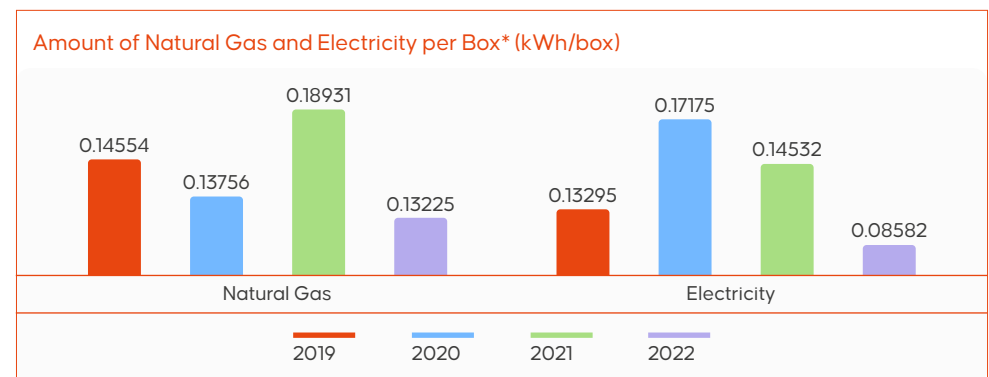
Click [here](#) for Humanis Energy Policy.

During the reporting period, within the scope of energy efficiency efforts, the LED replacement of facility lighting was completed, and the electric motors of the facility air handling units were replaced with IE4 class electric motors, which are more efficient than IE2 class. Phase-1 of these efforts has been completed and we aim to complete Phase-2 by the third quarter of 2023.

In 2021, thanks to our energy saving projects and measures, we achieved the lowest energy consumption of the last 6 years despite our production increasing every year. Our goal is to go even lower than our energy consumption in 2014 and reduce our carbon footprint towards zero.



*Total natural gas and electricity consumption is calculated based on all consumption data (including R&D).



* The amount of natural gas and electricity per box is calculated excluding R&D consumption since R&D activities do not have an impact on box production costs.

ENVIRONMENTAL MANAGEMENT

The Sun Will Shine on Us!

Within the scope of “The Sun Will Shine on Us! project, which was completed in the second quarter of 2022, we met 30% of the electrical energy from solar energy with 4,667 solar panels installed in our production facility, preventing approximately 1,270 tons/ CO₂e of carbon emissions annually. In addition to the rooftop SPP project, we will invest in a SPP on the land within the factory boundaries in 2023 and ensure that almost all of our total electricity consumption is met from SPP.



In the field of emissions management, we research, implement and ensure the continuity of methods to reduce the net carbon footprint with the understanding of the lowest environmental impact both in the production phase of our products and in our products reaching the end consumer.

In order to prevent the use of ozone-depleting gases in our facilities, we prefer environmentally friendly technologies and ensure that the equipment, cooling systems and components to be purchased do not contain ozone-depleting gases. In this direction, past technologies have been revised and equipment containing R22 gas has been removed from use as of 2020.

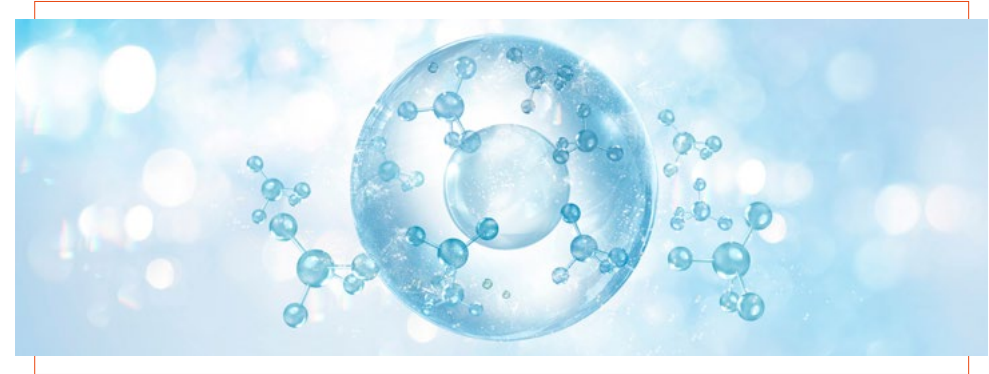


ENVIRONMENTAL MANAGEMENT

WATER MANAGEMENT

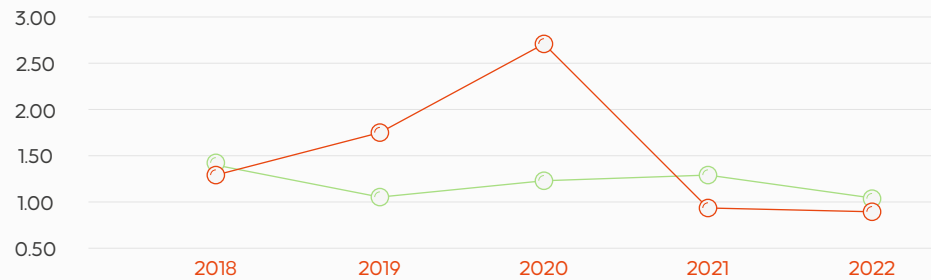
Our production facility is located within the boundaries of Çerkezköy Organized Industrial Zone (ÇOSB), and we obtain the domestic water required for the facility from ÇOSB municipal water and Yoncalı Dam allocated to ÇOSB.

Since 2018, we have been calculating our water footprint and setting targets to reduce our impact. In order to reduce our gray and blue water footprint, we organize awareness trainings for our employees and carry out the necessary controls and monitoring in work areas. We aim to reduce our blue water footprint from 0.94 in 2022 to 0.90 in 2023 and our gray water footprint from 0.86 to 0.82.



In the reporting period, we reduced our water consumption by 19.7% compared to 2019, which we set as the base year. In 2024, we aim to monitor our water consumption on a process basis.

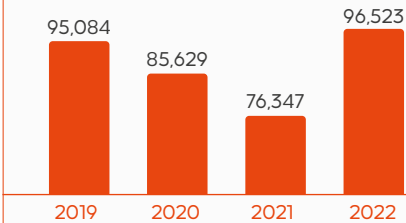
Blue and Gray Water Footprint per Box (lt/box)



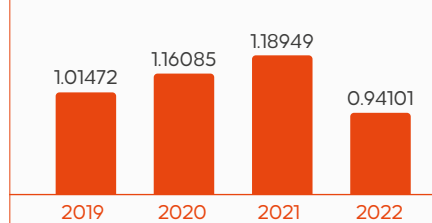
Blue Water Footprint per Box	1.41	1.01	1.16	1.19	0.94
Gray Water Footprint per Box	1.30	1.81	2.77	0.19	0.86

Note: Calculated based on ISO 14064 Water Footprint Standard.

Total Water Consumption* (m³)



Water Consumption per Box** (m³/box)



*Total water consumption amount is calculated based on all mains water consumption data (including R&D).

** The amount of water consumption per box is calculated excluding R&D water consumption since R&D activities have no impact on the cost of box production.

We discharge industrial and domestic wastewater generated by our operations to the chemical and biological wastewater treatment plant of ÇOSB. Whether the water quality complies with the relevant criteria is monitored by ÇOSB through analyzes conducted 4 times a month.

ENVIRONMENTAL MANAGEMENT

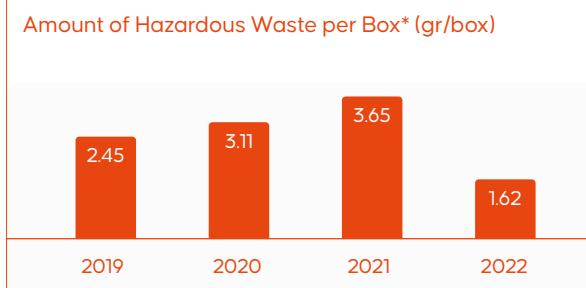
WASTE MANAGEMENT

Within the scope of waste management, we focus on activities such as prevention of waste at source, separate collection at source, recycling and reuse of waste in order to reduce and/or reuse the waste that may arise as a result of our activities. We ensure that necessary measures are taken to minimize and continuously improve the environmental aspects that may arise from the discharges of Active Pharmaceutical Ingredients (API).

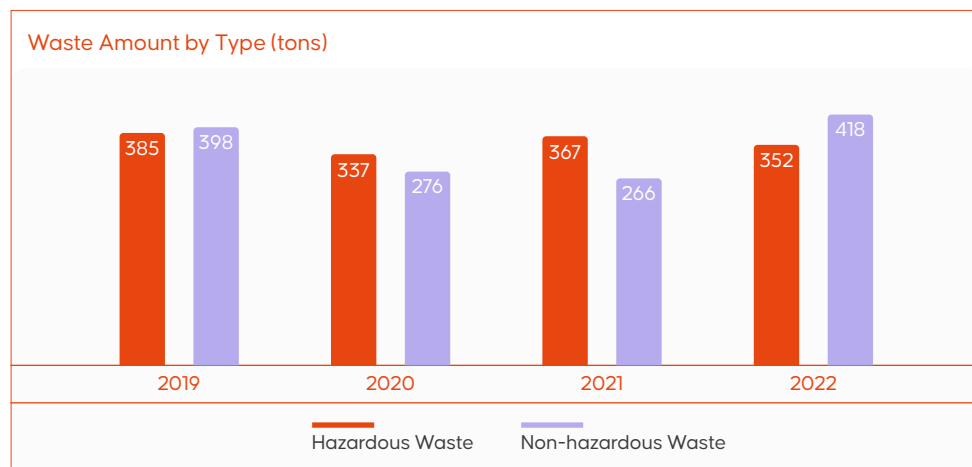
As Humanis, we have the “Zero Waste Certificate” issued by the Ministry of Environment and Urbanization. Within the scope of our zero waste efforts, we removed under-desk trash bins during the reporting period and carried out awareness-raising activities for waste separation.

We recovered 228 tons of paper/cardboard in 2021 and 360 tons in 2022. In 2023, we aim to recover plastic raw material bags, which were previously disposed of as hazardous waste as auxiliary raw material packaging.

We develop various projects to reduce the amount of hazardous waste. In 2022, we reduced the amount of hazardous waste per box by 56%. We will continue our efforts to reduce the amount of hazardous waste per box in the coming period.



*The amount of hazardous waste per box is calculated excluding the amount of hazardous waste generated from the R&D area, as R&D activities have no effect on the cost of box production.



ENVIRONMENTAL MANAGEMENT

We also carry out awareness-raising activities in the field of waste management. In this context, we presented the new objects we made from recyclable waste with our employees at our Recycling Workshop Exhibition during the World Environment Day events in 2022.



In addition, within the scope of the “Do not Dispose, Donate” project developed in cooperation with TÜBİSAD, we donated our electronic wastes to TEGV and contributed to the qualified education of 5 children.

Management of Environmental Impacts of Pharmaceuticals

In the pharmaceutical industry, managing the environmental impact of medicines is a critical issue. Accordingly, at Humanis, we take great care to ensure that the production, use and disposal of our medicines do not adversely affect human health or the environment.

We send our solid pharmaceutical waste generated as a result of pharmaceutical production to waste disposal facilities that have a license approved by the Ministry of Environment, Urbanization and Climate Change, and we recover energy from our waste.

Our wastewater is generated as a result of the washing processes of manufacturing boilers, equipment cleaning and floor cleaning. The API (active pharmaceutical ingredient) concentration that may occur in the aquatic receiving environment due to the washing water generated during the first rinse in the manufacturing boilers is calculated with environmental risk calculation methodologies. If it is determined as a result of the calculation that the API concentration in the wastewater reaches a level that poses an environmental risk, wastewater with API content is not discharged into the canal but is collected separately and sent to licensed disposal facilities. Thus, the amount of API discharged into the aquatic receiving environment is minimized.

ENVIRONMENTAL MANAGEMENT

CONSERVATION OF BIODIVERSITY

As Humanis, we implement practices that support the protection of biodiversity by organizing carbon, energy, water and waste management studies and preparing future plans within the scope of our environmental management system.

Our production facility is located in a organized industrial zone within the framework of the Organized Industrial Zones Law No. 4562 and Implementation Regulation. During the initial establishment of ÇOSB, the area where the zone is located

was selected in a way to minimize damage to biodiversity. In parallel to this, the establishment of factories within the ÇOSB area is also carried out within the scope of Environmental Impact Assessment (EIA) studies.

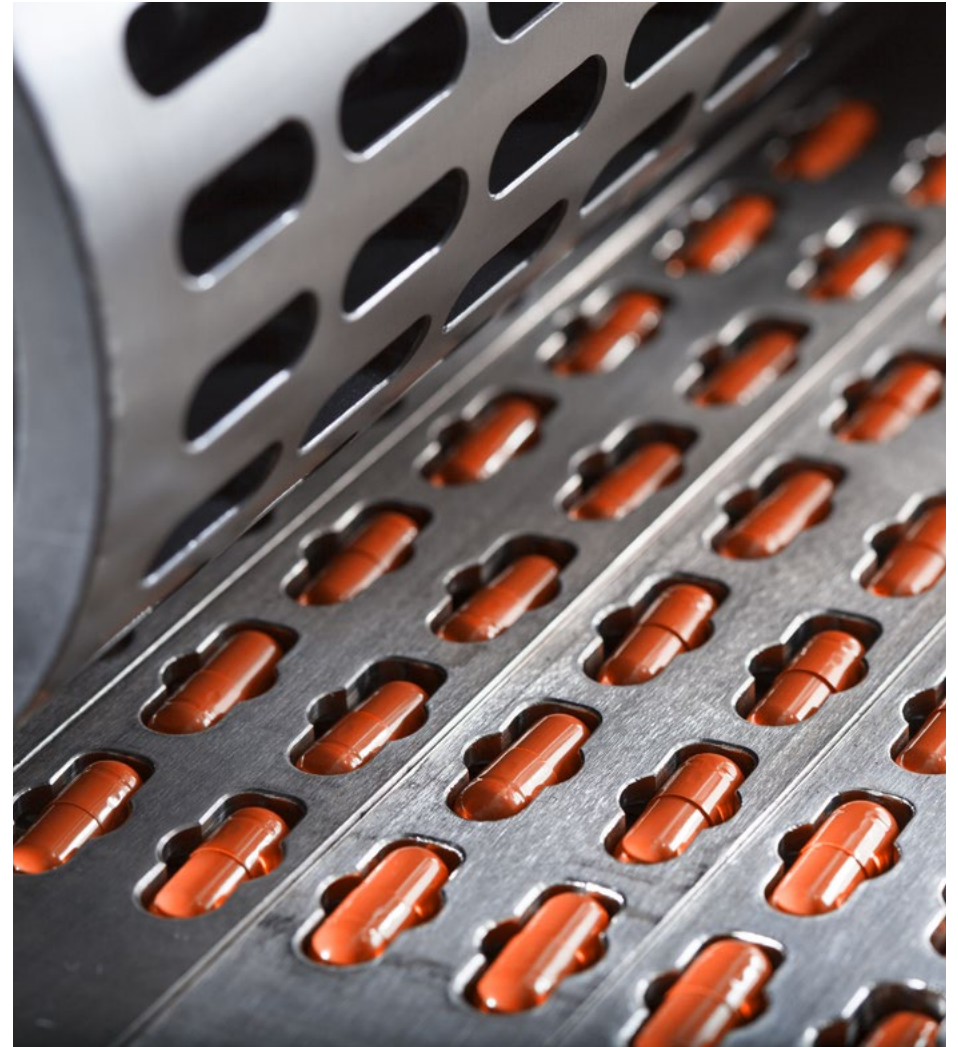
In order to leave a greener and more sustainable world for future generations, we have been carrying out sapling planting projects in Tekirdağ, Silivri, Sivas and Kırklareli since 2018. In the reporting period, we planted 758 saplings.





PRODUCT QUALITY AND SAFETY

At Humanis, we manufacture in accordance with the Quality Management System and Good Manufacturing Practices (cGMP/cGLP) requirements with the aim of producing effective and high quality pharmaceutical products in accordance with their intended use and regulatory requirements in the light of the principles of reliability, scientificity and accuracy.



PRODUCT QUALITY AND SAFETY

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Click [here](#) for Humanis Quality Policy.

Quality Standards We Have:

ISO 14001:2015 Environmental Management System

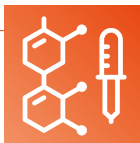
ISO 27001:2013 Information Security Management System

ISO 45001:2018 Occupational Health and Safety Management System

ISO 50001:2018 Energy Management System

ISO 9001:2015 Quality Management System

Authorized Economic Operator Certificate (Planned to be obtained)



Our production facility, which has ISO 45001: Occupational Health and Safety Management System, ISO 50001: Energy Management System and ISO 14001: Environmental Management System certificates and is designed in accordance with Good Manufacturing Practices (cGMP/cGLP) rules, is managed by the Smart Building Management System.

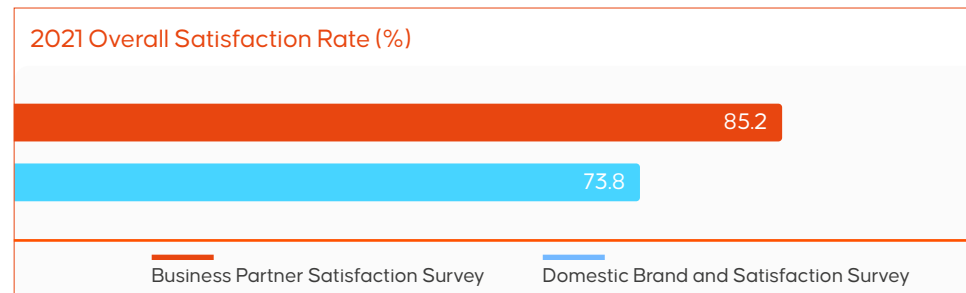
The electronic control systems in our production facility allow for the differentiation of defective products, while all semi-finished products are packaged in fully automated machines equipped with state-of-the-art technology and using closed systems. In the storage area, temperature and humidity controls are measured online with the Smart Building Management System with a capacity of 12,000 pallets.

In case of unwanted effects or side effects due to the use of our medicines, our patients can notify us via the Product Safety Form on our website. In addition, in case of emergency, they can reach our Pharmacovigilance Officer via the telephone and e-mail communication channels on our website.

Customer Satisfaction

At Humanis, we continuously improve ourselves by evaluating feedback from our customers. We periodically conduct satisfaction surveys to measure customer satisfaction with the services we provide to pharmaceutical warehouses, pharmacies, doctors and our business partners whose medicines we produce in our facility, and we identify areas where we are strong and open to improvement through market research and take actions to improve them.

In 2021, in line with the "Domestic Brand and Satisfaction Survey" we conducted for our pharmaceutical warehouses and the "Business Partner Satisfaction Survey" we conducted for our contract manufacturing business partners, the overall satisfaction rates were 73.8% and 85.2%, respectively. The next satisfaction survey will be conducted in 2023.



Within the scope of the market research we conducted in 2022, Humanis was ranked as the 3rd most successful company as a result of face-to-face interviews with 610 physicians. In the survey conducted with 1,000 pharmacies in 2022, the preference rate of Humanis products was recorded as 88%.



R&D

Our R&D center, established on an area of 3,200 m² at our production facility in Çerkezköy, is the 9th pharmaceutical R&D center approved by the Ministry of Science, Industry and Technology. At our R&D center, we aim to improve university-industry cooperation in the Turkish pharmaceutical industry, develop products in different therapeutic areas with innovative approaches and introduce generic drugs with high added value to the market.



R&D

In order to respond to the changing and evolving needs of the national and international pharmaceutical industry with the technical infrastructure of R&D, we develop our generic and innovative products with a Quality by Design (QbD) approach in accordance with the International Council for Harmonization (ICH) EMEA regulations for the European Union and regulated markets.

We take green chemistry principles into consideration in our R&D studies. In analytical methods, we replace toxic and hazardous reagents for human health and the environment with non-toxic alternatives and revise the methods accordingly. We dispose of our acid and base wastes within the framework of our waste management procedure practices and in accordance with the relevant regulations published by the Environmental Law.

We care about animal welfare and do not conduct animal testing. In our efforts to address unmet medical needs and neglected diseases, we develop drugs within the scope of orphan drugs.

Working Areas of R&D:

- ∞ Clinical Development and Patent
- ∞ Pharmaceutical Technology
- ∞ Pharmaceutical Chemistry
- ∞ Process Development
- ∞ CTD (Common Technical Document) License File Preparation

In 2022, the share of R&D in the budget was realized as 3%.



R&D Highlights:

In the first 5 years of R&D, we developed 101 molecules and 156 dosage forms in acute and chronic treatment areas and made license applications in Türkiye and Europe. Currently, we have 179 licensed products.

Since its establishment, we have carried out 318 projects in R&D. We increased the number of employees in R&D from 41 in 2021 to 62 in 2022.

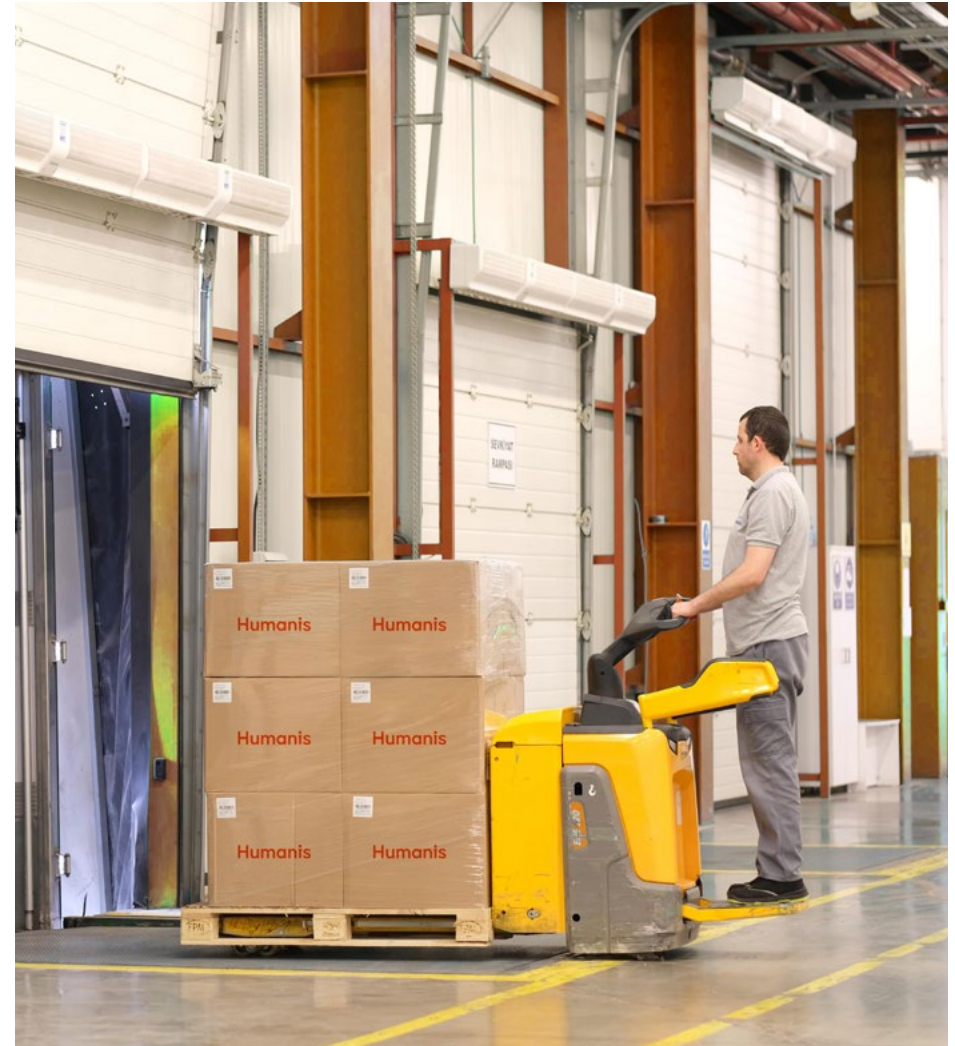
During the project development process, we make patent applications for possible process shortening or studies to increase process efficiency. Accordingly, 10 patent applications were made during the reporting period. In addition, 3 project applications were made within the scope of the Technology-Oriented Industry Move Program carried out by the Ministry of Industry and Technology. In addition, 59 new products were developed in cooperation with Yeditepe University and Medipol University during the reporting period.

	2019	2020	2021	2022
Number of Patent Applications	2	10	4	6
Number of R&D Employees	38	36	41	62
Number of University-Industry Collaborations	9	3	2	2



SUPPLY CHAIN MANAGEMENT

The involvement and commitment of our suppliers plays a critical role in the timely production of safe and high quality pharmaceutical products without any operational interruption. With this awareness, as Humanis, we carry out the necessary work to ensure that our values are adopted and implemented in our supply chain without jeopardizing supply chain security.



SUPPLY CHAIN MANAGEMENT

Our ethical principles are an integral part of the contracts with suppliers and are binding for suppliers. Environmental and OHS requirements are also included in supplier contracts.

Our quality agreements for production materials include issues such as human rights, working conditions and child labor. Work has been initiated to include these clauses in investment agreements and contracts as well.

In order to ensure supply continuity and security, risk studies are regularly conducted on a material basis to identify materials with no alternatives and risky products. As a result of the study, decisions such as adding alternatives and defining safety stocks are taken and implemented.

We continue our efforts to gather all these efforts in supply chain management under a supplier policy.

During the reporting period, the number of active suppliers was 1,451, of which 1,188 were local suppliers.



82%

local supplier
ratio

44%

ratio of local procurement
budget to total budget

Localization of the Pharmaceutical Industry

The production of previously imported medicines in our country as a result of the localization process contributes to our economy by reducing the foreign trade deficit. Additionally, patients have the opportunity to access qualified and reliable medicines faster.

In light of this information, as Humanis, we attach special importance to localization. We realize strategic partnerships to meet the production needs of global pharmaceutical companies in Türkiye. We have already signed agreements with six global companies to manufacture pharmaceuticals within the scope of localization.



SUPPLY CHAIN MANAGEMENT

In supplier audits, attention is paid to issues such as Quality, GMP, Ethics, OHS, Environment, Employee Rights and Sustainability, Business Continuity. On-site audits and remote audits are conducted according to the criticality level as specified in the procedure. For suppliers in the first category according to the criticality level, an auditor from the OHS, Environment and Sustainability department must accompany the audit together with the Quality Department. During the 2nd category suppliers' audits, auditors from the Quality Department who are competent, hold internal auditor certificates and have received training on ISO 14001, 45001 and 50001, audit suppliers on OHS, Environment, Employee Rights and Ethics. The report generated as a result of the audit is shared with the Purchasing Department. Supplier selections and decisions to continue working with suppliers are made based on these audit results. Business relations are not established with suppliers that do not comply with supplier selection and qualification criteria.

In terms of occupational safety and environmental processes, an average of ten companies are audited every year in terms of OHS, environment, ethics and employee rights. To date, no supplier has had its contract canceled due to these audits. All waste transportation companies we work with are licensed companies that comply with legal and international environmental standards, and all are audited annually.

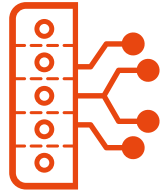
In order to improve the performance of our suppliers and monitor their compliance with the guidelines, our supplier companies are audited by the Quality Assurance Department at least once every three years. Nonconformities and suggestions for improvement are reported to the supplier and time is given for correction.

In addition, the performance of material suppliers used in production is periodically measured by the Quality Assurance, Quality Control, Warehouse, Purchasing, OHS and Environment departments. If the supplier class is D as a result of this scoring, the business relationship with the supplier is terminated. To date, we have not had any supplier whose business relationship has been terminated due to supplier class D.

Total Score	Grade	Company Policy
81- 100	A	Cooperation is kept at the highest level, orders are prioritized.
65- 80	B	Orders are placed and support is provided for the supplier to enter A grade.
51- 64	C	Alternatives are investigated, if there is an alternative supplier, the purchase is stopped until the score from this supplier is classified as A or B again. If there is no possibility to purchase from alternative suppliers, corrective preventive action (CPA) is initiated. A meeting is organized for the development of the supplier.
0- 50	D	The business relationship with suppliers is terminated and no purchases are made. If there is an obligation to purchase from these companies, they are perceived as new suppliers and re-evaluated in detail.

In 2022;

- ∞ 25 supplier audits were conducted in the fields of Quality, OHS and Environment, and the ratio of audited suppliers was 100%. As a result of the audits, the business relationship was terminated with 2 supplier companies that did not meet the quality standards.
- ∞ Issues related to human rights, working conditions and social criteria were also included in supplier audits conducted within the scope of environment and OHS. As a result of the audits conducted within this scope, a total of 41 minor and 22 major findings were identified. The results are communicated to the suppliers and CPA processes are followed.



DIGITAL TRANSFORMATION

Today, as a result of the changing business approach in parallel with technological developments, digitalization is gaining importance day by day. As Humanis, we closely follow this change and consider digital transformation among our priority areas in order to maintain our competitiveness, increase efficiency and reduce environmental impact.



DIGITAL TRANSFORMATION

In the reporting period, the budget allocated to digitalization activities was **TL 4 million.**



Within the scope of digital transformation in our 2020-2025 strategic plan, we follow digitalization processes with long-term macro and micro actions. We save time, paper and energy with e-signature and paperless applications. We improve user experience with our digitalization efforts such as our new HR application HRWeb, Minitab software program, RPA (Robotic Process Automation).

During the period, we initiated OEE (Overall Equipment Effectiveness) analysis studies in the field of the Internet of Things. In addition, excluding exceptional cases, we have put into operation the processes of signing all contracts and protocols with an electronic or mobile signature based on a secure certificate through an electronic program. In the coming

period, we plan to implement artificial intelligence studies with University-Industry cooperation.

We also commissioned the Promanage system on 9 packaging lines, 6 tablet printing lines and 1 capsule filling line during the reporting period. Promanage system;

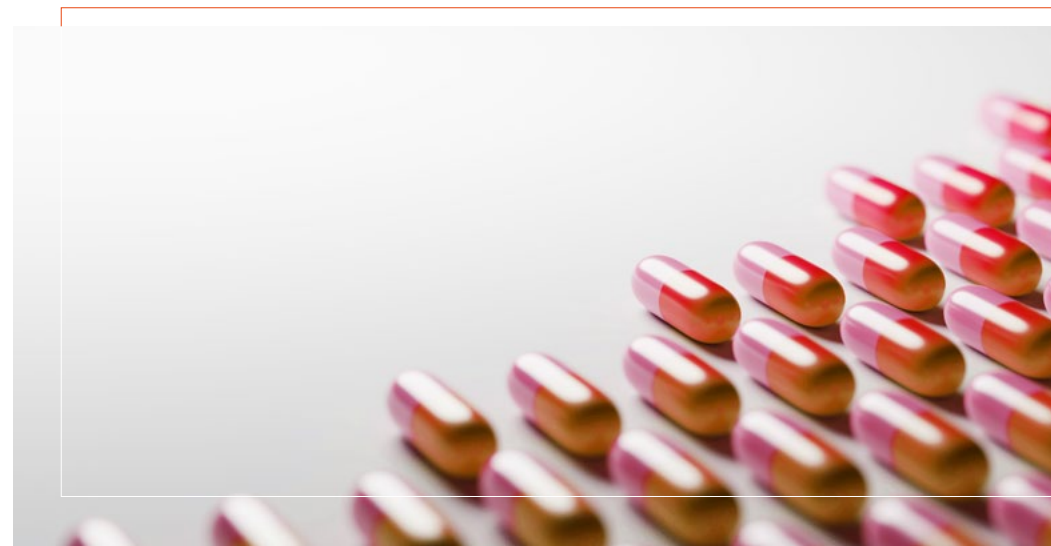
- ∞ Provides real-time monitoring on the lines, enabling fast and effective decisions to be taken,
- ∞ Takes measures to increase production continuity by monitoring machine stops and malfunctions,
- ∞ Improves Total Equipment Efficiency,
- ∞ Provides analysis and reporting of long-term trends and past performance data.

Information Security

As Humanis, we consider protecting the availability, integrity and confidentiality of information as a fundamental responsibility, and we carry out our practices in line with the Information Security Management System Policy and ISO 27001 Information Security Management System.

Click [here](#) for Humanis Information Security Management System Policy.

User awareness is also of great importance in cyber security. Accordingly, we offer information security awareness trainings to our employees, and we test our employees' awareness of phishing attacks by sending phishing e-mails at certain intervals. We also conduct penetration tests to test the adequacy of existing security controls and take proactive measures.





WORK LIFE

As Humanis, we act with the understanding of “people come first” and we are inspired by our colleagues while shaping our future strategies. We conduct our human resources processes in accordance with the Humanis Human Resources Policy and our ethical principles.

Click [here](#) for SAYA Group Human Rights and Diversity, Equality and Inclusion Policies.



WORK LIFE

We aim to have a corporate culture that respects human rights, is egalitarian, participatory and supportive of diversity. We also strive to create a work environment where our employees can work with confidence, reveal their individual differences and realize their potential in the best way possible, and take into account the balance between work and private life.

Diversity and Inclusion

We take into account the values of equal opportunity, diversity and inclusion in all human resources processes starting from the recruitment stage; we stand against all kinds of discrimination that may arise from ethnic origin, religion, language, age, gender, sexual orientation, political opinion, physical disability and similar reasons. We adopt the principle of “equal pay for equal work”. We do not allow violations of trade union rights, forced and compulsory labor and child labor under any circumstances. In light of this information, there were no cases

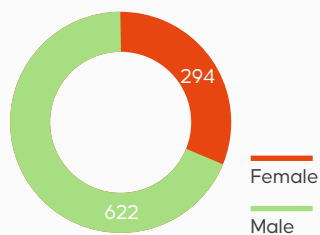
of discrimination during the reporting period.

One of the most fundamental conditions for ensuring equal opportunities is to act with the approach of eliminating gender inequality. With this understanding, we encourage women’s employment and carry out activities to support female employees. In 2022, female employees constituted 32% of our total workforce and 37% of our senior executives. The share of female white-collar employees among all white-collar employees was 33%.

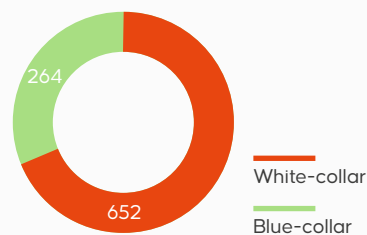
In the coming period, we are planning to implement projects that will raise awareness on gender equality. To this end, we aim to provide awareness raising trainings, launch an application that automatically corrects words that are against gender equality in MS Office programs and remove sexist questions from job application forms. In 2022, we launched a mentoring program for our female engineers. In 2023, we intend to continue the program by forming a group among all our employees.

An important part of our diversity and inclusion approach is to increase employment opportunities for disabled employees. In 2022, 27 disabled employees were employed. We also allow our retired employees who wish to continue working to work in our company.

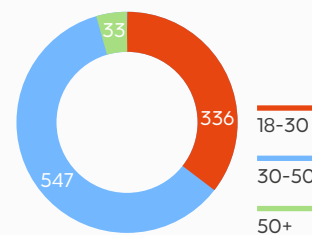
Total Number of Employees by Gender



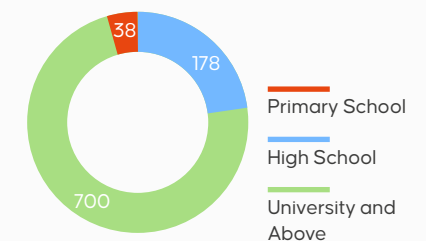
Total Number of Employees by Category



Total Number of Employees by Age Group



Total Number of Employees by Education Level



WORK LIFE



In the reporting period, we provided **3.574** person*hours of training to **921** employees.

In 2022, a total of **27** students, including **4** university students and **23** high school students, were included in our internship program.

Employee Development and Talent Management

Attaching importance to the impact of creating a “learning organizational culture”, we focus on the continuous development of our employees through annually planned training programs targeting professional and personal development, such as the Developing Together Project. In the reporting period, we provided 3,574 person*hours of training to 921 employees.

As Humanis, we also offer internship opportunities to a certain number of students every year. In 2022, a total of 27 students, including 4 university students and 23 high school students, were included in our internship program.

Within the framework of the talent management approach, we observe equal opportunity in appointment and promotion processes with a career model that will reveal the potential of all our employees and prioritize the filling of positions through the internal announcement system.

With a goal-oriented management approach, we implement a fair and objective performance management system to provide feedback on the performance and development of employees on the basis of business goals. After the evaluations, we discuss the results in detail through effective feedback methods in interviews with our employees. In light of this information, performance feedback was provided to 652 employees in 2022.

WORK LIFE

Employee Satisfaction

As Humanis, we are aware that we derive our strength from our colleagues who believe in building a healthier future and actively work for it. With this awareness, we carry out activities that add value to the organization to support change, create a flexible and democratic work environment and motivate our employees.

In line with our efforts to ensure employee welfare and work-life balance, we have a practice of working from home one day a week. Our employees whose children are of primary school age are considered

to be on administrative leave on the first day of school. Within the scope of renewal leave, each employee has 2 days of compassionate leave that can be used at any time during the year.

We also conduct activities to make our employees feel that they are part of the organization. We reward their achievements through our recognition and appreciation practices; we support them financially and morally on special occasions such as marriage, birth, holidays and new year celebrations, and we organize motivational events.

Within the scope of birthday celebrations, we certify our employees by donating to non-governmental organizations that fight against cancer on behalf of our employees. With this practice, we both increase employee satisfaction and contribute to the relevant organizations.

No to Smoke, Yes to Annual Leave

As Humanis, since 2021, we give 2 days of additional annual leave to all our employees who do **not smoke and will quit smoking.**

Instant Honoring Application

Within the scope of birthday celebrations, we certify our employees by donating to non-governmental organizations that fight against cancer on behalf of our employees. With this practice, we both increase employee satisfaction and contribute to the relevant organizations.



WORK LIFE

Through the theater, bowling, cinema and rafting events we organize throughout the year, we both enrich the social lives of our employees and increase communication among them. We also support our employees in financial matters such as bonuses, death benefits, transportation support allowance, telephone allowance, clothing vouchers for our field workers, etc.

We conduct "Employee Opinion Surveys" in order to improve processes by receiving the opinions and suggestions of our employees. In the 2021 survey, two different methods, GPTW (Great Place to Work) and Four Rooms of Change, were used, and our GPTW score was 63. The next survey will be conducted in 2023.

Four Rooms of Change

It is a study conducted with focus groups that we have created to involve our employees in decision-making processes. It is a method that does not have restrictive questions like surveys, where employees define their ideal company and where company development areas and action plans are determined together. In 2021, we created the "Employee Opinion Survey Action Plan" in line with the "Employee Opinion Survey" we conducted.



WORK LIFE

We care about our employees' participation in company decision-making processes and sharing their ideas and suggestions; we utilize internal communication channels such as the Young Board of Directors Application, Idea Cube, TAM (Inter-Team Satisfaction Survey), Suggest a Friend application, Corporate Sharing and Year-End Meetings, Open Door Meetings, Coffee Chats where HR and departments come together, and Four Rooms of Change. We evaluate all incoming requests and suggestions and provide feedback.

Our corporate Instagram account, which plays an important role in strengthening our internal communication and is managed by our employees, is another platform that fosters a participatory culture in our company.



Idea Cube

This is the platform we have created for our employees to communicate all kinds of ideas and suggestions that will improve processes, reduce costs or bring good practices to the company. During the reporting period, 12 of the 45 suggestions submitted to the Idea Cube platform were implemented.



Suggest a Friend

In order to involve our employees in the selection and placement process and to bring potential candidates to our company, our employees recommend their friends for employment in our company and are rewarded for these suggestions within the scope of our reward system. We have employees who we have hired through this practice and who continue to work.

TAM (Inter-Team Satisfaction Survey)

With the aim of supporting internal communication and increasing work efficiency, all departments in business relations evaluate, score and give feedback to each other under the headings of Communication, Accessibility, Solution Orientation, Time Management, Openness to Feedback, Service Quality and Cooperation. Action plans are made and implemented in line with the feedback. The survey is conducted once a year.





OCCUPATIONAL HEALTH AND SAFETY

As Humanis, we take into account the health and safety of our employees, stakeholders and suppliers in all business processes. In order to eliminate the negative effects of our activities on employees at the source, we identify hazards and risks and implement proactive actions. In our strategies and practices regarding occupational health and safety, in addition to the legal obligations concerning the sector within the framework of national legislation, we refer to ISO 45001:2018 Occupational Health and Safety Management System and "Humanis Occupational Health and Safety Policy".

Click [here](#) for Humanis Occupational Health and Safety Policy.



OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety (OHS) management processes are carried out by our OHS Committees. Our Committee, which is located in our Çerkezköy production facility, has a total of 25 members, including 3 employee representatives, department managers and department executives, and substitute members. The Committee convenes once every two months. Our Committee in Istanbul headquarters has 8 members, 3 of whom are employee representatives. In addition, OHS performance is regularly presented to the senior management, evaluated and reported through the Management Review Meetings held once every 6 months.

We support our employees and subcontractor employees with educational programs to raise awareness on occupational health and safety issues. In 2022, 554 employees and 396 subcontractor employees received training.

In order to increase employee participation in occupational health and safety processes, we organize OHS Week events, OHS Slogan contest, etc. and reward our employees. In 2022, we emphasize our sensitivity in the field of OHS with the slogan "Be safe at work, be comfortable", which was determined by our OHS Slogan contest. In 2023, in order to increase the participation of our employees in OHS processes, we plan to organize meetings with employee participation and receive the opinions and suggestions of our employees.



Within the scope of determining OHS and environmental measures, we completed 30 process risk assessments in 2022.



	2018	2019	2020	2021	2022
OHS Training Duration (hours/person)	3.1	5.14	9.02	5.18	14.77

ÇEVRE ve İSG SLOGANLARIMIZI SEÇİYORUZ!

Ne Mutlu Bir Derde Derman Olana! Sloganıyla başlayan yolculuğumuza Çevre ve İSG'ye verdiğimiz önemi yansıtan sloganlarımızı seçerek devam ediyoruz.



Pharmactive 'in Çevre Sloganı Ne Olmalı?
Siz de yarışmaya katılın, 2022 sloganımız sizin sloganınız olsun!
Yarışmanın birincisi 1.000 TL değerinde alışveriş çeki kazanacaktır.

Sloganlarınızı resepsiyonda bulunan kağıtlara yazarak ilgili kutuya atabilirsiniz. Son katılım tarihi 29.04.2022 'dir.

Saygılarımızla,
İSG Kurulu ve Çevre Grubu



Pharmactive 'in İSG Sloganı Ne Olmalı?
Siz de yarışmaya katılın, 2022 sloganımız sizin sloganınız olsun!
Yarışmanın birincisi 1.000 TL değerinde alışveriş çeki kazanacaktır.

OCCUPATIONAL HEALTH AND SAFETY

We ensure that all our employees are involved in occupational health and safety processes with our MyHSE practice, which we have implemented to create a safety culture among our employees and to reduce the possibility of accidents by identifying hazards quickly and effectively. In this context, we evaluate the annual performance of all department managers with the score obtained as a result of the components that make up the OHS performance. Thanks to this performance system, we encourage employees to report near misses and unsafe situations.

MyHSE facility average, which was targeted as a minimum score of 90, was realized as 95 in 2022. Our 2023 target is a minimum of 93.

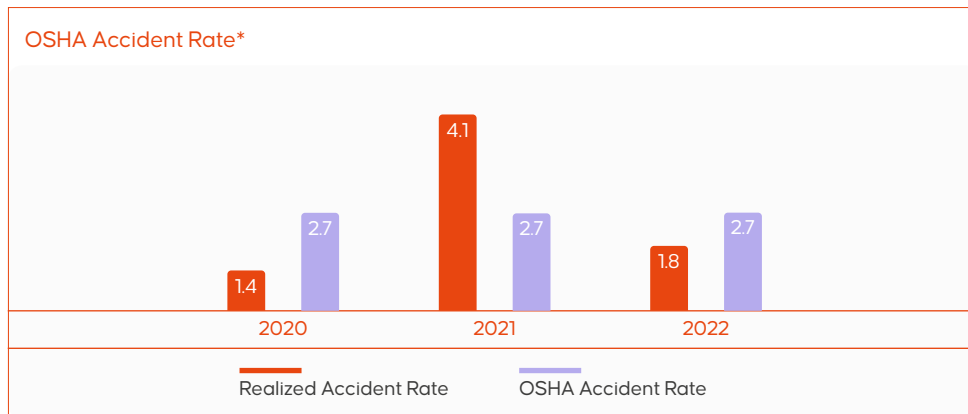
In addition to the periodic health checks we conduct for our employees regarding occupational health practices, we cover our employees under private health insurance. We provide awareness trainings and psychologist support on stress management.

One of the important components of occupational health and safety

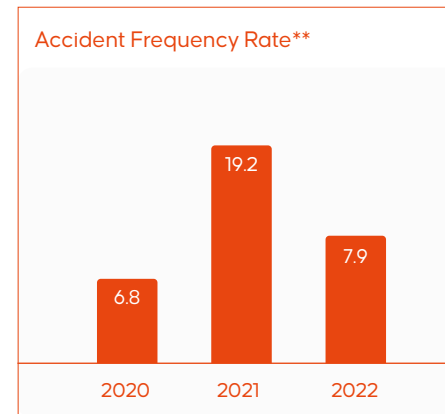
is office ergonomics. We make the necessary improvements to ensure that the materials used in offices are suitable for working ergonomics and provide ergonomic working equipment.

We calculate our accident rates according to the OSHA (Occupational Safety Health Administration) accident rate in order to compare our accident rate at the global level and to use a calibrated accident rate with our global stakeholders to whom we provide production services. In this context, we determine our annual

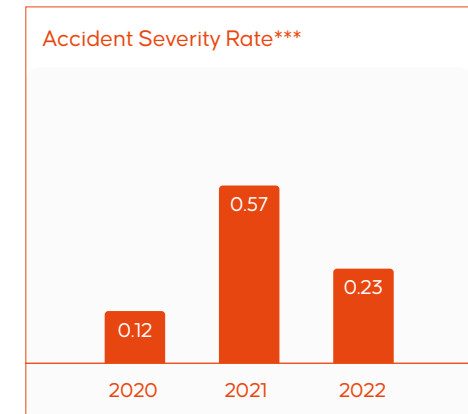
accident rate target according to the accident rates determined on a global scale and take actions to stay below this target. Our accident rate calculated according to OSHA in 2022 was 1.8, and we achieved an average below the OSHA private sector global accident rate calculated as 2.7 in 2022. Again during the period, the number of accidents with lost days was reported as 7 and the total number of accidents as 15, while there were no occupational diseases and fatal accidents.



*OSHA Accident Rate: Determined by OSHA private sector global accident rate. Number of Recordable Injuries and Illnesses * 200,000/ Total Working Hours

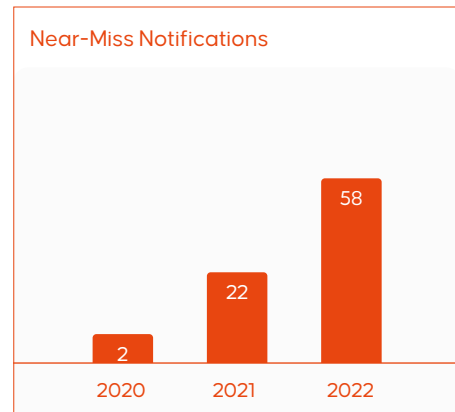


**Accident Frequency Rate: Number of Accidents * 1,000,000/ Total Working Time
 ***Accident Severity Rate: Total Days Lost * 1,000/Total Working Hours



OCCUPATIONAL HEALTH AND SAFETY

We act with the awareness that employee participation plays an important role in reducing accidents. Accordingly, we have developed a system where our employees can report OHS nonconformities and near-miss incidents. We encourage our employees who report near-misses to participate in OHS activities by rewarding them.



31 of the 58 near miss and unsafe event notifications made in 2022 were completed in the same year and 27 of them were included in the action plan. A budget of 122,500 euros was allocated for the near-miss and unsafe event notifications included in the investment plan for 2023.

We evaluate our OHS performance through internal and external audits organized every year and share the audit results with senior management and the OHS Board. 63 of the 71 findings identified as a result of the internal audits conducted in 2022 have been closed, and the process of 8 of them is ongoing. As a result of external audits carried out by our stakeholders (ISO certification body and our customers, whose production activities we carry out in our facility), 15 findings were identified, 12 of which were minor and 3 major, and necessary actions were taken to close the findings.

Emergency Management

Measures and emergency actions for all emergencies such as fire, flood, storm, earthquake, occupational accidents, occupational diseases, poisoning, sabotage, etc. have been determined, and emergency teams, emergency management staff and job descriptions have been clearly defined accordingly. Drills are conducted periodically within the scope of the emergency scenario; 2 emergency drills and 6 unannounced accident scenarios were carried out in 2022. In addition, 651 employees and 396 subcontractor employees received emergency training. In 2023, we aim to create an earthquake scenario and implement practices to raise earthquake awareness among all employees.

Fighting Covid-19

As Humanis, we have established a Procedure for Combating and Preventing the Spread of Epidemic Diseases in order to determine the measures to be taken to minimize all potential risk sources that may cause the spread of epidemics in all areas, and to define the necessary actions to be taken in case of suspected cases and disease diagnosis.

In the case of Covid-19, we established an Emergency Team and ensured close follow-up of cases and contacts. We adapted the seating arrangement and working environment in the dining hall and services according to the social distancing rule. In addition to placing disinfectants in common areas at the headquarters and production facility, we increased the cleaning and disinfection period. We conducted awareness and awareness-raising activities for all our employees regarding the measures taken.



SOCIAL INVESTMENTS

With the strength we derive from our value of “Being Useful”, we produce corporate social responsibility projects in the fields of health, culture-art and education, and aim to add value to the future by carrying out sponsorship and support activities.



SOCIAL INVESTMENTS

Active Support Movement

In the light of our understanding of “Blessed is the one who is a cure for a trouble.”, we launched the “Active Support Movement” project in 2021 to support our heroic healthcare professionals who work day and night for public health and are at the forefront of the Covid-19 pandemic.

In the first phase of the movement, we started to establish rest rooms, which we named “Active Room”, in order to create a comfortable and motivational atmosphere for doctors in the emergency clinics of 5 public hospitals in Istanbul, where the pandemic conditions were very severe. 12 leading brands in Türkiye also provided voluntary support in the formation of Active Rooms, where many details were considered, from healthy wall paint to ozone device for air purification, from comfortable seating groups to technological needs.

With our “Active Support Movement” project, we were deemed worthy of the “Covid-19 Challenge Special Award” at the 2021 Golden Pulse Awards. We also received the “ATUDER Special Project Award” at the 17th National Emergency Medicine Congress.



Active Portal

We established the Active Portal, where information, news, life and human health are shared to add health to life.

On-the-Job Training Program

As a result of our cooperation with İŞ-KUR in our region of operation, we launched the “On-the-Job Training Program” with the aim of increasing local employment.

March 14th Medical Day Run

In 2022, we sponsored the “March 14th Medical Day Run” organized by the Turkish Emergency Medicine Association and the Emergency Medicine Assistant Association, with more than 800 runners participating.



SOCIAL INVESTMENTS

Golden Wing

On the 30th anniversary of the signing of the Convention on the Rights of the Child, we became a "Golden Wing Supporter" of the UNICEF Turkish National Committee to contribute to UNICEF's work for children.



Contribution to Education

During the reporting period, we provided scholarship support to 26 students. We also donated a dissolution device and tablet printing machine to the Private Çerçezköy Organized Industrial Zone Vocational and Technical Anatolian High School in order to support applied education processes and to learn the pharmaceutical production process.

In 2019, we supported the education of 6 children with the e-waste we donated to the "Do not Dispose, Donate" campaign organized in cooperation with TEGV and TÜBİSAD.



Contribution to the Environment

In 2021, we donated 54 saplings to the Foundation for the Protection and Promotion of Environmental and Cultural Values for the birthdays of our employees.



Contribution to Art

In 2015, we presented one of the biggest art events of the year, "The Magic of Hands" Exhibition curated by İbrahim Karaoğlu to art lovers.

We presented "Love is a Beautiful Profession", the most comprehensive retrospective exhibition of Bedri Rahmi Eyüpoğlu, who created important works in different disciplines of art, to art lovers.

In order to support healthcare workers who are at the forefront of the Covid-19 pandemic, 1,500 Emergency Needs Packs containing masks, gloves, hand sanitizers and protective gowns, and 155 thousand hand sanitizers produced by Humanis in its own facilities at World Health Organization standards were delivered to hospitals and various health centers across the country.

Pharmactive'den Özel Üretim Örnek Dayanışma

Pharmactive ilaç, özel olarak el antiseptiği üretip; 55 bin adet birer litrelik ve 100 bin adet 60 ml'lik el antiseptiklerini, koşulsuz destek olarak sağlık çalışanlarının kullanımına sunacak. Firma ayrıca Türkiye'nin dört bir yanındaki sağlıkçılara; içinde koruyucu gözlük, maske, eldiven, el antiseptiği ve koruyucu önlük bulunan 1.500 adet "Acil İhtiyaç Paketi" gönderdi. Pharmactive ilaç, Koronavirüsün kaynaklanan Covid-19 salgınına karşı toplumsal dayanışmayı arttırmak ve sağlık çalışanlarına destek vermek amacıyla bir dizi karar alarak uygulamaya başladı.



Acil İhtiyaç Paketi

Pharmactive, içinde maske, eldiven, el antiseptiği ve koruyucu önlük bulunan 1.500 adet "Acil İhtiyaç Paketi"ni, herhangi bir talep beklemeden ve koşulsuz destek olarak "Aile Sağlığı Merkezleri" ve Hastanelere gönderdi. Bu adımı ardından Pharmactive, kendi fabrikasında Dünya Sağlık Örgütü'nün belirlediği standartlarda üreteceği el antiseptiklerini de koşulsuz destek olarak sağlık çalışanlarının kullanımına sunacak. Yasal prosedürlerin tamamlanmasının ardından Pharmactive, sağlık çalışanları için üreteceği 55 bin adet birer litre ve 100 bin adet 60 ml el antiseptiğini yurt genelindeki hastane ve çeşitli sağlık merkezlerine ulaştıracak.

Pharmactive Yurtiçi Pazarlar ve Uluslararası Pazarlar Genel Müdürü Dr. Yalçın Yağın, sağlık çalışanlarının çok ciddi ve önemli bir süreçte, canları pahasına en ön safta çalışmalarına dikkat çekerek; Sağlık Bakanlığı başta olmak üzere tüm ilgililerin sürecin en sağlıklı şekilde yürütülmesi için büyük çaba gösterdiklerini ve Pharmactive olarak da bu çabalara koşulsuz destek ve katkıda bulunmak istediklerini belirtti.



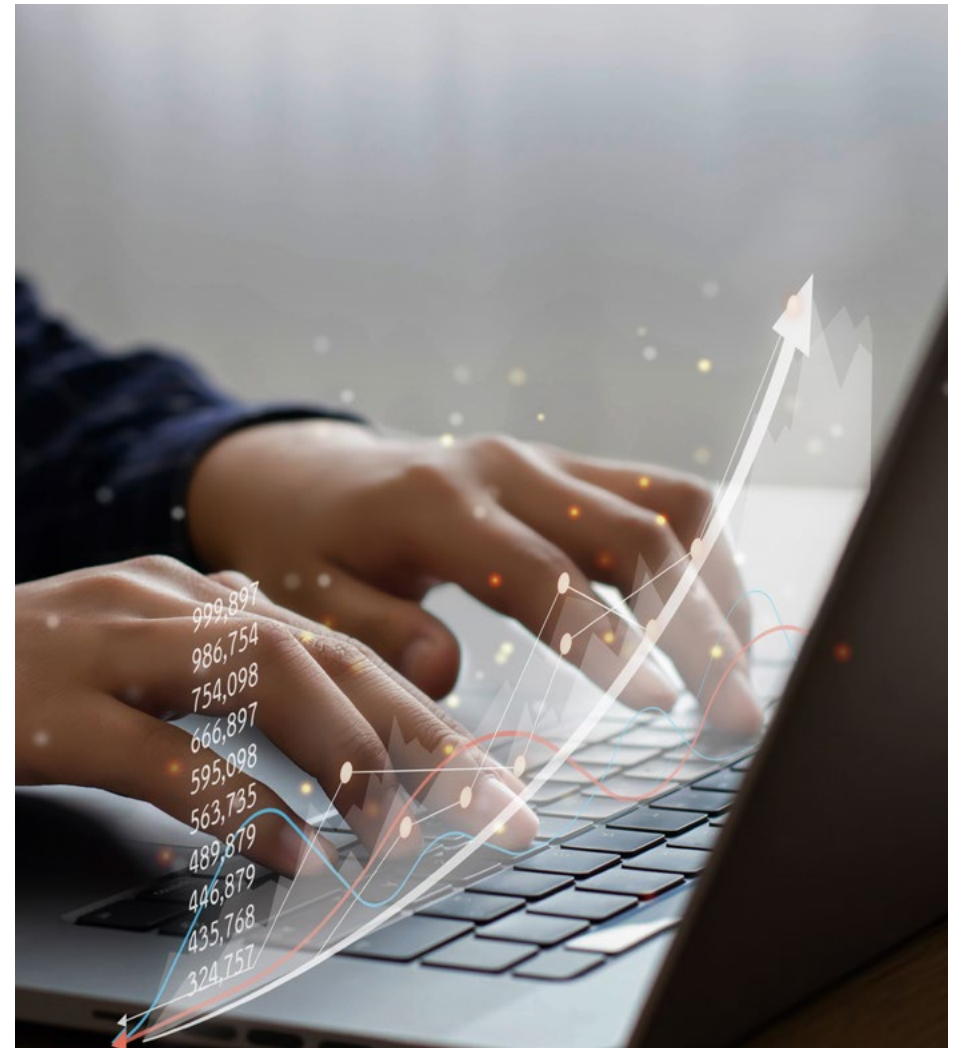
APPENDICES

Performance Indicators

GRI Content Index

Abbreviations

Contact



PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

EMPLOYEE DEMOGRAPHICS	2020	2021	2022
Total Number of Employees	820	730	916
Female	264	239	294
Male	556	491	622
Employees by Nationality			
Local	817	729	916
Foreign	3	1	0
Total Number of Employees by Category			
White-collar	601	523	652
Female	208	183	214
Male	393	340	438
Blue-collar	219	207	264
Female	56	56	63
Male	163	151	201
Total Number of Employees by Contract Type			
Permanent	817	726	915
Female	261	237	293
Male	556	489	622
Temporary	3	4	1
Female	3	2	1
Male	0	2	0

EMPLOYEE DEMOGRAPHICS	2020	2021	2022
Total Number of Employees by Employment Type			
Full-time	820	730	916
Female	264	239	294
Male	556	491	622
Part-time	0	0	0
Female	0	0	0
Male	0	0	0
Total Number of Employees by Education Level			
Primary	37	35	38
High School	176	162	178
Associate Degree	124	124	175
Bachelor's Degree	429	366	479
Postgraduate	54	43	46
PhD	0	0	0
Total Number of Employees by Age Groups			
18-30	196	129	336
30-50	582	552	547
50 +	42	49	33

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

EMPLOYEE DEMOGRAPHICS	2020	2021	2022
Senior Management Structure (Number)			
Female	10	10	10
Male	20	22	17
Local	30	32	27
Foreign	0	0	0
18-30	0	0	0
30-50	22	23	17
50 +	8	9	7
Number of Disabled Employees	38	26	27
Number of Interns (University)	6	5	4
Number of Interns (High School)	0	3	23
Number of Employees on Maternity and Paternity Leave			
Female	11	10	12
Male	19	24	15
Number of Employees Returning from Maternity and Paternity Leave			
Female	4	6	10
Male	19	24	15

TURNOVER	2020	2021	2022
Turnover Rate (%)	17.39	23	22.97
Number of Newly Hired Employees	108	120	375
Female	39	39	137
Male	69	81	238
18-30	51	38	233
30-50	55	68	140
50 +	2	14	2
Number of Leaving Employees	146	210	179
Female	55	64	76
Male	91	146	103
18-30	57	66	79
30-50	84	137	95
50 +	5	7	5

EMPLOYEE DEVELOPMENT	2020	2021	2022
Employee Trainings- Number of Participants (person)	79	365	921
Employee Trainings- Total Hours (person*hour)	20,586*	3,333	3,574
Number of Employees Given Regular Performance Evaluation Feedback			
White-collar	601	523	652
Female	208	183	214
Male	393	340	438
Blue-collar	0	0	0
Female	0	0	0
Male	0	0	0

*Trainings were given online due to the pandemic.

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

OHS	2020	2021	2022
OHS Committee			
Number of OHS Committees	1	1	2
Total Number of OHS Committee Members	22	23	33
Number of Employee Representatives in OHS Committees	3	3	6
OHS Trainings- Number of Participants (person)			
Direct Employment	319	571	554
Contractor Employee	274	256	396
OHS Trainings- Total Hours (person*hour)			
Direct Employment	9.02	5.18	14.77
Contractor Employee	0.5	0.5	0.5
Accident Rate**	1.4	4.1	1.8
OSHA Private Sector Accident Rate	2.7	2.7	2.7
Accident Severity Ratio ***	0.12	0.57	0.23
Accident Frequency Rate ****	6.8	19.2	7.9

** Accident rates are calculated according to the OSHA (Occupational Safety Health Administration) accident rate.
OSHA Accident Rate: Number of Recordable Injuries and Illnesses*200,000/Total Working Hours

*** Accident Severity Rate: Total Days Lost *1,000/Total Working Hours

**** Accident Frequency Rate: Number of Accidents * 1,000,000/ Total Working Time

OHS	2020	2021	2022
Occupational Disease Rate (ODR)			
Direct Employment			
Female	0	0	0
Male	0	0	0
Contractor Employee			
Female	0	0	0
Male	0	0	0
Fatality			
Direct Employment	0	0	0
Female	0	0	0
Male	0	0	0
Contractor Employee	0	0	0
Female	0	0	0
Male	0	0	0
Number of people working in environments or tasks with a high risk of accidents or occupational diseases			
Direct Employment	344	331	427
Contractor Employee	30	30	30

PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS

	2020	2021	2022
Total Production Amount (number of boxes)	65,871,263	57,317,130	91,616,622
Direct Energy Consumption by Source (kWh)			
Natural Gas	12,668,923	12,150,795	13,565,840
Natural Gas Consumption per Box (kWh/box)	0.13756	0.18931	0.13225
Indirect Energy Consumption by Source (kWh)			
Electricity	10,146.760	9,327.212	8,803.290
Electricity Consumption per Box (kWh/box)	0.17175	0.14532	0.08582
Total Water Consumption (m³)	85,629	76,347	96,523
Water Consumption per Box (m³/box)	1.16085	1.18949	0.94101
Amount of Hazardous Waste (tons)	337	367	352
Amount of Non-hazardous Waste (tons)	276	266	418
Amount of Hazardous Waste per Box (gr/box)	3.11	3.65	1.62

GRI CONTENT INDEX

Statement of Use: Humanis, has reported in accordance with the GRI Standards for the period 01 January 2021-31 December 2022.

GRI 1 Used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): /

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Humanis, p:5-11			
	2-2 Entities included in the organization's sustainability reporting	About the Report, p:2			
	2-3 Reporting period, frequency and contact point	About the Report,p:2 ;Contact, Inside Back Cover			
	2-4 Restatements of information	About the Report, p:2			
	2-5 External assurance	GRI Content Index: None			
	2-6 Activities, value chain and other business relationships	About Humanis, p:5-11 ; Communication with Stakeholders, p:28 ; Supply Chain Management, p:41-43			
	2-7 Employees	Diversity and Inclusion, p:47 ; Social Performance Indicators, p:60-61			
	2-8 Workers who are not employees	Social Performance Indicators, p:62			
	2-9 Governance structure and composition	Corporate Governance, p:13			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, p:13			
	2-11 Chair of the highest governance body	Corporate Governance, p:13			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, p:21			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, p:22			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, p:21			

"For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report."

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Business Ethics and Anti-Corruption, p:17			
	2-16 Communication of critical concerns	Business Ethics and Anti-Corruption, p:17 ; Communication with Stakeholders, p:28			
	2-17 Collective knowledge of the highest governance body	Corporate Governance, p:13			
	2-18 Evaluation of the performance of the highest governance body	GRI Content Index: Performance is evaluated at the Board of Directors meetings held throughout the year.			
	2-19 Remuneration policies	GRI Content Index: The principle of "equal pay for equal work" is applied.			
	2-20 Process to determine remuneration	Diversity and Inclusion, p: 47			
	2-21 Annual total compensation ratio	GRI Content Index: This information is not shared for privacy reasons.	2-21a;2-21b; 2-21c	Confidentiality constraints	Humanis does not disclose this information as there is no law regarding the disclosure of wages in Türkiye.
	2-22 Statement on sustainable development strategy	Sustainability Management, p:21			
	2-23 Policy commitments	Sustainability Management, p:26			
	2-24 Embedding policy commitments	Sustainability Management, p:26			
	2-25 Processes to remediate negative impacts	Risk Management, p:14-15			
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Anti-Corruption, p:17 ; Communication with Stakeholders, p:28			
	2-27 Compliance with laws and regulations	GRI Content Index: No penalties were received for non-compliance with laws and regulations during the reporting period.			
	2-28 Membership associations	Corporate Memberships and Supported Initiatives, p:18			
	2-29 Approach to stakeholder engagement	Communication with Stakeholders, p:28			
2-30 Collective bargaining agreements	GRI Content Index: None				

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Material Topics,p:25			
	3-2 List of material topics	Our Material Topics,p:25			
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Corporate Governance, p:13-17			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Anti-Corruption, p:17			
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Anti-Corruption, p:17			
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption, p:17			
Stakeholder Interaction and Collaborations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Communication with Stakeholders, p:28			
Financial Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; About Humanis, p:10-11			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	About Humanis, p:10-11			
Responsible Supply Chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Supply Chain Management, p:41-43			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management, p:42			
Patient Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Product Quality and Safety, p:37-38			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Continuity of Health					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Product Quality and Safety, p:37-38			
Product Responsibility					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Product Quality and Safety, p:37-38			
Product Affordability					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Product Quality and Safety, p:37-38			
Ethical Marketing/Ethical Controls					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Product Quality and Safety, p:37-38			
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: None			
	417-3 Incidents of non-compliance concerning marketing communications	GRI Content Index: None			
R&D					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; R&D, p:39-40			
Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; R&D, p:39-40			
Intellectual Property Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; R&D, p:39-40			
Digitalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Digital Transformation, p:44-45			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Content Index: None			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Data Safety, Privacy and Cyber Risks					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Digital Transformation, p:45			
Environmental Management System					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Environmental Management, p:29-36			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions Management, p:31 ; Environmental Performance Indicators, p:63			
	302-3 Energy intensity	Energy and Emissions Management, p:31 ; Environmental Performance Indicators, p:63			
	302-4 Reduction of energy consumption	Energy and Emissions Management, p:31-32			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions Management, p:32 ; Environmental Performance Indicators, p:63			
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions Management, p:32 ; Environmental Performance Indicators, p:63			
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions Management, p:32 ; Environmental Performance Indicators, p:63			
	305-5 Reduction of GHG emissions 305-6 Emissions of ozone-depleting substances	Energy and Emissions Management, p:32 Energy and Emissions Management, p:32			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, p:33			
	303-4 Water discharge	Water Management, p:33			
	303-5 Water consumption	Water Management, p:33; Environmental Performance Indicators, p:63			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management,p:34-35			
	306-2 Management of significant waste-related impacts	Waste Management,p:34-35			
	306-3 Waste generated	Waste Management,p:34			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation, p:36			
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity Conservation, p:36			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Corporate Governance, p:13 ; Diversity and Inclusion, p:47			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI Content Index: None			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GRI Content Index: None			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index: None			
Equality of Opportunity, Diversity and Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Diversity and Inclusion, p:47			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, p:47			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion, p:47			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, p:47			
Talent Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Employee Development and Talent Management,p:48			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Talent Management,p:48			
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators, p:61			
Employee Rights, Engagement and Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Employee Satisfaction, p:49-51			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators, p:61			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Satisfaction, p:50			
	401-3 Parental leave	Social Performance Indicators, p:61			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	GRI Content Index: The notice periods determined by the legislator are valid.			

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Occupational Health and Safety, p:52-55			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p:52-53			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p:54 ; Social Performance Indicators, p:62			
	403-3 Occupational health services	Occupational Health and Safety, p:54			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p:53			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p:53			
	403-6 Promotion of worker health	Occupational Health and Safety, p:54			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p:54-55			
	403-9 Work-related injuries	Social Performance Indicators, p:62			
	403-10 Work-related ill health	Social Performance Indicators, p:62			
Emergency Preparedness					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics,p:25 ; Occupational Health and Safety, p:55			
Contribution to Social Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Material Topics, p:25 ; Social Investments, p:56-58			

ABBREVIATIONS

API	Active Pharmaceutical Ingredients
BCSD Türkiye	The Business and Sustainable Development Council
CDP	Carbon Disclosure Project
COSO	Committee of Sponsoring Organizations of Treadway Commission
CPA	Corrective Preventive Action
ÇOSB	Çerkezköy Organized Industrial Zone
EIA	Environmental Impact Assessment
GMP	Good Manufacturing Practices
GPTW	Great Place to Work
ICH	The International Council for Harmonization
IIA	Institute of Internal Auditors
NQM	National Quality Movement
OEE	Overall Equipment Effectiveness
OSHA	Occupational Safety Health Administration
PSCI	Pharmaceutical Supply Chain Initiative
QbD	Quality by Design
RPA	Robotic Process Automation
SBTi	Science Based Targets initiative
SPP	Solar Power Plant
TEGV	The Educational Volunteers Foundation of Türkiye
TEYDEP	Directorate of Technology and Innovation Support Programs
TÜBİSAD	Informatics Industry Association
TÜSEB	Presidency of the Turkish Institutes of Health

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